

QUALIFICATION SPECIFICATION SECTION A						
QUALIFICATION DEVELOPER	BA ISAGO UNIVERSITY					
TITLE	Bachelor of Commerce in Industrial Psychology				NCQF LEVEL	7
FIELD	Business, Commerce and Management Studies	SUB-FIELD		Industrial Psychology		
New qualification	✓	Review of existing qualification				
SUB-FRAMEWORK	General Education		TVET		Higher Education	✓
QUALIFICATION TYPE	Certificate		Diploma		Bachelor	✓
	Bachelor Honours		Master		Doctor	
CREDIT VALUE	510					
RATIONALE AND PURPOSE OF THE QUALIFICATION						
<p>The increasing demand for psychologists' services and expertise is currently outpacing the level of supply in our country (Human Resources Development Council [HRDC], 2016). Shortages in the psychology workforce over the longer term could potentially lead to ineffective and unsafe practices, and a decrease in the quality of services. The proposed qualification is a response to the growing demand for psychologists in the country. The HRDC (2016) has identified psychologists as an occupation in high demand. This means that this occupation is currently experiencing shortages in the labour market. Therefore, this calls for skills development and training for the local population in this field. Currently, there is no university offering industrial/organizational psychology course in Botswana. This qualification would close the gap in the industry.</p> <p>According vision 2036 pillar 1, Botswana would have a knowledge-based economy in 2036. It is impossible that we will succeed in a world economy built on intellectual capital and creativity without the input of industrial/organisational psychology. The increasing sophistication of the global business environment requires a new approach to managing people which is driven by subtle scientific methods of industrial/organisational psychology to make enterprises more effective and more efficient in the utilisation of human resource. Without any doubt industrial/organisational psychology as a discipline would play an important role to Botswana's economy. Botswana needs a more diversified, knowledge-based economy in order to reach its Vision 2036 pillar of having a knowledgeable society with relevant quality education.</p> <p>Furthermore, the field of psychology in Botswana is still dominated by a process where individuals trained abroad return home, and then import what they have learnt. This may be culturally irrelevant to our country. Therefore,</p>						

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industrial psychology field proposed would ensure the development of more culturally appropriate psychological theories which are applicable to our country.

The purpose of this qualification is to produce graduates with specialized knowledge, skills, and competences to:

- Conduct research on organizational human resource related problems and implement findings to solve the problems.
- Implement appropriate psychological techniques to modify people's behaviour to improve organisational effectiveness.
- Resolve employee related issues that impact the organization.
- Implement statutory referenced human resource practices in organisations.
- Identify training and development needs in areas such as productivity, management and employee working styles, and help companies address problems by coaching employees, developing performance evaluation criteria and assessing market strategies.
- Apply knowledge of ethical considerations, administrative regulations and case law to workplace activities.

ENTRY REQUIREMENTS (including access and inclusion)

- i. Minimum entry qualification is Certificate IV, NCQF Level 4 (BGCSE equivalent).
- ii. Applicants who do not meet the requirements above may be considered through applicable provider RPL and CAT policies for access and inclusion in line BQA/ national policy.

QUALIFICATION SPECIFICATION

SECTION B

GRADUATE PROFILE (LEARNING OUTCOMES)

ASSESSMENT CRITERIA

1. Apply specialized knowledge of theories, concepts and models of industrial psychology to resolve organisational behaviour issues.	1.1 Resolve organizational behaviour issues that arise in an organization. 1.2 Rationalise on the theory and practice of industrial/organizational psychology. 1.3 Apply the main theoretical frameworks of industrial-organizational psychology in the place of work.
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<p>2. Apply statutory and ethical human resource practices in organisations.</p>	<p>2.1 Assess the methods of personnel recruitment and selection, human resource development, evaluation systems and compensation systems.</p> <p>2.2 Solve issues of recruitment, selection and placement, training and development, and performance measurement.</p> <p>2.3 Apply the concepts, theoretical framework and techniques of human resource management to evaluate and recommend solutions for human resource management problems.</p> <p>2.4 Evaluate the relationship between different human resource policies and practices.</p> <p>2.5 Analyse the implications of ethical and legal issues related to human resources.</p>
<p>3. Apply problem solving skills to Human Resource problems in the organisational.</p>	<p>3.1 Implement needs analysis for managerial and leadership functions.</p> <p>3.2 Select correct models for problem in Organisation.</p> <p>3.3 Apply the economic models to analyse a range of industrial organisation issues.</p> <p>3.4 Apply critical reasoning to issues through independent thought and informed judgement.</p> <p>3.5 Adapt innovatively to changing environments.</p> <p>3.6 Develop activities that promote and support creativity.</p> <p>3.7 Create conducive work environment.</p>
<p>4. Advise organisation leadership on the impact of group and organisational structure on workforce perceptions, attitudes, and behaviours.</p>	<p>4.1 Predict individual behaviour within various workplace situations.</p> <p>4.2 Explain how attitudes and perceptions impact on behaviour in a work context.</p> <p>4.3 Analyse the antecedents and outcomes of workplace attitudes.</p> <p>4.4 Decide on the principal strategies to employ to manage attitudes.</p>

