

CALENDAR 2011

FACULTY OF EDUCATION
SCIENCES
UNDERGRADUATE PROGRAMMES
BTD (HRD)
Potchefstroom Campus

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PLEASE MENTION YOUR STUDENT NUMBER IN ALL CORRESPONDENCE.

The General Academic Rules of the University, to which all students are to adhere and which apply to all the qualifications offered by the University, appear in a separate publication and are available on the website at: http://www.nwu.ac.za/gov_man/policy/7P-Academic_Rules_e.pdf.

Please note: Although the information in this Calendar has been compiled with the utmost care and accuracy, the Council and the Senate of the University accept no responsibility whatsoever for errors that may occur. Before students make final selection of modules, it is their responsibility to consult the class timetable regarding possible clashes. Should there be a clash in a student's planned selection, then the relevant module combination will not be permitted.

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Faculty of Education Sciences: Office Bearers

Dean

Vacant

Directors of Schools / Research Unit

School for Curriculum-based studies (SCS)

Prof BW Richter (BA, BAHons, MA, PhD, UED)

School of Education (SE)

Prof PJ Mentz (BA, HED (postgraduate), BEd, MEd, DEd, Diploma in Tertiary Education)

School of Continuing Teacher Education (SCTE)

Prof EJ Spamer (BA, HED, BAHons, MA, PhD)

Research Focus Area: Teaching-Learning organisations

Prof CD Roux (BA, BAHons, SED, MA, DPhil)

Administrative Manager

Ms AMC Cloete

Management Committee of the Faculty

Chair: Dean

Members:

Prof BW Richter

Prof EJ Spamer

Prof PJ Mentz

Prof CD Roux

Ms JM van Heerden (Financial Officer)

Ms AMC Cloete (*ex officio* – Minute Taker)

Faculty Board

Chair: Dean

Members:

Directors of the schools and Research Focus Area

Faculty representatives in the Campus Senate

Faculty representatives in the Institutional Senate

Research professors of the SCTE, SCS and SE

Programme leaders:

- BEd
 - Foundation Phase
 - Intermediate and Senior Phase
 - Senior and Further Education and Training Phase

- Senior and Further Education and Training Phase (Technology)
- NPDE/ACE upgrade to BEd (Open Distance Learning)
- PGCE
- **BTD**
- BEdHons
- MEd and PhD
- ACE
- NPDE

Subject group chairpersons

Head: Academic (SCTE)

Head: Business and Administration (SCTE, SE and SCS)

Head: Projects and Short Courses (SCTE)

Head: Student Support Division

Coordinator: Quality (SCTE)

Student representatives

Representative of the Faculty of Natural Sciences

Administrative Manager (*ex officio* – Minute Taker)

CONTACT DETAILS FOR THE FACULTY

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BTD (HRD) - BACHELOR IN TRAINING AND DEVELOPMENT SPECIALISING IN HUMAN RESOURCE DEVELOPMENT

Programme Leader

- Dr. John van der Merwe (BA, HED, BEd, MEd, DEd)

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OP.1 FACULTY RULES

OP.1.1 AUTHORITY OF THE GENERAL RULES

The faculty rules applicable to the different qualifications, programmes and curricula of this faculty and contained in this faculty calendar are subject to the General Academic Rules of the University, as determined from time to time by the Council of the University on recommendation by the Senate. The faculty rules should therefore be read in conjunction with the General Academic Rules.

OP.1.2 FACULTY-SPECIFIC RULES AND REGULATIONS

Teaching Policy:

The teaching policy of the Faculty of Education Sciences is in accordance with the vision and mission of the North-West University.

Procedures regarding quality assurance in the Faculty (Teaching–Learning Policy, and Assessment and Moderation Policy) are available on our webpage at http://www.puk.ac.za/fakulteite/opvoed/index_e.html.

Research Policy:

The research policy of the Faculty of Education Sciences in accordance with the mission of the North-West University in the development and maintenance of high-quality, relevant and focused research to seek innovative solutions to the challenges faced by education, the academic community, the country, the continent and the world. This mission is realised in the Faculty through research focused on educational technology for effective teaching, learning and facilitation; sustainable support in working environments; and effective teaching and learning strategies and curriculum development.

The web page for the Research Focus Area of the Faculty of Education Sciences: <http://www.puk.ac.za/fakulteite/opvoed/nfa/about.html>.

OP.1.2.1 Admission requirements

Requirements for admission to the University are stipulated in General Academic Rule A.5.1 Specific requirements are stated in the rules for the different qualifications, programmes and curricula offered in the Faculty of Education Sciences.

