



**Tshwane University  
of Technology**

**Faculty of Management Sciences**  
**Department of People Management and Development**

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9 April 2015

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Prof K Naidoo  
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Dear Prof Naidoo

**RE: TUT RESPONSE FOR DIPLOMA IN HUMAN RESOURCE MANAGEMENT  
ACCREDITATION DEFERRAL**

The Department of People Management and Development at the Faculty of Management Sciences of the Tshwane University of Technology has taken note of the inconsistency found in the submission and wishes to offer the following explanation.

**CONCERN**

*The curriculum is largely unchanged with the exception of the addition of modules for academic literacy and quantitative methods. Section 2 of the application indicates that there are no credits for WIL but the design includes a 24 credit WIL module and it is stated that this module is unchanged. The university needs to clarify this.*

**RESPONSE TO CONCERN**

This qualification was classified as category B for the reason that the curriculum changes were less than 50% (i.e. largely unchanged).



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The WIL module (24 credits) in this qualification will comprise practical activities and simulated learning activities which are completed **without the students being placed in a workplace**.

Section 2 requires the credits for workplace based WIL to be indicated and this qualification does not have a workplace based WIL, thus the credits are indicated as 0 in this section.

The practical and simulated learning activities which forms part of the WIL module have always been integrated within this qualification, the only change now is that a separate module have been created to enable this learning to be assessed separately.

It is probably an error in the uploading process that the WIL module status is **UNCHANGED**; it was supposed to be classified as **ADDED**. See the table below with the correct classification:

Programme Details						
Title of all modules	Compulsory (C)/ Elective (E)	NQF level	Credits	No. of contact hours	Mode of delivery	Module status: Removed / Added / Modified / Unchanged
Communication for Academic Purposes	C	5	10	78	contact	Modified
Life Skills	C	5	2	16	contact	Added
Computer Literacy	C	5	10	78	contact	Modified
Information Literacy	C	5	2	20	contact	Added
Human Resource Management I	C	5	24	96	contact	Unchanged
Business Management I	C	5	24	96	contact	Unchanged
Accounting for Personnel Practitioners	C	5	24	90	contact	Unchanged
Quantitative Techniques	C	5	24	90	contact	Unchanged
Human Resource Management II	C	6	24	96	contact	Unchanged
Business Management II	C	6	24	96	contact	Unchanged



Labour Relations I	C	5	24	96	contact	Unchanged
Labour Law	C	6	24	96	contact	Unchanged
Human Resource Development I	C	6	24	96	contact	Unchanged
Human Resources Management III	C	6	24	96	contact	Unchanged
Business Management III	C	6	24	96	contact	Unchanged
Labour Relations II	C	6	24	96	contact	Unchanged
Human Resource Development II	C	6	24	96	contact	Unchanged
<b>WIL</b>	<b>C</b>	<b>6</b>	<b>24</b>	<b>0</b>	<b>practical</b>	<b>Added</b>
			Total: 360			

It should be noticed from the table below (in red) which shows the time allocated to the different types of learning activities that, the WIL "learning time" is allocated to **WIL (Practical experiential learning, simulated learning, laboratory work , practicals etc excluding workplace-based learning)** and **NOT** the WIL (Workplace-based learning only).

Types of learning activities		Hours	% Learning time
Direct contact time (Lectures, face to face, limited interaction or technology-assisted, tutorials, syndicate groups)		1488	41
<b>WIL (Practical experiential learning, simulated learning, laboratory work , practicals etc excluding workplace-based learning)</b>		<b>240</b>	<b>7</b>
WIL (Workplace-based learning only) *		0	0
Independent self-study of standard texts and references and specially prepared materials (study guides, books, journal articles, case studies, multi-media)		1455	40
Assessment		417	12
Other (specify)			
<b>Total</b>		<b>3600</b>	<b>100%</b>
	If you selected "Other" as a <u>type of learning activity</u> please give a detailed explanation below:		



Kind Regards,



Date: 13<sup>th</sup> April 2015

**Dr Molefe Maleka**

HOD

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**Dr. Caroline Selepe**

Director: Directorate of Quality Promotion

Date:

23/04/2015



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