



UNIVERSITY
of
TECHNOLOGY,
MAURITIUS

School of Business, Management And Finance

BSc (Hons) Business Administration with Psychology

PROGRAMME DOCUMENT

VERSION 1.0
CODE v1.0

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University of Technology, Mauritius

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BSc (Hons) Business Administration with Psychology

A. Programme Information

BSc (Hons) Business Administration with Psychology offers students applied skills in human resource and organisational management, based on a sound psychological understanding of human behaviour. This programme provides an interdisciplinary approach by combining Psychology, Human Resource Management and Management. By studying modules related to business, Human Resources and human behaviour, students will gain the administrative and managerial skills that can be applied to both for-profit and non-profit organizations which is the ultimate foundation for entrepreneurial success. A degree in BSc (Hons) Business Administration with Psychology prepares students to handle this rapidly changing world and to help others navigate it. By obtaining a degree in BSc (Hons) Business Administration with Psychology, graduates are prepared to meet the demand of organizations for knowledgeable, trainable, and highly skilled employees. They will have insight into motivation and behaviour and know about people, relationships and group dynamics, have excellent communication and teamwork skills, are critical and analytic and can design, conduct and analyse and evaluate research. As a manager, they will be a problem solver, planner and leader, and this programme aims to prepare them for these challenges. The BSc (Hons) Business Administration with Psychology is related to sales and marketing, innovation and entrepreneurialism in organisations.

B. Programme Aim

The aim of the BSc (Hons) Business Administration with Psychology programme is to prepare students for many careers in a variety of industries, such as general management, Human Resources, Marketing/Sales, communications, finance, research in psychology or other industries, advertising, management consultancy, caring and social careers, teaching, business consultant, employee selection, placement administrator, programme development manager, training and development manager, health and safety.

C. Programme Objectives

- To use and apply psychological principles at the workplace and in business environment
- To use psychometric assessments to enhance leadership and organization development
- To describe, understand, predict and control human behaviour at the workplace
- To implement knowledge on how to use behavioural scientific methods
- To design a process to stimulate organizational innovation
- To recommend training programmes for effective workforce

PART I - Regulations

D. General Entry Requirements

As per UTM'S Admissions Regulations, and 'Admission to Programmes of Study at UndergraduateLevel'.

E. Programme Entry Requirements

(i) Cambridge Higher School Certificate/GCE A level with at least 2 'A' level subjects

Or

(ii) Alternative Equivalent Qualifications to above (i)

(iii) Candidates wishing to register for BSc (Hons) Top-Up will have to hold a Diploma in Psychology, Counselling or any Social Sciences.

Note: No exemptions will be entertained for Level 3 modules

F. Programme Mode and Duration

Full Time: 3 Years

Part Time: 4 Years

G. Teaching and Learning Strategies

There is large pool of qualified academics at the University of Technology, Mauritius (UTM) and resource persons from the industries in the fields of psychology, management, marketing, accounting, human resource, economics, management, Information Technology and law to service this course. Students would be taught through lectures, seminars, tutorials and practical classes, group-working, case studies, and whereby traditional teaching shall be supported by a virtual learning environment that is used to host a range of electronic supporting materials. Students shall be guided with the support of week-by-week lecture breakdowns, reading lists and all coursework assignments for the year with the relevant deadlines. A range of assessment methods with a combination of coursework and an end of semester examination are adopted. Coursework includes essays, research reports, individual and group projects, statistics assignments, class tests and both individual and group presentations. The programme will also include workshops and students will also have to go on placement which will be monitored by the placement unit.

H. Student Support and Guidance

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

I. Attendance Requirements

As per UTM's Regulations and Policy.

J. Credit System

Modules carry 4 credits as per the programme structure. Modules with 4 credits must **compulsorily** involve submission of at least 2 assignments in line with the prescription of directed study (DS).

Exit points are

Certificate Level	-33 credits
Diploma Level	- 69 credits
Degree level	- 106 credits

K. Student Progress and Assessment

- a) For the award of the Degree, a minimum of 102 credits need to be achieved.
- b) All modules will carry 100 marks and will be assessed as follows (unless otherwise specified):
 - i. Written examinationsto 2-hours' duration and continuous assessment carrying up to 30% of total marks.
 - ii. Continuous assessment can be based on assignments or/and class tests.