OP.1.2.2 Examination opportunities

Examination opportunities and the relevant rules are determined according to the General Academic Rule A.5.4

OP.1.2.3 Calculation of participation marks

- a) Participation marks for a module are compiled from tests, assignments, practical and/or research assignments.
- b) The ratio between theory and practical work for calculating the participation mark for a module is calculated as set out in the relevant study guides.

OP.1.2.4 Admission to examinations

- a) Admission to the examination in any module requires proof of participation (General Academic Rule A.5.4.3).
- b) Proof of participation, which allows admission to the examination, will only be given after a student has complied with the requirements set out in the study guide for the specific module, to the satisfaction of the school director in consultation with the subject group chairperson/ programme leader. The requirements are also set out in this yearbook.

OP.1.2.5 Pass requirements for modules, curricula and programmes

- a) The stipulations of General Academic Rule A.5.4.4 and all the sub-paragraphs apply.
- b) The module mark is calculated according to the ratio between the participation mark and the examination mark as set out under the module outcomes at the end of the calendar.
- c) The module mark required for a pass in a module in which examinations were written is 50% (General Academic Rule A5.4.4.1).
- d) The sub-minimum for all modules in which examinations were written is 40% (General Academic Rule A.5.4.4.4), unless stated otherwise in the rules of specific programmes and curricula.
- e) Adjusting the module mark of a first semester module in which an examination was written but not passed can be considered according to the stipulations of General Academic Rule A.5.4.4.2.
- f) General Academic Rule A.5.4.5 stipulates the requirements for passing a module/curriculum/qualification with distinction.
- g) A pass is obtained for a curriculum once all the modules of the programme have been passed individually. (General Academic Rule A.1.16).

OP.1.2.6 Modules and credits

- a) Subjects are presented according to modules, to which a certain number of credits are allocated.
- b) Modules have a code and a descriptive name, e.g. ACCE 121. The meaning of the codes is explained in General Academic Rule A.1.39.
- c) Each module has a certain weight, known as a credit (General Academic Rule A.1.15).
- d) Each module has to be individually passed.
- e) A student may, at the most, in any module, take the examination twice within the twelve months following the date of the student's first registration for such a module, after which the module concerned must be repeated.

OP.1.2.7 Termination of studies

A student's studies may be terminated under General Academic Rule A.5.7

OP.1.2.8 Other rules

Method of delivery: Contact – VSM (Vacation School Model). Students have to attend two (2) compulsory orientation sessions at the beginning of each semester and two (2) compulsory vacation schools during the April and October university holidays.

OP.1.3 EVALUATION OF ACADEMIC LITERACY

See 1.10.2: Admission requirements for this qualification.

OP.1.4 WARNING AGAINST PLAGIARISM

Assignments are individual tasks and not group activities (unless explicitly indicated as group activities). For further details see:

http://www.nwu.ac.za/export/sites/default/nwu/gov_man/policy/2P-2.4.3.2-academic_dishonesty_e.pdf

OP.1.5 CAPACITY STIPULATIONS

Please take note that, owing to specific capacity constraints, the University reserves the right to select candidates for admission to certain fields of study. This means that prospective students who comply with the minimum requirements may not necessarily be admitted to the courses for which they applied.

OP.1.6 RECOGNITION OF PRIOR LEARNING

The process for recognition of prior learning is stipulated in General Academic Rules A.1.54, A.5.1.2.6 and A.6.1.2.

OP.1.7 INTERPRETATION IN THE FACULTY (PROGRAMME SPECIFIC)

The language policy of the NWU is available at the following web page:

<http://www.nwu.ac.za/exports/sites/default/nwu/multilang.html>

OP.1.8 SCHOOLS IN THE FACULTY

School	Subject group
School for Curriculum-based studies	<ul style="list-style-type: none"> o African Languages for Education o Afrikaans for Education o Arts and Culture for Education o Computer Science for Education o Economics and Business Science for Education o English for Education o Geography, History and Social Sciences for Education o Natural Sciences for Education o Mathematics for Education o Technology for Education o Training and Development
School of Education	<ul style="list-style-type: none"> o Teaching-and-Learning o Movement Science o Foundation Phase o Life Orientation o Comparative Education and Teaching Theory o Educational Psychology and Learner Support o Education Management and Leadership o Education Law
School of Continuing Teacher Education	<ul style="list-style-type: none"> o African Languages for Education o Afrikaans for Education o Computer Science for Education o English for Education o Geography, History and Social Sciences for Education o Mathematics for Education o Technology for Education o Teaching-and-Learning o Movement Science o Foundation Phase o Life Orientation o Comparative Education and Teaching Theory o Educational Psychology and Learner Support

