



UNIVERSITY  
of  
TECHNOLOGY,  
MAURITIUS

**School of Business Management and Finance**

**BSc (Hons) in Management (General)**

**PROGRAMME DOCUMENT**

VERSION 3.0

*CODE*

September 2014

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**University of Technology, Mauritius**

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## BSc(Hons) in Management (General)

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### A. Programme Information

**The BSc. (Hons) Management** covers a wide range of areas relevant to General Business Management within the context of a global economy. The degree opens up diverse career opportunities in Commerce, Industry, Services, Finance and Consulting within the Private and Public Sectors. The degree provides a strong foundation in economics and social sciences, with a number of specialist options in the Management field.

The programme offers 3 exit points at Level 1, 2 and Level 3 which would enable the students to qualify for the award of a certificate, Diploma and Degree respectively.

### B. Programme Aims

The programme aims to inculcate students with a knowledge and understanding of the core areas of management and also with a good understanding of the central concepts of the specialisation areas.

### C. Programme Objectives

The objectives of the programme are as follows:

- enable students to acquire state of the art knowledge and understanding of the field of management.
- provide an educational experience which will facilitate and promote students' intellectual development and life-long learning skills, promote critical awareness of the merits and complexities of management, and to inculcate an appreciation of the association between theory and practice.
- appraise students of important new developments in the field of management. enable students to develop appropriate practical and transferable skills.

## PART I - Regulations

### D. General Entry Requirements

As per UTM 'Admissions Regulations' and 'Admission to Programmes of Study at Degree Level'

### E. Programme Mode and Duration

Full Time: 3 Years

Part Time: 4 Years

Each semester will be of 13 weeks with 15 sessions of 3 hours each

### F. 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, work placement 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. Students will also have to go on placement which will be monitored by the placement unit.

### G. Student Support and Guidance

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

### H. Attendance Requirements

As per UTM's Regulations and Policy.

### I. 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:

Minimum credits required for the award of a :

- Certificate 33
- Diploma 69
- Degree 106

## J. Student Progress and Assessment

For the award of the Degree all modules must be passed overall.

All modules will carry 100 marks and will be assessed as follows (unless otherwise specified):

Written examinations up to 3-hours' duration and continuous assessment carrying up to 30% of total marks.

Continuous assessment can be based on seminars, practical labs and/or assignments or class tests.

### Grading

Undergraduate / Postgraduate		
Overall Marks	Grade	Remarks
$70 \leq X < 100$	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

## K. Evaluation of Performance

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.

## L. Award Classification

$y \geq 70$	1st Class Honours
$60 \leq y < 70$	2 <sup>nd</sup> Class 1st Division Honours
$50 \leq y < 60$	2 <sup>nd</sup> Class 2 <sup>nd</sup> Division Honours
$45 \leq y < 50$	3rd Class Honour
$40 \leq y < 45$	Pass Degree
$y < 40$	No Award

## M. Programme Organisation and Management<sup>1</sup>

Programme Director and Coordinator: ...

Contact Details:

- Room:
- Telephone Number:
- Email:

## Part II - Programme Structure

### N. BSc (Hons) Management (General) – Full Time

Semester 1		YEAR 1				Semester 2				
Code	Core Modules	Hrs/Wk L T DS	Credits	Code	Core Modules	Hrs/Wk L T DS	Credits			
ECON 1101	Economics	2 + 1+1	4	LLAW1101	INTRODUCTION TO LAW AND LEGAL METHODS	2 + 1+1	4			
MGMT 1101	Organisation and Management	2 + 1+1	4	HRMT1201	ORGANISATIONAL BEHAVIOUR	2 + 1+1	4			
ACCF 1102	Financial Accounting	2 + 1+1	4	MKTG 1107	MARKETING MANAGEMENT	2 + 1+1	4			
QUAN 1102	Statistics	2 + 1+1	4	ACCF 1104	COST AND MANAGEMENT ACCOUNTING	2 + 1+1	4			
				GLEN 1000	CLEN				1	
→	<i>Start of Level 1</i>				<i>Finish of Level 1</i>				→	
Semester 1		YEAR 2				Semester 2				
Code	Core Modules	Hrs/Wk L T DS	Credits	Code	Core Modules	Hrs/Wk L T DS	Credits			
HRMT 2104	HUMAN RESOURCE MANAGEMENT	2 + 1+1	4	PLMT2001	Work Placement		10			
ECON2102	MANAGERIAL ECONOMICS	2 + 1+1	4	MMIS2304	E BUSINESS	2 + 1+1	4			
LLAW3310	COMPANY LAW	2 + 1+1	4	MGMT 1126	GOVERNANCE AND ETHICS	2+1+1	4			
QUAN2203	QUANTITATIVE METHODS FOR MANAGEMENT	2 + 1+1	4							
ESDV2000	<i>EMPLOYABILITY SKILL DEVELOPMENT (ESD)</i>							2		
→	<i>Start of Level 2</i>			<i>Finish of Level 2</i>					→	