Grading

Undergraduate / Postgraduate		
Overall Marks	Grade	Remarks
$70 \leq X \leq 100$	A	Excellent
$60 \leq X < 70$	B	Very Good
$50 \leq X < 60$	C	Good
$40 \leq X < 50$	D	Satisfactory
$X < 40$	F	Referred

L. Evaluation of Performance

For BSc (Hons):

The percentage mark at Level 1 contributes a 20% weighting towards the degree classification.

The percentage mark at Level 2 contributes a 30% weighting towards the degree classification.

The percentage mark at Level 3 contributes a 50% weighting towards the degree classification.

For Diploma

The percentage mark at Level 1 contributes a 40% weighting towards the diploma classification.

The percentage mark at Level 2 contributes a 60% weighting towards the diploma classification.

- Candidates wishing to withdraw at Diploma level when registered for degree will have to interrupt their studies and graduate with a Diploma. If they wish to continue for their studies up to degree level, they will have to re-apply and re-register for the Top-Up Degree
- A CPA of at least 70% makes a candidate eligible for a Diploma with Distinction

For BSc (Hons) Top-Up:

The percentage mark at Level 3 contributes a 100% weighting towards the degree classification. The award though will not mention "Top-Up".

M. Award Classification

Overall weighted mark x (%) Classification

For BSc (Hons):

$x \geq 70$	1 st Class Honours
$60 \leq x < 70$	2 nd Class 1 st Division Honours
$50 \leq x < 60$	2 nd Class 2 nd Division Honours
$45 \leq x < 50$	3 rd Class Honours
$40 \leq x < 45$	Pass degree
$x < 40$	No Award

N. Programme Organisation and Management

Programme Director/ Coordinators:

- Dr. Diroubinee Mauree-Narrainen** - Room: F0.03, Tel: 207-5250 (Ext.278),
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- Mrs Nirmala Loung-Poorunder**, - Room: F0.08, Tel: 207-5250 (Ext.404),
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Part II - Programme Structure

O. Programme Name– Full Time (Version 1.0)

YEAR 1

Semester 1				Semester 2			
Code	Module Name	Hrs/Wk L+T+DS	Credits	Code	Module Name	Hrs/Wk L+T+DS	Credits
MGMT1105	Introduction to Psychology	2 + 1 + 1	4	PSY1100	Personality & Intelligence	2 + 1 + 1	4
QUAN1105	Business Statistics	2 + 1 + 1	4	HRMT1201	Organisational Behavior	2 + 1 + 1	4
MGMT1127	Business Management & Culture	2 + 1 + 1	4	ECON1108	Business Economics & Finance	2 + 1 + 1	4
PSY1117	Society, Ethics and Human Behaviour	2 + 1 + 1	4	PSY1102	Psychometrics	2 + 1 + 1	4
CLEN1000	Community Learning and Engagement (CLeN)						1
							33

YEAR 2

Semester 1				Semester 2			
Code	Module Name	Hrs/Wks L+T+DS	Credits	Code	Module Name	Hrs/Wk L+T+DS	Credits
LLAW2108	Corporate and Business Legal Aspects	2 + 1 + 1	4	PLMT2001	Workplacement	2 + 1 + 1	10
HRMT2107	Reward and Performance Management	2 + 1 + 1	4				
PSY2103	Marketing Psychology	2 + 1 + 1	4				
HRMT2110	Learning, Training and Development	2 + 1 + 1	4	PSY2106	Experimental Methods	2 + 1 + 1	4
			2	PSY2104	Health and Safety at Work	2 + 1 + 1	4
ESDV2000	Employability Skills Development						2
							36