	<ul style="list-style-type: none"> ○ Education Management and Leadership ○ Education Law
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OP.1.9 QUALIFICATIONS, PROGRAMMES AND CURRICULA

The University is authorised to confer the following degrees, certificates and diplomas offered by the Faculty of Education Sciences:

- Advanced Certificate in Education (ACE)
- National Professional Diploma in Education (NPDE)
- Baccalaureus Educationis (BEEd)
- Baccalaureus training and Development (BTD)
- Postgraduate Certificate in Education (PGCE)
- Honores Baccalaureus Educationis (HonsBEEd)
- Magister Educationis (MEd)
- Philosophiae Doctor (PhD)

TRAINING AND DEVELOPMENT: QUALIFICATIONS, PROGRAMME AND CURRICULA

The university is authorised to award the following degrees presented in Training and Development that are presented in the Faculty of Education Sciences:

POST GRADUATE CERTIFICATE				
Qualification	Programme and code	Curriculum and code	Method of delivery	NQF-level
BTD (HRD) Bachelor in Training and Development	Training and Development 468100	Human Resource Development	Limited contact, vacation school	7

Qualification	Programme and Code	Curriculum and Code	Method of Delivery	NQF level
HONOURS DEGREE				
Honours Baccalaureus Educationis (BEEdHons)	Educational, Training and Development 464 120	Educational, Training and Development: O604P	Vacation school model	8
MASTERS DEGREE				
Magister Educationis (MEd)	Education, Training and Development: 403 132	Training and Development: O821P	Part-time	9
DOCTOR'S DEGREE				
PhD	Education, Training and Development: 404 122	Training and Development: O913P	Part-time	10

OP.1.10 RULES OF THE LTD (HRD) PROGRAMME (CODE 468100)**OP.1.10.1 Duration (minimum and maximum duration)**

Minimum duration is 3 years and maximum 4 years for completion.

OP.1.10.2 Admission requirements for the qualification

- **Minimum academic requirements:** Senior Certificate (Matric) with **EXEMPTION:** If no exemption and older than 23 years then a minimum of 1 Higher Grade and 5 Standard Grade subjects with a minimum of an E symbol. If older than 45 years no formal qualifications are required.
- **LTD programme requirements:** As a **recommendation** a certificate in Occupational Directed LTD Qualification on NQF level 4 to 6. If you don't have an OD/LTD level 4 to 6, then other LTD courses, e.g. relevant unit standards, assessor, moderators, SDF, etc. will also be considered;
- **Relevant working experience** of at least 3+ years in the LTD/HRD environment.

OP.1.10.3 Programme: Code 468100**OP.1.10.4 List of modules**

Remark:

1. The PM 40 % indicates participation marks of 40 % during the semester.

Module code	Descriptive name	Prerequisites	Credits
AGLE111	Learning and Reading Development		12
AGLE121	Academic Literacy		12
IOPS111	Introduction to Industrial Psychology		12
IOPS121	Occupational health and Ergonomics		12
IOPS211	Personnel psychology		16
IOPS221	Career psychology		16
LARM111	Introduction to Workplace relations		12
ENGL113	Interactive English		8
PSDT 111	Professional Skills Development		12
OPLN111	Communication		16
OPLN112	Introduction to LTD/HRD Practices		8
OPLN121	Analysis & Design for Training		32

OPLN122	Presentation, Facilitation & Evaluation		24
OPLN211	Assessment in Skill Development	OPLN112/121/122*	24
OPLN212	Skill Development Facilitation in ETD	OPLN112/121/122*	24
OPLN221	Research Methodology		8
OPLN222	Learner Support & Guidance		16
OPLN223	Moderation in Skills Development	OPLN211/212*	16
OPLN224	Introduction to Adult Education in ETD practices	OPLN 211/122*	8
OPLN311	Learner Facilitation	OPLN121/122*	16
OPLN312	Human Resource & Occupational Development	OPLN211/212/213/223*	24
OPLN313	Guidance & Counseling	OPLN222*	16
OPLN314	Adult learning in ETD practices	OPLN 121/122/311/224*	8
OPLN321	Research Methodology	OPLN221*	16
OPLN322	Learning Programme Design	OPLN211/212/223*	16
OPLN323	Evaluate an ETD provider	OPLN211/212/213*	16
OPLN324	Establish, implement and maintain a QMS	OPLN211/212/213*	32
WVOS221	Understanding the educational world		12
WVOS311	Main currents in the philosophy of education	WVOS221*	12

