|  |  |
| --- | --- |
| Transcription: | 16 |
| Date: | 5 July 2024 |
| Participant: | P |
| Researcher: | Elizna Grobler |

|  |  |
| --- | --- |
| Researcher: | Okay, so thank you so much for joining my research. I really appreciate your time. I just want to give you a bit of background as to who I am, as well as to my study. So I'm elizna. I am currently a people generalist at a company, so I do recruitment and all other sorts of HR administration. And then basically the title of my study is the social integration of work, integrated learning from a postgraduate perspective. And that basically means, how did the students experience their exposure to work, integrated learning. So I'm not sure are you familiar with the term work, integrated learning? |
| Participant P: | I'm not familiar with work-integrated learning. |
| Researcher: | No problem at all. I'm just gonna provide you then a definition. So basically, it refers to approaches and strategies where theory is combined with practice within a purposefully designed curriculum, and it stretches further than traditional education, and it allows the students to receive exposure to real world work environments and examples of it can be like internships, work placements, practicums, project based learning as well as service learning. So for this specific study, I want to ask you a few questions regarding the practicum you had last year with [lecturer name]. |
| Participant P: | Module Code… |
| Researcher: | Yes |
| Participant P: | Oh okay, yeah. |
| Researcher: | So you can just answer every question, but I also advise the other students, since this interview is voluntary, if I ask a question that you are not comfortable to answer, you are more than welcome to indicate that, and then we'll just move on. |
| Participant P: | Alright, no problem. Um, if I don't understand that question, is it okay if I just tell you to just explain to me? |
| Researcher: | Yeah, of course, that’s 100%. |
| Participant P: | Alright, no problem. |
| Researcher: | Okay. So tell me a bit about your practicum, what did what did it require of you to do throughout last year? |
| Participant P: | Um, I'm not too sure which one you're referring to, but then I am thinking that you're referring to the one that... let me just remember, was it HR within the fourth industrial revolution. |
| Researcher: | So no, I'm referring to the practicum that [lecturer’ presented. So I can remember from my honors year, we had multiple subjects, well, multiple assignments within that where we had to interview like people in the industry, and we also went to the CCMA. So I don't know if you can recall what you did for [module code]. |
| Participant P: | we did go to the CCMA, but it wasn't for [module code] that was for labor, okay, and for [lecturer’s name] research. What I do remember the practicum that we did, it was about HR within the fourth industrial region, and how HR is gonna evolve. So I don't think I can recall. I'm not sure. |
| Researcher: | Okay, no, that's no problem at all. Then I'm just going to ask you other few questions regarding that. So regarding the the fourth HR revolution that you had to do, the industrial HR revolution, that you need to interview people with in HR, or how did it work? |
| Participant P: | Yes. So we did need to interview people to ask them what they are currently doing within their companies and how we can improve the processes in terms of automating systems and relating them to the Fourth Industrial Revolution, where HR is going to be in the future. So, yeah, okay. |
| Researcher: | Now that sounds very interesting. And the person that you interviewed, how did you came across that person? How did you, let's say, find them to interview? |
| Participant P: | Okay, so the person I interviewed is my father's friend. So I spoke to my dad that I needed someone within the HR space, and if he can speak to that person, and my dad helped me with that, and I spoke to them, and I told them who I am, and I introduced myself, and did the whole process and I interviewed them. |
| Researcher: | Okay, no, 100% and would you say that from the interview that you have gained practical insights as to how to do HR? Or yeah, just give me a bit of feedback of your experience from the feedback he provided. |
| Participant P: | Okay, um, to be honest, I don't think it was I gained practical things of how HR is, because now working in HR, so it's, it was more theoretical, you know, I just understood it on paper, whereas the practical realities of HR is a bit different in reality. So it was, I don't think the answers or the responses that he gave me, they were practical enough for me. |
| Researcher: | Okay, okay, no, that makes sense. And since you've mentioned that you are now currently in HR, would you say that that practicum subject, contribute to your employability at the end of the day? |
| Participant P: | Do you mean in terms of me being knowledgeable or me being able to do my work? |
| Researcher: | Yes, so let me rephrase that and give you an example. So the IOP students, they had a community project, some of them perhaps did a recruitment drive, and others did CV sessions. But actually the people who did the recruitment drives, they learn about recruitment while doing the community project, and that allowed them to be a bit more employable, because they only, they did not only have the knowledge, they had the practical skill. So in terms of employability, I mean knowledge 100% but also in a bit more practically, did it make you employable? If that makes sense. |
| Participant P: | Okay, it does make sense. I think yes, in some aspect, because most of our assignments required us to interview people, because in HR, you get to interview people I had that experience. You know, it wasn't my first time engaging in an interview and being able to ask certain questions, or if a candidate asked answers a question vaguely, I can probe come with a question, a follow up question. So in that aspect, I feel like, yes, it did contribute to me being employable. But there's also another aspect where I don't think it did, because most of the things that we learn learned were more strategic. You know, learned about HR in the future, we learned about strategies on how to improve HR, whereas when I came into this role, I was more in an administrative role, so it required a lot of administration skills for me, like reading through CVS. We as HR, HR students, we didn't get that experience like you said for IOP students. It was a bit of a new thing for me, but I think, yeah, the knowledge was a bit more strategic, but in some aspects, such as interviews and getting what they're interviewing people that helped me a lot. |