YEAR 3

Semester 1				Semester 2			
Code	Module Name	Hrs/Wks L+T+DS	Credits	Code	Module Name	Hrs/Wks L+T+DS	Credits
PSY3100	Counselling at Workplace and Business	2 + 1 + 1	4	PSY3102	Cognitive Psychology and Creativity at work	2 + 1 + 1	4
MGMT3210	Risk Management	2 + 1 + 1	4	PSYC3117	Cyber Psychology	2 + 1 + 1	4
PSY3101	Psychological Research Methods	2 + 1 + 1	4	PSY3103	Stress at Workplace	2 + 1	3
MMIS3211	Business Information Systems	2 + 1 + 1	4				
DISS3000	Dissertation						9
							36

Total Credits for all 3 Levels = 33 + 36 + 36= 105

P. Programme Name – Part Time (Version 1.0)

YEAR 1							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L+ T	Credits	Code	Modules	Hrs/Wk L+ T	Credits
MGMT1105	Introduction to Psychology	2+1+1	4	PSY1117	Society, Ethics and Human Behaviour	2+1+1	4
QUAN1105	Business Statistics	2+1+1	4	ECON1108	Business Economics & Finance	2+1+1	4
MGMT1127	Business Management & Culture	2+1+1	4	PSY1100	Personality & Intelligence	2+1+1	4
YEAR 2							
Semester 3				Semester 1			
Code	Modules	Hrs/Wk L+ T	Credits	Code	Modules	Hrs/Wk L+ T	Credits
HRMT1201	Organisational Behavior	2+1+1	4	LLAW2108	Corporate and Business Legal Aspects	2+1+1	4
PSY1102	Psychometrics	2+1+1	4	PSY2103	Marketing Psychology	2+1+1	4
				HRMT2107	Reward and Performance Management	2+1+1	4
CLEN1000	Community Learning and Engagement (CLen)						1
							33
Semester 2				Semester 3			
Code	Modules	Hrs/Wk L+ T	Credits	Code	Modules	Hrs/Wk L+ T	Credits
HRMT2110	Learning, Training and Development	2+1+1	4	PORT2003	Portfolio		10
PSY2106	Experimental Methods	2+1+1	4	PSY2104	Health and Safety at Work	2+1+1	4
							2
							36

YEAR 4							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L+ T	Credits	Code	Modules	Hrs/Wk L+ T	Credits
PSY3100	Counselling at Workplace and Business	2+1+1	4	PSY3102	Cognitive Psychology and Creativity at work	2+1+1	4
MGMT3210	Risk Management	2+1+1	4	PSYC3117	Cyber Psychology	2+1+1	4
PSY3101	Psychological Research Methods	2+1+1	4	PSY3103	Stress at Workplace	2+1+1	3
MMIS3211	Business Information Systems	2+1+1	4				
DISS3000	Dissertation						9
							36

Q: Module Outline (*This syllabus is non-prescriptive*)

Year 1 Semester 1

MGMT1105 Introduction to Psychology

Major perspectives and areas of speciality in the field of Psychology; studies carried out in various fields; what makes human beings think, feel and act as the way they do; Review of existing research findings; Understanding of actions to be taken to harness human potentials, individually and in groups for the benefit of different types of organizations; Methodologies for conducting psychological research; Case studies; Current behavioural problems in organizations

QUAN1105 Business Statistics

Descriptive statistics and graphical summarise, probability theory, discrete and continuous random variables and probability distributions, sampling theory - rationale for sampling and sampling techniques, the central limit theorem, sampling distribution of sample means, confidence intervals for sample mean; hypothesis testing - significance test for a population mean and two population means; Chi square test; correlation analysis and regression analysis; analysis of variance.

MGMT1127 Business Management and Culture

Introduction to Management: management processes, levels of managers, roles and skills of managers, nature of managerial work, scope of management, role of theory and history in management, different management perspectives, environmental context of management, basic elements of planning and decision making, leading process: Leadership, motivation, human resources management, group dynamics and team building; control for business performance, learning organization, good governance, corporate culture, business culture

PSY1117 Society, Ethics and Human Behaviour

Stakeholder management, society attitudes towards business, business ethics, corporate values and culture, beliefs and decision making, society and corporate culture, corporate governance, corporate social responsibility, connections between social institutions and social change, influence of social position on individual life outcomes, creative and collaborative approaches for addressing social problems

CLEN1000 COMMUNITY LEARNING & ENGAGEMENT (CLeN)

Students should seek involvement with NGOs. Student participation involves for example, contribution in publication of reports, newsletters, active collaboration on an unexhaustive choice of community development or social enterprise projects. Successfully completed placements shall be testified by NGOs at which the engagement occurs. Successful completion will lead to the award of one credit. More information is available in the CLeN Guidelines.