OP.1.10.5 Curriculum: 0100P – Human Resource Development

OP.1.10.5.1 General exit level outcomes

On completing this degree you will possess knowledge, skills and attitudes regarding:

- a) problem identification, problem solving and the implementation of critical and creative thinking with regard to education, training and development matters;
- b) co-operation in groups with the community, the workplace, applicable SETAs and the departments of education and/or labour;
- c) organising and managing themselves as well as their activities;
- d) gaining, analysing, organising and critically evaluating knowledge in the different domains embedded in ETD/HRD and also specifically occupation directed ETD practices;
- e) communication by means of different media in several situations;
- f) effective application of technological and scientific information, by so doing also showing respect for the environment and health of others;
- g) the holistic nature of the world as consisting of integrated systems, which implies that problem-solving does not take place in isolation;
- h) the roles of the ETD/HRD practitioner (with specific focus on the occupation directed ETD practitioner) as specialist in his/her selected role/occupation/job and member of a specific or general community;
- i) the specialised nature of education, training and development practices in the world of work;
- j) all issues related to education, training and development practices.

OP.1.10.5.2 Specific exit level outcomes

In order to contribute to the full personal and professional development of each practitioner and social and economic development in general it is the intention that each student should be empowered with graduate knowledge of concepts, models, theories, principles, skills, research methodologies and applied competence to pursue rewarding careers in the education, training and development environment or human resources. They should therefore be able to:

Plan, prepare, organise, lead, control (manage), facilitate, develop and evaluate learning programmes and -events in a micro or macro adult learning environment effectively to ensure productivity which will result in learners being able to:

- a) Plan, produce and organise a learning event by selecting and/or developing appropriate learning programmes and their accompanying materials;
- b) Develop and utilise the most relevant media- and teaching science methodologies in relation to the environment;
- c) Identify the underlying principles of adult learning;
- d) Plan and conduct curriculum planning and –design in general;
- e) Design, develop and implement a research plan and process that supports the ETD environment;
- f) Evaluate and assure quality of learning programmes by relating education, training and development.

Communicate effectively in order to mediate knowledge and skills to learners by utilising well-designed and structured programmes and -material and by implementing the principles of Outcomes Based Education and Training which will result in learners being able to:

- a) Communicate effectively with adult learners by managing interpersonal dynamics in a group and to mediate knowledge and skills successfully in a micro- or macro- learning environment;
- b) Utilise a variety of facilitation methodologies;
- c) Plan, design, implement and administer the planning and facilitation of learning in an OBE approach and the accompanying and supporting assessment and moderation processes;
- d) Implement strategies to assist learners with special needs and learner support in general.

Identify the key areas of human resource development, contextualise these areas and then successfully integrate and implement them in a safe working environment by utilising the principles of sound Personnel-, Organisational-, and Occupational Psychology and Industrial Sociology which will result in learners being able to:

- a) Demonstrate insight and knowledge in the key areas of Personnel-, Organisational- and Occupational Psychology and Labour Relations;
- b) Demonstrate insight and knowledge to ensure a safe and healthy working environment in which human resources can be developed to their full potential and to the advantage of the organisation and the country as a whole;
- c) Demonstrate in depth knowledge of and insight into the human resource environment and the link with education, training and development;
- d) Understand the need for maintaining competence (to enhance performance) and BSTE HR- and/or ETD Practices to keep abreast of the changing human resource- and education-, training and development environment;
- e) Manage the human resource (development) function in a small or medium-sized organisation in certain functional areas such as staffing, training and development, organisational development and/or labour relations, etc.

Identify, select, plan and implement applicable strategies and supporting interventions to ensure the development of human resources in various working- and labour contexts which will result in learners being able to:

- a) Demonstrate insight and knowledge into the concepts, models, theories and principles underlying Human Resource Development;
- b) Develop and implement strategies and interventions to ensure the development of Human Resources within the framework of a continuously changing working/labour environment;
- c) Demonstrate insight and knowledge into Government legislation that supports the development of human resources and successfully integrate them into all HRD- related interventions;
- d) Demonstrate insight and knowledge into the general management of human resources;
- e) Develop interventions that support the relationship and interaction between human resource development and human resource management.

Manage the education, training and development function in the workplace by developing, implementing and continuously assessing all training interventions, systems and processes that support the training function which will result in learners being able to:

- a) Demonstrate insight into and knowledge of the historical development and underlying philosophies of education, training and development;

- b) Demonstrate insight into and knowledge of the role and function of the Training Manager;
- c) Contextualise all related legislation pertaining to education, training and development;
- d) Identify and implement all the processes and systems related to the training function;
- e) Demonstrate insight into and knowledge of the registration processes to function as training providers.

