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| Transcription: | 10 |
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| Participant: | J |
| Researcher: | Elizna Grobler |

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| Researcher: | Hi, thank you so much for joining my research. I am just going to give you a bit of a brief introduction as to who I am. So I am currently a second year masters student and I am living my my master's thesis or mini-dissertation in Work Integrated Learning, which I will be explaining a bit more. So yes, I am also currently working as an HR graduate doing mostly recruitment and that's basically me in a nutshell. So, for this research, I would just like to indicate that it will be recorded. However, should I ask you any question that you are hesitant to answer you are most welcome to tell me that you do not want to answer it is now so yes, so just to give you a bit of an explanation, my topic's title is the social construction of work integrated learning as community engagement from a postgraduate perspective. So in layman's terms, basically just how you guys have experienced your practicum. So yes, I want to hear from you. Do you know what that work integrated learning refers to? |
| Participant J: | Yeah, I think so. Isn't it when you take everything you learned in university and you apply it, in the workplace. |
| Researcher: | Basically and it's also in the examples that I can refer to is like form of internships, work placements, practicums project based learning. So basically, for today's research interview, I'm going to ask you a few questions about your practicum that you had last year as part of your honour studies. |
| Participant J: | Okay. |
| Researcher: | So, first things first, I would just like to ask you to describe a bit about your practicum module required you to know sorry, it has been a long day. So please describe what your practicum module required of you to do last year. |
| Participant J: | Are you talking about the research project, or our mini-thesis? |
| Researcher: | So no, the practicum I can recall correctly is that you guys had like a practicum module where you had to integrate the things that you've learned from other subjects and then you had to interview industry partners, if I'm correct. |
| Participant J: | Uhm yeah, I'm just trying to remember... Do you know what the code was? |
| Researcher: | Let me just have a look. I think it might be 703. It was basically a practical module, I think [Name and Surname] was the lecturer. |
| Participant J: | Yes. Yeah, no, I remember. |
| Researcher: | Okay. If you can just describe that, please. |
| Participant J: | I remember the module but I don't remember what we did. |
| Researcher: | Oh, goodness. Okay. |
| Participant J: | I can try and find it. And so I need to tell you all about that one specifically. |
| Researcher: | Yes. So basically, just to give you a bit of background, so I don't know if you know that the IOP students, they had their community project as like a practical and then the HR students also had this type of practicum. But basically, what I want you to determine is whether the practicum actually allowed you to feel a bit more employable and it allowed you to gain more practical experience. So you do not have to go in detail. You can tell me anything that you can remember from the subject |
| Participant J: | Okay, I think I remember you I remember we had to interview someone. I remember I interviewed two people. And both of them gave me very similar answers. And I can't remember what the topic was though. |
| Researcher: | Okay. No, it's no problem. I'm then gonna ask you in like a few questions regarding the practicum. And so you do not have to stress or anything, it's fine if you cannot remember. I am just going to ask you, anything relating to practical knowledge that you have gained during your studies then. So are you currently working? |
| Participant J: | Yes. |
| Researcher: | Okay, good. So just I'm just gonna keep that in mind. So regarding your studies, do you think that you were employable after your honours studies? |
| Participant J: | I'd say yes. But I think just as employable as I was after my undergrad, I don't think doing honours, helped as much as I hoped it would I think if I applied for a job and someone with the undergrad applied for a job, it's just on personality and culture fit. I don't think my honours actually made that much of a difference. |
| Researcher: | Okay. And let's say the day that you first stepped into your office, at your job and everything did you feel like the university or Your Honours module specifically equipped you to be employable and be ready to do like recruitment and things like that? |
| Participant J: | Um, yeah, I'd say so I think with honours, we did a lot of projects and had to speak to a lot of like adults and people in the workplace. And so that definitely helped me with my confidence. And just my my understanding of a bit of what exactly work is gonna entail, whereas undergrad, it was just a lot of like tests. And you've like on your own a lot, whereas like honours just a lot more like communicating with with other people, which is really what like most people in HR gonna do all day long. |