Year 1 Semester 2

PSY1100 Personality & Intelligence

Knowledge and Understanding of Personality & Intelligence, Critical Thinking Skills in Personality & Intelligence, Values in Personality & Intelligence, Communication Skills in Personality & Intelligence, Learning and the Application of Personality & Intelligence

HRMT1201 Organisational Behavior

Introduction to organisational behaviour, foundations of individual behaviour, managing individual behaviour, personality theories, job satisfaction, power and politics, foundations of group behaviour and group dynamics, communications and decision-making, conflict management, organisational culture, organisational development

ECON1108 Business Economics and Finance

Economics of competition and monopoly; Market structure, Mergers and takeovers, Barriers to entry; Markets and Government: the rationale for state intervention, market failure and government failure; Trends in inflation and unemployment: analysis and consequences; Price discrimination; Environment and externalities; quantitative behavioral finance; financial models; behavioral game theory

PSY1102 Psychometrics

Nature of psychological assessment, difference between assessment and testing; interview; observation, case – Study, ethics of psychological testing; assessment of Intelligence, nature of intelligence tests; assessment of Personality, types of personality assessment, historical background of personality testing, assessment of Aptitude, Nature of aptitudes, History of aptitude testing, assessment of Interest , Nature of interest, Historical foundation of interest measurement.

Year 2 Semester 1

LLAW2108 Corporate and Business Legal Aspects

Essential elements of legal systems, International business transactions, International business forms, formation and constitution of joint stock companies, capital and the financing of companies, Management, administration and regulation of companies, legal implications relating to companies in difficulty or in crisis, law of contract, law of tort, Governance and ethical issues relating to business.

HRMT 2107 Reward and Performance Management

Meaning of performance, performance appraisal, appraisal processes and methods, relationship between motivation, job satisfaction and performance, reward strategies, components of reward management strategy, factors affecting satisfaction with the reward system, relationship between reward and performance, ethics in performance management

PSY2103 Marketing Psychology

Application of psychological concepts and theory to particular commercial issues related to sales and marketing, psychological processes occurring within the individual, along with the interpersonal, broader cultural groups, consumer behavior, social marketing, factors affecting consumer behavior, consumer motivation and decision making, development of marketing campaigns and strategies.

HRMT2110 Learning, Training and Development

Learning, behavioural classical conditioning & operant conditioning; cognitive learning, Importance of training, training costs, training needs analysis, training needs into objectives, training design, inhouse training v/s outdoor training, training methods, training implementation, training evaluation, training myths and McKinsey's 7S Framework, coaching and the coach's role, benefits of coaching, suitable and unsuitable occasions for coaching, emerging trends in HRD.

ESDV2000 EMPLOYABILITY SKILLS DEVELOPMENT (ESD)

ESD aims at equipping undergraduate students with core employability and job readiness skills (including communication, simulated interviews, career choice, etc.), as well as imparting professional practice expectation and knowledge (including work environment, professionalism and ethics, job mobility locally and internationally, etc.) related to the programme of study. Successful completion will lead to the award of two credits. Detailed information is as per ESD guidelines.

Year 2 Semester 2

PSY2106 Experimental Methods

Introduction on basic principles of experimental designs; fundamental background for planning, conducting and critiquing experimental research in psychology; scientific writing, including APA style; data interpretation using inferential, descriptive, and relational statistics; generating test hypotheses, search the scientific literature, the nature of variables, types of measurement; ethical issues in empirical research; to design experiments in various areas of psychology and enable learners to analyze and report the data of experiments.