OP.1.10.6 COMPILATION OF CURRICULUM: O100P: HUMAN RESOURCE DEVELOPMENT

YEAR LEVEL 1		YEAR LEVEL 2		YEAR LEVEL 3	
First semester		First semester		First semester	
Module code	Cr	Module code	Cr	Module code	Cr
Compulsory		Compulsory		Compulsory	
OPLN111	16			WVOS311	12
OPLN112	8				
AGLE111	12				
ENGL113	8				
Core/electives		Core/electives		Core/electives	
IOPS111	12	OPLN211	24	OPLN311	16
LARM111	12	OPLN212	24	OPLN312	24
				OPLN313	16
PSDT111	12	IOPS211	16	OPLN314	8
Total first semester	80	Total first semester	64	Total first semester	76
YEAR LEVEL 1		YEAR LEVEL 2		YEAR LEVEL 3	
Second semester		Second semester		Second semester	
Module code	Cr	Module code	Cr	Module code	Cr
Compulsory		Compulsory		Compulsory	
OPLN121	32	OPLN221	8	OPLN321	16
OPLN122	24				
AGLE 121	12	OPLN222	16		
		WVOS221	12		
		IOPS221	16		
CORE/ELECTIVES		CORE/ELECTIVES		CORE/ELECTIVES	
IOPS121	12	OPLN223	16	OPLN322	16
		OPLN224	8	OPLN323	16
				OPLN324	32
Total second semester	80	Total second semester	76	Total second semester	80
Total year level 1	160	Total year level 2	140	Total year level 3	156
Total credits for the curriculum					456

OP.2 MODULE OUTCOMES

Module code: AGLE111	Semester 1	NQF-level: 5
Title: Introduction to Academic Literacy		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none">• demonstrate basic knowledge of learning strategies, academic vocabulary and register as well as the reading and writing of academic texts in order to function effectively in the academic environment;• communicate effectively orally and in writing in an appropriate manner in an academic environment;• understand, interpret, and evaluate basic academic texts and write appropriate academic genres in a coherent manner by making use of accurate and appropriate academic conventions;• listen, speak, read and write accurately, fluently and appropriately in an ethical framework.		
Method of delivery: Part time / limited vacation school contact		
Methods of assessment: Formative assessment: 50 % Summative assessment: 1x2 hour written examination 50 %		

Module code: AGLE121	Semester 2	NQF-level: 5
Title: Academic Literacy		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none">• demonstrate fundamental knowledge of appropriate computer programs, as well as apply learning, listening reading and writing strategies, use academic language register and read and write academic texts, in order to function effectively in the academic environment.• as an individual and a member of a group communicate effectively orally and in writing in an ethically responsible and acceptable manner in an academic environment;• as an individual and a member of a group find and collect scientific knowledge in a variety of study fields, analyse, interpret, and evaluate texts and in a coherent manner synthesise and propose solutions in appropriate academic genres by making use of linguistic conventions used in formal language registers.		
Method of delivery: Part time / limited vacation school contact		
Methods of assessment: Formative assessment: 50 % Summative assessment: 1x2 hour written examination 50 %		

Module code: ENGL113	Semester 1	NQF-level: 5
Title: Interactive English		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • communicate in English (i.e. speaking, reading and writing) at an operational level required for effective learning at university level; • participate in all group activities and reveal a sound ethical approach in all English communication. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 50 % Summative assessment: 1x2 hour written examination 50 %		

Module code: IOPS111	Semester 1	NQF-level: 5
Title: Introduction to Industrial Psychology		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • demonstrate knowledge of, and insight into the core areas of Industrial Psychology, including career prospects, roles, functions and competencies of registered counsellors and psychometrists and psychologists; • define and describe the role and the use of the principles of Industrial Psychology; • analyse the biological bases of behaviour, which include cognitive abilities, memory, learning and motivation; and • analyse the social bases of behaviour, which includes interpersonal interaction 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 50 % Summative assessment: 1x2 hour written examination 50 %		