| Researcher: | That's 100% True. So would you say that honours equips you with a bit of more soft skills to use in their workplace? |
| Participant J: | Yeah definitely. |
| Researcher: | Okay. And then regarding your practicum, you did mentioned that you had to interview people. So how in other ways did the practicum allowed you to engage with industry partners? And do you believe that the engagement you had were enough to establish networks within the HR industry? |
| Participant J: | Yeah, I think it definitely helped because it forced us to like have to go and talk to people in HR in labour relations. So then later on, when applying for jobs, I mean, I didn't end up getting a job through any of them, but it did help. I could use all of their advice on where to apply and what jobs they advise were good starting points. Yeah, it definitely was beneficial to talk to people in the industry. |
| Researcher: | Okay. And if I might ask, what is your key responsibilities currently at your current job where you are. |
| Participant J: | I am also in recruitment, so my key responsibilities are just making placements, finding candidates, organising interviews and around like negotiating offers. |
| Researcher: | Okay. Okay, so I have a follow up question on that. So, if you think about your practicum that you had, obviously you had to interview people. But yeah, do you think it would have been a bit more beneficial if you had like, real practical experience as to how to do recruitment or perhaps learning something of a from a payroll system? |
| Participant J: | Yeah, definitely. I think. Well, looking now, good like first HR jobs are like HR administrator, HR, payroll, and most positions need like pastel, sage experience, and in honours, I didn't touch on that at all. Only an undergrad and like first year that we do a little bit of it, but I really wish on as touched on payroll, and then your recruitment. It's an aspect of HR and we didn't really learn anything on how to do it. But it is difficult as well. You can't really expect the lecturers to teach us how to do all the different jobs. But I think payroll specifically they could have definitely taught us how to use Sage how to use pestle. There's so many different pastel versions. Yeah. |
| Researcher: | Okay, I get that. So perhaps just like a training course in payroll or just a brief introduction into a bit more of the HR functions that's a bit more practical. |
| Participant J: | Yeah, yeah. I think that they tried for some like I know we had health and safety that was like a new one that we had last year. And they were in quite into depth with the health and safety but they got completely disregarded payroll and honours. |
| Researcher: | Okay, no, that's interesting to note and in other subjects, did you get any exposure to practical aspects of HR? |
| Participant J: | Yeah, I definitely would say labour relations. Our labour relations module, we went to the CCMA. And we did all the theory we had already learned in undergrad. So the classes itself we're just repeating what we had already learned. But being able to go to the CCMA and physically sit in a case that was really cool. Like that was definitely very practical. They should probably try to implement that more in the beginning of the year, not just at the end. Because they only did it like in the last few months when people already were like applying for jobs and figuring out if they really liked labour relations or not. So yeah, I think if they did earlier on it would have been a lot better labour relations that definitely there was a lot of big practical element there, which was really nice. |
| Researcher: | Okay, and this might be a difficult question, but do you think based on the practical elements that you obtain from labour relations, that you are able to do it at your current job? I know it's not part of your duties, but let's say you need to do go to the CCMA. Do think you will be able to do that? |
| Participant J: | I think if I like was an assistant I think would be able to assist. I mean already when we get like offers for candidates and it shows they like that they only get certain amount of leave days, certain amount of maternity this, this, this. I could tell you whether or not that that contracts even valid if they're earning below the threshold. But I don't know if I could go to the CCMA and do everything myself based off of what I learned, probably not. |
| Researcher: | No and that makes sense because we all school learning and we also in entry level position. So that makes sense. |
| Participant J: | Yeah. |
| Researcher: | And then would you say that, let's say if we go back to the practicum again, with a bit of employment knowledge that you have gained would you say that practicum should be adjusted to align with industry standards? |
| Participant J: | Yes, definitely. |