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	<p>4.5 Change current policies and procedures that are found to be ineffective or lower morale among employees.</p> <p>4.6 Implement structural interventions that will enable organisational growth and development.</p>
5. Implement interpersonal communication skills to resolve Human Resource issues that impact on the organization.	<p>5.1 Communicate effectively with and other professionals using various forms of communication.</p> <p>5.2 Implement ICT, writing, and presentation skills.</p> <p>5.3 Develop networks with other practitioners at national, regional and international levels.</p> <p>5.4 Organise information and ideas and to convey ideas clearly.</p> <p>5.5 Exhibit collaborative skills to nurture team work</p> <p>5.6 Rationalise on causes and development of conflict.</p> <p>5.7 Propose solutions to overcome work-based conflicts.</p>
6. Apply psychological techniques to modify people's behaviour and improve organisational effectiveness.	<p>6.1 Assess industrial/organisational psychologists' methods and tools for personnel decisions.</p> <p>6.2 Design organisational instruments for psychological assessment.</p> <p>6.3 Develop criteria to evaluate performance of individuals, teams and organizations.</p> <p>6.4 Diagnose observed behaviour for causes that may hinder individuals, groups and organization to achieve higher levels of performance.</p>
7. Solve industrial/organizational problems through action research.	<p>7.1 Identify problems or areas requiring research in the organisation.</p> <p>7.2 Collect data relevant to the organisation research objectives using varied means</p> <p>7.3 Analyse data using various techniques and methods</p> <p>7.4 Develop research findings and communicate to decision makers in the organisation.</p>

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	7.5 Reflect on the implications of research findings on industrial/organisational practices.
8. Demonstrate advanced knowledge of psychologist professional conduct.	8.1 Adhere to the expected ethical behaviour and attitude of professional psychologist in the organisation. 8.2 Contribute to the advancement of profession through professional conduct in the organisation and beyond.

QUALIFICATION STRUCTURE SECTION C			
FUNDAMENTAL COMPONENT Subjects / Units / Modules /Courses	Title	Level	Credits
	Principles of Economics	5	12
	Computing and Information Skills	5	12
	Business Statistics	6	12
	Business Communication	5	12
	Principles of Management	5	12
CORE COMPONENT Subjects / Units / Modules /Courses	Human Resource Development	6	12
	Introduction to Industrial Psychology	7	12
	Commercial Law	6	12
	Employment Relations	7	12
	Group Dynamics and Diversity	7	12
	Organizational Development and Change	7	12
	Organizational Psychology	6	12
	Personnel Psychology	6	12
	Employment Law	6	12
	Human Capital Development	6	12
	Positive Psychology	6	12
	Career Psychology	7	12
	Consumer Psychology	7	12
	Forensic Industrial Psychology	7	12
	Personality Development	7	12
	Physiological Psychology	7	12

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	Employment Conflict Management	7	12
	Managing Diversity and Employee Retention	7	12
	Statistics, Tests and Measurement	7	15
	Industrial attachment	7	60
	Research Methods	7	12
	Social Psychology	7	12
	Ergonomics and Environment Psychology	7	12
	Psychology of Leadership	7	12
	Cognitive Psychology	8	12
	Research Project	7	24
	Performance Management and Reward Systems	7	12
	Psychopathology	7	12
	Career Psychology	8	12
	Psychometrics	7	15
ELECTIVE COMPONENT Subjects / Units / Modules /Courses	Set 1		
	Investor Psychology	8	12
	Change and Organisational culture	8	12
	Cognitive Psychology	8	12
	Set 2		
	Strategic Human Resources Management	8	12
	Psychology of Learning	8	12
	Psychology & Society: Understanding Violence	8	12
Rules of combinations, Credit distribution (where applicable):			
Level 5 credits = 48			
Level 6 credits = 96			
Level 7 credits= 318			
Level 8 credits = 48			
Total credits =510			
The credit distribution is made up of 60 credits from the fundamental component, 426 credits from the core component and 48 credits from the elective component where candidates choose only 2 modules form each set.			
ASSESSMENT AND MODERATION ARRANGEMENTS			

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Assessment

All assessments which are leading to the award of the qualification should be based on learning outcomes and associated assessment criteria.

i. **Formative assessment**

The weighting of formative assessment is 40 % of the Final assessment mark.

ii. **Summative assessment**

The weighting of summative assessment is 60 % of the Final assessment mark

Internal moderation requirements

- i. All assessment instruments should be internally moderated before administration
- ii. All marked scripts should be moderated internally
- iii. The preparation of the moderation should be accompanied by the Assessment Matrix.

