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Professions Act”) by the South African Board for Personnel Practice (SABPP) has initiated much discussion on the merits of regulating the Human Resource (HR) profession. One of the key points raised in these debates, is whether in fact HR can be regarded as a profession. This is, in essence, the problem being addressed in this study. Losey (1997:147) unequivocally states that “human resource management is a profession”.

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