YEAR 3							
Semester 1				Semester 2			
Code	Core Modules	Hrs/Wk L T DS	Credits	Code	Core Modules	Hrs/Wk L T DS	Credits
QUAN 3401	RESEARCH METHODS	2 + 1+1	4	MGMT3127	INTERNATIONAL BUSINESS MANAGEMENT	2 + 1+1	4
MGMT2301	STRATEGIC MANAGEMENT	2 + 1+1	4	MGMT 3203	QUALITY MANAGEMENT	2 + 1+1	4
MMIS 3202	<b>MANAGEMENT INFORMATION SYSTEM</b>	2 + 1+1	4	MGMT 3901	KNOWLEDGEMENT MANAGEMENT	2 + 1+1	4
LLAW3212	EMPLOYMENT LAW	2 + 1+1	4	DISS 3000	<b>Dissertation*</b>		9
	<b>DISSERTATION</b>						
→	<i>Start of Level 3</i>			<i>Finish of Level 3</i>			→

\*\* Dissertation starts Semester 1 of level 3 and credits will be earned at the end of Semester 2 of level 3

#### O. BSc (Hons) Management General – Part Time

YEAR 1							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L T DS	Credits	Code	Modules	Hrs/Wk L T DS	Credits
ECON 1101	Economics	2 + 1+1	4	QUAN 1102	Statistics	2 + 1+1	4
MGMT 1101	Organisation and Management	2 + 1+1	4	LLAW1101	<i>INTRODUCTION TO LAW AND LEGAL METHODS</i>	2 + 1+1	4
ACCF 1102	Financial Accounting	2 + 1+1	4	HRMT1201	<i>ORGANISATIONAL BEHAVIOUR</i>	2 + 1+1	4
<i>Start of Level 1Q</i>							

YEAR 2							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L T DS	Credits	Code	Modules	Hrs/Wk L T DS	Credits
MKTG 1107	<i>MARKETING MANAGEMENT</i>	2 + 1+1	4	HRMT 2104	<i>HUMAN RESOURCE MANAGEMENT</i>	2 + 1+1	4
ACCF 1104	<i>COST AND MANAGEMENT ACCOUNTING</i>	2 + 1+1	3	ECON2102	<i>MANAGERIAL ECONOMICS</i>	2 + 1+1	4
CLEN1000	<i>CLEN</i>		1	LLAW3310	<i>COMPANY LAW</i>	2 + 1+1	4
				ESDV2000	<i>EMPLOYABILITY SKILL DEVELOPMENT (ESD)</i>		2*
<i>Finish of Level 1</i>				<i>Start of level 2</i>			

YEAR 3							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L T DS	Credits	Code	Modules	Hrs/Wk L T DS	Credits
QUAN 2203	QUANTITATIVE METHODS FOR MANAGEMENT	2 + 1+1	4	QUAN 3401	RESEARCH METHODS	2 + 1+1	4
MMIS 2304	E BUSINESS	2 + 1+1	4	MGMT2301	STRATEGIC MANAGEMENT	2 + 1+1	4
MGMT 1126	GOVERNANCE AND ETHICS	2+1+1	4	MMIS 3202	MANAGEMENT INFORMATION SYSTEM	2 + 1+1	4
ESDV2000	EMPLOYABILITY SKILL DEVELOPMENT (ESD)		2*				
PORT2003	Portfolio		10				
Finish of level 2				Start of level 3			