Module code: IOPS121	Semester 2	NQF-level: 5
Title: Occupational health and Ergonomics		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • demonstrate knowledge of the nature and importance of a safe and healthy work environment that enhances the quality of the work life of employees; • show insight into the problems that workers experience regarding safety, health, quality of work life and the human-technology interaction; • demonstrate knowledge of the application of ergonomics by designing models to fit body posture, the office/work environment, designing for special populations and the practical application of the models by means of the ergonomics checklist; • demonstrate knowledge of the connection between work and psychological well being (e.g. Psychological adjustment); • know the determinants and causes of work maladjustment and the implications thereof for safety; • demonstrate knowledge of the types of work dysfunctions and other work-related and organisational maladjustments; • demonstrate knowledge of the ways in which organisations should go about to ensure a safe and healthy work environment conducive to improving the quality of work life; and • demonstrate knowledge of the most important provisions of the Occupational Health and Safety Act (Act 86 of 1993) in maintaining safe and healthy work environments. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 50 % Summative assessment: 1x2 hour written examination 50 %		

Module code: IOPS211	Semester 1	NQF-level: 5/6
Title: Personnel Psychology		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • show knowledge of the changing nature of work and how this will affect the application of psychological principles in decision-making; • analyse and apply different types of criteria/standards as it pertains to decision-making for people at work in a fair and equitable way; • evaluate/assess the quality of and applicability of different psychological predictors, and • apply the correct problem solving method such as the development, appraisal and motivation of people at work 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 50 % Summative assessment: 1x2 hour written examination 50 %		

Module code: IOPS221	Semester 2	NQF-level: 5/6
Title: Career Psychology		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • evaluate the implications of the changing organisation for careers using various theories of career choice/development and counseling in solving career related problems. • identify different life/career stages and the methods that can be used in dealing with career issues. • assess different effects of career experiences on employees and all aspects of career management support. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 50 % Summative assessment: 1x2 hour written examination 50 %		

Module code: LARM111	Semester 1	NQF-level: 5
Title: Introduction to Workplace relations		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • demonstrate knowledge of, insight into the terminology, core principles and theories, and background of Industrial Sociology as it is applied in business • demonstrate a fundamental knowledge and insight of the study field of Industrial Sociology. • describe the role of the worker and organisations as part of the broader society. show an understanding of the inter-relationship between business and the community • demonstrate the ability to collect information regarding the responsibility of people and the community. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 50 % Summative assessment: 1x1.6 hour written examination 50 %		

Module code: PSDT111	Semester 1	NQF-level: 5
Title: Professional Skills Development		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • demonstrate personal attributes, such as self-management, taking responsibility and being motivated; • know and demonstrate insight into the role of group dynamics, demonstrate an ability to work in a group, lead a group and manage diversity; • demonstrate an ability to manage change; and • demonstrate the ability to do career planning and understand the chosen career environment. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative: One (1) "semester test": weight 40% Three (3) class tests/assignments: weight 60% Summative assessment: 1x3 hour written examination 50 %		

Module code: OPLN111	Semester 1	NQF-level: 5
Title: Communication in ETD practices		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • analyse and communicate workplace data and • apply workplace communication skills. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 50 % Summative assessment: 1x3 hour written examination 50 %		

Module code: OPLN112	Semester 1	NQF-level: 5
Title: Introduction to ETD / HRD practices		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • understand OBE and training within the NQF and • engage in occupational development. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 50 % Summative assessment: 1x2 hour written examination 50 %		