| Researcher: | Okay. And if I may pick your brain a bit. How do you think they can align it to make the HR students a bit more employable at the end of the honours? |
| Participant J: | Um Oh, no, that's a hard question. I know we had like, we did two big projects. I don't know if doing more is necessarily better. |
| Researcher: | Okay, let me rephrase this. You mention now that at the end of the year, you've been to the CCM A, and everyone was actually already applying, let's say, as a part of the practicum. Would you say that if perhaps HR professionals in different functions can come and talk to you guys? Do you think that would add a bit more value to the honours group? |
| Participant J: | Oh, yes, definitely. We did have a few people who came and spoke to us they were supposed to be like our mentors, from different companies and that actually helped quite a lot because we then got to break up into smaller groups and chat to them. And most like, when I was applying for jobs, I didn't know what job I could even apply for like, am I equipped to be an HR officer or do I have to be like a HR internship or, like, I didn't know what the titles were. And most of them said do recruitment, it will build grit. And, like, that's what I'm into now. And like I don't regret it at all. It was a great decision. So I think maybe just more mentors throughout the year. And with the with the programme. Maybe they force you to interview more people because I know with ours, we only had to interview like one person. And when I interviewed more, it was nice to compare. Cause you can see not everyone has the same advice. |
| Researcher: | Okay, that's very interesting. [Participant Name], thank you so much. I just have a few other questions for you. I write it down in my head and tend to forget it. So obviously the practicum, you did say that it helped you think with industry partners. But it did help you to engage with your wider community. If I can compare it to the IOP students, some of the people had projects that help them to enrich the skills and the knowledge of people in the community. Did you have such an aspect in your practicum perhaps? |
| Participant J: | No, not at all. |
| Researcher: | Okay. Do you think that it might be a bit more beneficial to have like a community project such as the IOP people way, you can perhaps do recruitment drives or help people with their CVs perhaps? |
| Participant J: | Yeah, definitely. I don't know why the HR kids don't do it. Because the IOP kids learn so much from it. Even in my job now, we hired someone who did IOP just because during the IOP, they did some recruitment. So she came with like, a few months of experience from her community service project, which my boss was just like so excited about that. She had really done some cold calling and done a bit of everything. So I think if the HR kids were forced to do a bit of that worked with some of the lower class, the lower working class, it would help a lot. You can add it on your CV. |
| Researcher: | That's actually very interesting that you mentioned it and I'm actually very glad you shared that. Because I had another interview with another participant and she mentioned that she went for an interview. And it was actually for a graduate position or an internship basically, she already had some working experience and that really counted in a fibre but then I started to think okay, I understand and it's great that the people do have these experience and it can in their favour, but I think perhaps it might be unfair in some ways to let's say expect it from graduates or people that have just graduated they honest and things to expect that they have work experience. So it's actually great that if a degree can offer that to the students that they can actually get this experience, even if it's not in the form of a job as a community project. |
| Participant J: | Yeah, definitely. It would be really beneficial. |
| Researcher: | So [Participant Name], I would want to thank you for your time. This is questions from my side identity you want to add anything on the topic? |
| Participant J: | I don't think so. Yeah, I think I think that's all I use it as not any other questions. |
| Researcher: | Not that I can think of I have my questions here next to me, but I think we've covered a bit. Thank you so much. |
| Participant J: | Okay, it's a pleasure. I hope I help I'm really sorry I couldn't remember I wish I went and look beforehand what topic we had. |
| Researcher: | No problem at all and once again, I know everyone is busy and I would just like to thank you for your time and all the best. You're not doing your masters this year. |
| Participant J: | No, I'm not I decided just to study full time. I was really over it after honours. I can't lie. |
| Researcher: | I can just imagine but yes, good luck with everything and your may you be successful in your career. |
| Participant J: | Thank you. You too and good luck with your masters. |
| Researcher: | Thank you so much. Have a lovely evening further. You too. Bye bye. |