| Researcher: | Okay, no, thank you so much. You've actually provided me with very insightful question answers. And on the things that you have just said, I have a few questions ready for you. Regarding you doing HR administration. Would you say that the university can perhaps introduce a bit more HR admin, such as, for example, how to register an employee for UI F and other things like that, such as, as you've mentioned, also the CVS and, let's say payroll administration as well. |
| Participant P: | Definitely, I would highly recommend that. I think that will just put students the one step ahead. I think that they should, they should help us in terms of learning how to do those things. I Yeah, okay. |
| Researcher: | And then also, as I've mentioned, the IOP students, they had community projects for the whole year. Do you think that this should also, that that would also add value to the HR degree, where the HR students are allowed to engage with industry partners and to learn a bit more things about practically how to do HR. |
| Participant P: | Yes, yes, I fully agree, because the thing that we as HR had was only going to the CCMA, and that's the labor side of HR. But then if you go into corporate, it's not and you're starting off as a junior, you're not going to be, well, going to the CCMA or being exposed to labor things, but rather more administrative things and more HR operation related things. So I do think that within the HR space, as students, we should be having community projects. Yeah, I do agree. |
| Researcher: | Okay. And then I also would like to know when we go back to the Fourth Industrial Revolution and the HR interview that you had to do, you've mentioned that you actually found the person through your father. So do you think, in terms of these interviews and things that the students are required to do, that a personal network is very important to actually find people to interview and to do all these things? |
| Participant P: | Yes, yes, I feel like it's very important. Because when I asked my father, it took away that, how do I explain? How do I explain what I want to say? You know, he was the middle person, instead of me going and searching and looking for that person or going or like you did for me, you found and yes, so it took away that thing, that opportunity for me to network and gain social skills, because also, if you go into a working space, you also need social skills and networking skills. |
| Researcher: | So yes, okay, and then my other question pertaining to that, do you think in terms of the HR degree, that the university should perhaps, from their side, connect with other companies, such as HR consulting companies and other companies that can introduce the students to Different forms of HR. Do you think that's also important? |
| Participant P: | Definitely. I feel like it's very important. Because our lecturers, although they specialize within HR, maybe some of them have never been exposed in working within corporations, so maybe they don't have that practical knowledge, but they have more of theory knowledge. So if we connect with other companies, HR companies, they will come with more practical knowledge, and that will help us, and it will also help students gain networks, and maybe after graduating, you already have a network with that company, they can hire you for a job. It makes it makes it easier for you. |
| Researcher: | Yeah, okay, no, I understand that. And then, I tend to always compare the IOP path with HR. So I think, as you might know, the IOP students across the nation, they need to complete an internship where they get exposure to different forms of IOP related functions. Do you think that HR students will also benefit by a type of internship program which then allows the students to gain a bit more exposure and different forms of HR to see what they like and what they don't like. |
| Participant P: | Yes, definitely, because HR is very broad, you know, there's a lot of aspects within HR. So instead of maybe going straight into recruitment or going straight into rewards, you know, having that opportunity to be in an internship, you gain a lot of skills and knowledge. You get to know where I fit best, where I can grow. So I feel like we, as HR, we can benefit from having that statement. |
| Researcher: | Okay and then I also would like to know this is a bit unrelated to the topic, but you decide that you want to study |
| Participant P: | Repeat the question, |
| Researcher: | what made what made you decide that you want to study? |
| Participant P: | if I'm being honest, it was I initially wanted to do law, right? So after doing some research, I found out that HR has some law aspects into it. So I was like, Okay, it's a bit of law and a bit of people and managing people. So I was like, this is the best of both worlds for me, because it's either I was going to go into something become related, either business management or I was going to go to the law. So when I found out about HR that it has both of of those things, I was like, That's very interesting. And the more I did research, because I asked people about HR before I applied, the more I did research, I found that HR is very broad, meaning you can also be in a technical role, maybe do HR reporting and analytics, and you can also be in a more social role where you do recruitment. So for me, that was very intriguing. You know, it persuaded me to go into HR because it's broad. You're not limited to maybe specializing in one thing you can change, yeah. |
| Researcher: | Are you currently doing your masters this year? |
| Participant P: | No I am not. |
| Researcher: | Okay, no, then that would've been my  last question for you. Um, thank you so much for your time [Participant name] really appreciate it. And you must have a lovely Friday further. |
| Participant P: | Thank you. I hope I was useful. Definitely, yeah, enjoy your Friday to. Thank you. |