External moderation requirements

External moderators will check that the examination and marking is at the right standard for the type and level of the qualification. External moderation exercise may lead to a decision to change marks. Each sub-field will have a Substantive External Examiner.

Assessment and moderation will be carried out by BQA registered and accredited assessors and moderators in line with BQA/ national policies.

RECOGNITION OF PRIOR LEARNING (if applicable)

There is a provision for Recognition of Prior Learning (RPL) as a form of assessment for eligibility into the qualification or award of the qualification.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Learning Pathways

Horizontal Articulation:

- Bachelor of Commerce in Human Resource Management
- Bachelor of Psychology
- Bachelor's Degree in Counselling Psychology

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Vertical Articulation

- Master of Commerce in Industrial and Organisational Psychology
- Master of Commerce in Human Resource Management
- Master's Degree in Research Psychology
- Master's Degrees in counselling psychology

Employment Pathways

- Industrial and Organisational Psychologists
- Organisational Development Consultants
- Compensation Specialists
- Recruitment and Selection Specialists
- Human Resource Managers
- Trainee Managers
- Market Research Consultants
- Employee Relations Consultants
- Industrial/Organisational Psychology Researchers
- Teachers and University Lecturers
- Training and Development Specialists
- Industrial Relation Officer
- Career Counsellors
- Personnel Analyst
- Management Analyst
- Organizational Effectiveness Director
- Compensation, Benefits and Job Analysis Specialist
- Talent Management Manager

QUALIFICATION AWARD AND CERTIFICATION

- i. Candidates meeting the prescribed requirements will be awarded the qualification in accordance with the qualification composition rules and applicable policies. To be eligible for the award, candidates must have

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successfully completed all core, fundamental and elective modules. The Bachelor of Commerce Degree in Industrial Psychology will be awarded to candidates who have obtained a minimum of 510 credits.

REGIONAL AND INTERNATIONAL COMPARABILITY

This qualification compares very well with the following programmes;

- Bachelor of Science in Industrial and Organisational Psychology - Washington University in St. Louis
- Bachelor of Commerce in Industrial and Organisational Psychology-University of South Africa (UNISA)

The proposed qualification has similarities especially in scope with the regional and international qualifications. The Bachelor of Commerce in Industrial Psychology is comparable to the Bachelor of Commerce in Industrial and Organisational Psychology offered by the University of South Africa (UNISA) as well as the Bachelor of Science in Industrial and Organisational Psychology by Washington University in St. Louis. All the qualifications are intended to develop an understanding of the diverse connections between work and psychological well-being which is central to ensure productivity and well-being at work in the contemporary organisations. The qualifications cover the following modules: Industrial/Organizational Psychology, Psychological Testing (Psychometrics), Personality Psychology, Organisational Research Methodology, Group dynamics.

However, the proposed Bachelor of Commerce in Industrial Psychology is closely related to the Bachelor of Commerce in Industrial and Organisational Psychology offered by the University of South Africa, in that there are many common modules between the two. These modules include: Financial Accounting Principles, Concepts and Procedures, Principles of Economics, Human Capacity Development, individual differences, Consumer Behaviour, Performance Management and Reward Systems, Personnel Psychology, Psychology of Leadership, Career Psychology, Employment Relations, Strategic Management.

The proposed qualification in Industrial Psychology contains modules which are unique and can be applied to the field of work. Particular mention goes to the module on Investor Psychology. The economy of Botswana is largely on the mining of diamonds hence the need to diversify the economy. Therefore, such a module elaborates on how both the local and international investors may be brought in to diversify the economy.

Furthermore, there are also notable differences in terms of duration and credit value of the qualifications. Whilst the proposed qualification runs for 4 years, with a total credit value of 510, the UNISA qualification runs for 3 years with a total of 360 credits. However, Washington University in St. Louis has a total different credit value system, unlike the proposed qualification, Washington University in St. Louis where credit value per module is 3. The total minimum required credits for

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this qualification at Washington University in St. Louis are 39 credits and the qualification run for 4 years. The other difference is that this qualification is offered under Science rather than in Commerce.

REVIEW PERIOD

This qualification will be reviewed after 5 years upon registration.