PSY2104 Health and Safety at Work

Importance of health and safety at works, welfare of people at work, hazard, risk, safe, accident, dangerous occurrence, duties of employers to employees at work, requirements of employers to consult with employees regarding health and safety, risk and its reduction/prevention, risk assessments, importance of reporting potential health and safety hazards, general working environment, slips, trips and falls; hazardous substances, occupational health; machinery and equipment; manual handling; electricity at work; personal protective equipment, accidents; emergencies; Human Computer Interaction in Practice; cognitive ergonomics.

PLMT2001 WORK PLACEMENT

Work placement is monitored by a placement unit and is detailed in the University Workplacement guidelines.

PORT2003 PORTFOLIO

Portfolio will apply for part time students in lieu of placement and is detailed in the Portfolio guidelines.

Year 3 Semester 1

PSY3100 Counselling at Workplace and Business

Overview of theory and practice in counselling, core micro skills of counselling, reflection of feelings and emotion in counselling, establishing the counselling environment , conflict resolution, transactional analysis, exploring own values, beliefs, attitudes and prejudices, Multicultural counselling, Developing practical understanding the dynamics of situations presenting for counselling; developing knowledge of typical behavioural reactions to crisis situations, dealing with presenting problems in counselling practice, the counselling process, Counseling Interview: Types of Interviews, Introductory, fact finding, Informative, Therapeutic Interview procedure, process, interpretation, developing insights and putting them to work

MGMT3210 Risk Management

Overview of risk management: need for risk management, some sources of risk and common risk categories, Methods for calculating the potential impacts of risks in financial terms, Overview of risk management process: definition of risk and risk management, risk management process steps, Risk planning: the goals of risk planning, keys to successful risk planning, the risk management plan, Risk identification: Risk identification tools and techniques and their limitations, Risk analysis: the goals of risk analysis, risk analysis tools and techniques and limitations, portraying risk analysis results, Risk handling: How to select an effective risk handling strategy, development of a risk handling plan, Risk monitoring, the role of risk management in a modern organisation

PSY3101 Psychological Research Methods

Beginning Psychological Research (Goals of Psychological Research, Formulating a problem and developing a testable hypothesis); Quantitative and Qualitative Orientations towards Research; Methods of Data Collection; Sampling; Probability Sampling Methods; Non Probability Sampling Methods; Non Experimental Methods (Case Study, Observation, Survey); Non Experimental Methods (Psychological Testing, Standardization, Reliability, Validity Norms)

MMIS3211 Business Information Systems

Fundamental principles of computing hardware, application software, networking and applications development; Information Systems (IS) for Competitive Advantage; Types of IS, IT Infrastructure and Services; Organisational Subsystems and IT Services; Database Management Systems &Data protection; IT and the Business Environment, Systems and Project Development Life cycle; IT Outsourcing for Business Solutions; E-Business solutions; Enterprise Resource Planning; IT Security Aspects for Business; Trends and Case Studies

Year 3 Semester 2

PSY3102 Cognitive Psychology and Creativity at work

Mental processes (attention, memory, perception, language, metacognition, thinking); training, coaching creativity and Innovation and Leadership development; whole-Brain thinking for Creativity and Innovation, design-Thinking as a Strategy for Innovation, coaching for creativity, Innovation, Leadership,arts-Based Learning for Business

PSYC3117 Cyber Psychology

Overview of Internet, cyberworld, Gender Psychology and Technology, Online aggression, Cyberbullying and Cybercrime, cybercultures, artificial intelligence and self-reflection, virtual communities and the self, Cyber Misuse and related regulations and Acts.

PSY3103 Stress at Workplace

Causes of stress and effects of stress at work; effects of stress at work, severe products of stress at work, expression of body language, detection of deception, and the formation of psychosomatic diseases; evaluation of behavioral control of stress; self-destructive social relationships, family dysfunction, and unhealthy life styles; methods of stress control, including cognitive behavioral techniques and meditation.

DISS 3000 DISSERTATION

A 10,000-12,000 words dissertation will have to be submitted at the end of the semester.The work submitted should conform to the Undergraduate Dissertation Guidelines available on the UTM website.