Module code: OPLN121	Semester 2	NQF-level: 5
Title: Analysis and Design for Training		
Module outcomes: On completion of this module the student should be able to:		
<ul style="list-style-type: none"> • engage with and contribute to all aspects of the education, training and development cycle; • work with numbers, patterns and measurements; • conduct learning needs analysis; decide on the content of a learning event by means of a needs analysis; • define the target profiles/skills gaps; • formulate the outcomes to be achieved in a learning event; develop a series of activities that enable learners to achieve the intended outcomes; • create, select and adapt learner support materials or equipment for each activity; prepare a learning environment that is conducive for learning; develop, design a learning programme or intervention; • identify the need for training materials by reviewing courses, programmes of existing materials; • develop outcomes to be achieved through the training materials; • design the framework for the materials; • select resources to be used; develop draft or materials; select a range of available training materials; adapt training materials; and • prepare a variety of teaching- and learning aids. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment:		
Formative assessment: 60 %		
Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN122	Semester 2	NQF-level: 5
Title: Presentation, Facilitation & Evaluation		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • assist and support learners to manage their learning experiences; • facilitate learning using a variety of methodologies e.g. by encouraging dialogue between learners and the practitioner; recap knowledge to link to previous learning; • clarify outcomes of each learning activity; implement learning activities; • consolidate each learning activity; evaluate each learning activity; identify and respond to learners with special needs and barriers to learning; • promote a learning culture; • maintain the administrative system; evaluate a learning intervention using given instruments; guide and advise learners about learning and assessment, and • evaluate the impact and quality using appropriate instruments 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN211	Semester 1	NQF-level: 5/6
Title: Assessment in Skills Development		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • design and develop assessment; • plan and conduct assessment, and • evaluate learning programmes. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN212	Semester 1	NQF-level: 5/6
Title: Skills Development Facilitation		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • conduct an analysis to determine outcomes of learning for skills development and other purposes; • develop an organisational training and development plan (WSP); conduct skills development administration in an organisation; • conduct planned skills development interventions in an organization (ATR), and • advise on the establishment and implementation of a quality management system for skills development practices in an organisation. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN221	Semester 2	NQF-level: 5/6
Title: Research Methodology		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • conduct elementary field research in an ETD- or Occupation Directed environment by formulating a research question and stating why it is worthwhile to be investigated; • develop an elementary action plan for conducting the research; • conduct and manage the research in accordance with the action plan; • reflect on the appropriateness of the elementary research instrument, the success of the action plan and the outcomes of the research, and • write and present an elementary report on the research in a format useful and acceptable to the relevant stakeholders. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN222	Semester 2	NQF-level: 5/6
Title: Learner Support and Guidance		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • guide and support learners; • identify the kinds of support learners may need; • analyse problems/needs and decide on appropriate action; • source and maintain information on the identified issues; provide information, advice, guidance and support (that the practitioner can handle) to learners; • refer learners' issues outside of own expertise to specialist employment-, guidance or counseling agencies as appropriate; • record advice and support provided to learners and evaluate the relationship and progress on activities one has with you and identify ways of improving it, and • evaluate own performance. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN223	Semester 2	NQF-level: 5/6
Title: Moderation in Skills Development		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • analyse and evaluate theoretical frameworks related to moderation in Human Resource Development; • identify, select and implement applicable moderation activities; • develop insight into the nature and extent of moderation in Human Resource Development; • moderate assessments, provide info and advice regarding skills development and • evaluate ETD-Providers/ products for organisational and moderation use. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN224	Semester 2	NQF-level: 5/6
Title: Introduction to Adult Education in ETD/HRD practices		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • demonstrate a solid understanding and knowledge regarding the underpinning philosophies and theories of andragogy; • identify and explain the difference and distinguish between andragogy as a philosophy and adult education in practice; • identify, compare and explain the difference in pedagogy and andragogy; • identify and discuss the different adult developmental phases; • identify and compare adults' preferred learning styles, methodologies and techniques; • explain and analyse the connection between adult education and skills development, and • develop a learning programme for adult education in skills development. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN311	Semester 1	NQF-level: 6/7
Title: Learning Facilitation		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • facilitate learning using, selecting and integrating various methodologies; • prepare the learners and the learning environment for effective learning; create communication and support strategies to encourage dialogue between all participants; • recap knowledge to link to prior learning; clarify the outcomes by indicating the relationship between different activities; • you should implement learning strategies and activities by: applying learning strategies; • encouraging participatory approaches; monitoring learner progress and making the necessary interventions; • managing the learning event; • creating opportunities to apply new knowledge within the various contexts; consolidate your activities, • and evaluate the learning processes. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN312	Semester 1	NQF-level: 6/7
Title: Human Resource & Occupational Development		
Module outcomes: On completion of this module the student should be able to:		
<ul style="list-style-type: none"> • engage in occupation development; manage workplace diversity; • develop, implement/manage a project/activity plan; develop and implement strategic development processes and strategies that are in line with corporate strategies, and • translate corporate-, business- and functional level strategies into Human Resource Development strategies. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment:		
Formative assessment: 60 %		
Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN313	Semester 1	NQF-level: 6/7
Title: Guidance and Counseling		
Module outcomes: On completion of this module the student should be able to:		
<ul style="list-style-type: none"> • guide and counsel learners.. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment:		
Formative assessment: 60 %		
Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN311	Semester 1	NQF-level: 6/7
Title: Learning Facilitation		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • facilitate learning using, selecting and integrating various methodologies; • prepare the learners and the learning environment for effective learning; create communication and support strategies to encourage dialogue between all participants; • recap knowledge to link to prior learning; clarify the outcomes by indicating the relationship between different activities; • you should implement learning strategies and activities by: applying learning strategies; • encouraging participatory approaches; monitoring learner progress and making the necessary interventions; • managing the learning event; • creating opportunities to apply new knowledge within the various contexts; consolidate your activities, • and evaluate the learning processes. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN314	Semester 1	NQF-level: 6/7
Title: Adult learning in ETD/HRD practices		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • enable adults to facilitate their own learning; • analyse the profile and characteristics of adult trainers; • explain what cross-culturalism is and analyse its impact on adult learning and the workplace; • identify and manage stress and conflict in the workplace; • understand and address gender issues in the workplace; • motivate adult learners in their learning environment; • identify and explain the importance of the adult learners' self concept; • strategise and construct adult learning programs that embody sound concepts of adult education learning styles; • investigate, audit and critique various adult education delivery systems and ETD providers, and • demonstrate an understanding of effective adult participation techniques in the ETD workplace. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN321	Semester 2	NQF-level: 6/7
Title: Research Methodology		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • design, conduct and co-ordinate (limited) research; • select an applicable area and topic of research by considering the sector, workplace and topics that will transform an element of ETD or occupational practice; • select and apply appropriate research methodologies; • design, conduct and manage the research process according to the research action plan; • analyse and interpret the data collected with regard to the research question, - methodology, -hypothesis and/or topic contents; • evaluate the research process; • make recommendations regarding improvements to research, and • produce and present a research report considering a format appropriate to the target audience, occupation and discipline. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: A proposal and a mini research thesis submitted for final assessment. Summative assessment: The participation mark is the final past mark.		

