



UNIVERSITY  
of  
TECHNOLOGY,  
MAURITIUS

**School of Business, Management and Finance**

Master of Business Administration  
(Human Resource With  
Knowledge Management)

PROGRAMME DOCUMENT

VERSION 2.0

*CODE v2.0*

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**University of Technology, Mauritius**

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## **Master of Business Administration (Human Resource With Knowledge Management)**

### **A. PROGRAMME INFORMATION**

Human Resource and Knowledge Management MBA programs combine the essentials of generic MBA programs with specialized human resource and knowledge management training such as mediation, planning, recruitment and labor relations. For this reason, this MBA program is swiftly becoming a popular MBA specialization for students with aspirations to work in large, established companies. The MBA combines a blend of modules in fundamental management discipline as well as in the specialised area of human resource and knowledge management. The programme emphasises communication and interpersonal skills as well as the conceptual and technical skills critical to managerial careers and are intended primarily to meet the needs of people of the managerial community.

### **B. PROGRAMME AIMS**

The programme aims at equipping students with the latest developments in the field of Human Resource Management. Since HR Managers are increasingly being called upon to create, sustain and manage a Knowledge Management Culture in Organizations the programme is also enhanced by dealing with KM issues.

### **C. PROGRAMME OBJECTIVES**

The programme objectives are to provide:

- A systematic understanding of organisations, their management, and the changing external environment in which they operate;
- A theoretical and practical grounding in the key disciplines of modern business and their application to human resource and knowledge management;
- A practical understanding of how established techniques of research and enquiry are used to enhance theory and practice in relation to the management of human resource and knowledge management;
- To develop critical thinking and communications skills, thereby allowing our graduates to conduct research independently and to be able to evaluate the work of others;
- Professional and personal growth of the student in a challenging and friendly atmosphere;
- The opportunity for course members to study a series of self-contained intensive modules and to learn through action taking and through teamwork;

## **PART I**

### **REGULATIONS**

#### **D. GENERAL ENTRY REQUIREMENTS**

As per UTM'S Admission Regulations, and 'Admission to Programmes of Study at Masters Degree Level'.

#### **E. PROGRAMME REQUIREMENTS**

Admission decisions will be made by the School of Business Management and Law on a case to case basis.

Candidates must either be:

Graduates of a recognised university or other institutions of higher education with at least a lower second class honours degree or holders of an approved professional qualification deemed equivalent to an honours degree.

Or

A recognized Diploma in the relevant field with at least 5 years of work experience.

Or

An approved professional qualification recognized as being equivalent to an honours degree

**Or**

Other honours graduates or holders of an equivalent qualification may be admitted if they produce evidence which satisfies the School Board of their competence to pursue the programme;

**Or**

Other qualifications and/or experience which demonstrate that a candidate possesses appropriate knowledge and skills at standard acceptable by the Academic Council.

### **Overseas Candidates**

Overseas candidates whose first language is not English and who do not hold a degree or equivalent professional qualification taught in English will be required to produce evidence of their competence in English.

### **F. PROGRAMME MODE DURATION**

Part Time: 2 years, comprising 4 Semesters

### **G. TEACHING AND LEARNING STRATEGIES**

The programme will employ a wide variety of teaching methods, including lectures, individual or group projects, presentations, workshops, case studies, field visits and talks by guest speakers. Self-learning will be the key feature of the programme, enabling students to explore, investigate and research into the various topics, interact with practitioners, and work in teams on projects.

### **H. STUDENT SUPPORT AND GUIDANCE**

In addition to traditional lectures, group tutorials or individual tutorials may be arranged for students.

### **I. ATTENDANCE REQUIREMENTS**

As per UTM's Regulations and Policy.

### **J. CREDITSYSTEM**

1 module = 3 credits as indicated in programme document (Each 3 credit module is taught over 15 weeks or equivalent block teaching)

Project / Dissertation = 9 credits

Post-Graduate Certificate: 18-21 credits

Post-Graduate Diploma (in area of registration): 30-33 credits

Master: 42-45 credits (inclusive of project/dissertation)

## K. STUDENT PROGRESS AND ASSESSMENT

- Written examination shall be of duration of 3 hours for modules except where the paper is assessed by 100% Coursework.
- All modules are normally assessed over 100 marks, except for project/dissertation which will carry 300 marks.
- The overall pass mark for a module shall be 40%.
- All modules must be passed in the examinations, coursework and other forms of assessment (unless assessed 100% by coursework).
- The modules assessed by exams will be assessed as follows: (unless otherwise specified):
  - written examinations contributing to 70% of the total marks
  - Continuous assessment carrying 30% of total marks. Continuous assessment can be based on seminars and/or assignments or class tests.
- Where a module is assessed by both, coursework and exams, a minimum of 40% should be attained in
  - a) Coursework, and
  - b) Examination

### Grading

<b>Undergraduate / Postgraduate</b>		
<b><i>Overall Marks</i></b>	<b><i>Grade</i></b>	<b><i>Remarks</i></b>
70≤X≤100	A	Excellent
60≤X<70	B	Very Good
50≤X<60	C	Good
40≤X<50	D	Satisfactory
X<40	F	Referred

## L. EVALUATION OF PERFORMANCE

All modules carry equal weight, except for dissertation which counts for the equivalent of 3 modules at level M.

### **Note: APPLIED PROJECT/DISSERTATION**

Candidates should compulsorily submit a business related project at the end of the final semester of the programme or a dissertation. The scope of the research will be assessed and approved through a project proposal that will be due after completion of Business Research Methods module. The project will mainly involve real business problems solving situation or will be on business administration themes as approved by the post graduate dissertation committee. The project should be around 15000-20000 words and may have to be defended in a viva-voce as may be decided by the Post-Graduate Dissertation Committee but for which no specific mark is allocated.

## M. AWARD CLASSIFICATION

<b>Overall weighted mark <math>y</math> (%)</b>	<b>Classification</b>
$y \geq 70$	MBA with Distinction
$60 \leq y < 70$	MBA with Merit
$40 \leq y < 60$	MBA
$y < 40$	No Award

## Part II – PROGRAMME STRUCTURE AND PLAN

### Master of Business Administration

#### (Human Resource with Knowledge Management)

#### N. PROGRAMME STRUCTURE (Part-Time)

Semester 1			
Code	Modules	Hrs/Wk	Credits
ECON5101	Economics for Managers	2 + 1	3
ACCF5101	Financial & Managerial Accounting	2 + 1	3
MGMT5214	Operations Research	2 + 1	3
HRMT5209	Organisation Behaviour	2 + 1	3

#### Specialisation Modules:

Semester 2			
Code	Modules	Hrs/Wk	Credits
HRMT5127	Human Resources Management	2 + 1	3
HRMT5123	Organisational Learning and People Development	2 + 1	3
LLAW5212	Employment Law	2 + 1	3
MGMT5905	Knowledge Management	2 + 1	3

Semester 3			
Code	Modules	Hrs/Wk	Credits
HRMT5122	International Human Resource Management	2 + 1	3
MGMT5801	Management of Change	2 + 1	3
MMIS5209	e-HR and Knowledge Management Technologies	2 + 1	3
QUAN5413	Business Research Methods	2 + 1	3

Semester 4			
Code	Modules	Hrs/Wk	Credits
DISS5000	Applied Project/Dissertation		9
	Workshops/Seminars		