Module code: OPLN322	Semester 2	NQF-level: 6/7
Title: Learning Programme Design		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • coordinate the design of a learning programme: • investigate the need for training materials in a learning programme; • select the appropriate learning support media based on learner needs and learner context; • determine the requirements, purpose and parameters of the training materials; • communicate requirements, purpose and parameters to the development team; • co-ordinate the materials development process; • arrange a pilot programme for the evaluation of the newly designed training materials, and • ensure that revisions are made. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN323	Semester 2	NQF-level: 6/7
Title: Evaluate an ETD provider		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • plan and prepare to evaluate learning systems of an ETD provider; • conduct and co-ordinate the evaluation of the QMS of the ETD provider; • involve stakeholders in the evaluation of learning interventions; • evaluate the implementation of a quality assurance system for learning provision and assessment, and • report findings of the evaluation and make recommendations. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: OPLN324	Semester 2	NQF-level: 6/7
Title: Establish, Implement and Maintain a QMS		
Module outcomes: On completion of this module the student should be able to: <ul style="list-style-type: none"> • manage a learning system as part of a quality assurance system, • and establish, implement and maintain a quality assurance system. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment: Formative assessment: 60 % Summative assessment: 1x3 hour written examination 40 %		

Module code: WVOS221	Semester 2	NQF-level: 5/6
Title: Understanding the educational world		
Module outcomes: On completion of this module the student should be able to:		
<ul style="list-style-type: none"> • have a fundamental knowledge base of a selection of world views and ideologies and demonstrate their critical understanding through an ability to compare the nature and function, as well as different contemporary manifestations of these world views and ideologies; • have the ability to understand the interrelatedness of phenomena such as occurs in natural and social systems, and from this vantage point, analyse and evaluate real life problems or case studies based on core issues of our time, such as poverty, constant change, human rights, HIV-AIDS, power abuse, corruption, racism, xenophobia, etc.; • be able to articulate their personal world view and use it as a point of departure for arguing and communicating feasible solutions to core issues and problems of our time in a typical academic manner. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment:		
Formative assessment: 60 %		
Summative assessment: 1x2hour written examination 40 %		

Module code: WVOS311	Semester 1	NQF-level: 6/7
Title: Main currents in the philosophy of education		
Module outcomes: On completion of this module the student should be able to:		
<ul style="list-style-type: none"> • have a solid and systematic knowledge of the most important foundational issues in the relevant field of study and demonstrate a critical understanding of the meta-theoretical assumptions underscoring foundational issues; • demonstrate knowledge and a critical understanding of specific forms of ethics that apply to the field of study, such as a personalised code of conduct or the general human rights charter, and be able to apply such forms of ethics discriminately to analyse, evaluate and pose possible solutions to some current themes or issues salient to the field of study; • demonstrate the ability to analyse, synthesise and critique the assumptions on which a chosen theme or issue is based, formulate a personal opinion about the theme or issue that gives evidence of a personal coherent world view, and communicate the findings in a presentation making use of applicable technology, as well as in an evidence-based report written in a typically academic format. 		
Method of delivery: Vacation school (limited contact), part-time		
Methods of assessment:		
Formative assessment: 60 %		
Summative assessment: 1x2hour written examination 40 %		