Note: \*ESD will be carried out during 2 semesters

YEAR 4							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L T DS	Credits	Code	Modules	Hrs/Wk L T DS	Credits
LLAW 3212	EMPLOYMENT LAW	2 + 1+1	4	MGMT 3203	QUALITY MANAGEMENT	2 + 1+1	4
MGMT3127	INTERNATIONAL BUSINESS MANAGEMENT	2 + 1+1	4	MGMT 3901	KNOWLEDGEMENT MANAGEMENT	2 + 1+1	4
DISS 3000	Dissertation/Project*			DISS 3000	Dissertation/Project*		9
<i>Finish of Level 3</i> →							

## P. MODULE OUTLINE

### YEAR 1 SEMESTER 1

#### ECON 1101: ECONOMICS

The Economic Problem: Scarcity and Choice, Theory of Demand and Supply, The Price System, Costs of Production, Market Structures, National income and economic growth, Inflation and Unemployment, Banking and Monetary Policies, Taxation and Fiscal policies, International Trade

#### MGMT 1101 ORGANISATION AND MANAGEMENT

Introduction to the different perspectives on management, understanding organizations, the evolution of the concepts of organizations and management; models and types of organizations: the classical and neo-classical organizations and modern approaches to the concepts. Management development; organization development; understanding people: roles, perceptions, norms, values, and attitudes; Human needs; theories of motivation; group dynamics and team building; issues in organization and management theories.

### **ACCF 1102 FINANCIAL ACCOUNTING**

Roles and Principles of Financial Accounting, Double Entry Book Keeping, Capital and Revenue Expenditure, Trial Balance, Preparation of Final Accounts for Sole Traders, Non-Profit Organisations and Companies, Cash Flow Statements, Control Accounts and Accounting for VAT, Accounting for Depreciation, Bad Debts and Provisions for Bad Debts, Fundamental Accounting Concepts and International Accounting Standards, Accounting Ratios and Interpretation, Financial Reporting and Users of Accounts.

### **QUAN 1102: STATISTICS**

Descriptive Statistics; Probability Concepts; Random Variables; Probability Distributions: Binomial, Poisson and Normal; Estimation with Confidence Intervals; Hypothesis Testing; Chi-Square Tests; Analysis of Variance; Simple Regression and Correlation Analysis; Time Series Analysis.

### **YEAR 1 SEMESTER 2**

### **LLAW 1101 INTRODUCTION TO LAW AND LEGAL METHODS**

Introduction to Law; Ideas and functions of Law; Nature of constitutional and administrative law; Constitutional foundations of the powers of the court, statutory interpretation, arbitration and the hearing tribunal, the law of contract, the law of agency; Distinction between Public and Private Law; Criminal and Civil Law; Common Law and Civil Law Systems; Case Law Techniques; Statutory Interpretation.

### **HRMT 1201 ORGANISATIONAL BEHAVIOUR**

Introduction to of 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

### **MKTG 1107 Marketing Management**

Nature and scope of Marketing, the Marketing Environment, Marketing Research and Marketing Information Systems, Buyer Behavior - the buying behaviour of consumers and organisations, Segmentation, Targeting and positioning Framework, Marketing Mix - the 4P's, Product and Services, Place, Price, Promotion, The extended marketing mix, Services Marketing, Broadening the scope of marketing, Social Responsibility, Green Marketing, Ethics, Customer Relationship Management, Marketing Plan, Marketing Audit, Analysing Industry Attractiveness, BCG Model, Review of Marketing Mix Strategies.

### **ACCF 1104 Cost & Management Accounting**



Cost Concepts, Cost Behaviour and Cost ascertainment, Accounting for Overheads and Activity-Based Costing, Costing Systems and Costing Principles (Absorption and Marginal costing) Contribution Analysis and its application to short-term decision making; Break-even analysis. Relevant Costing, Budgeting, Standard Costing and Variance analysis; Modern trends in Cost and Management Accounting

## **YEAR 2 SEMESTER 1**

### **HRMT 2104 Human Resource Management**

Human Resource Management, Evolution of Personnel Management to Human Resource Management, Role of HR in modern organizations; Differentiating between job & tasks, Job creation, Job Description, Job Analysis, Job Evaluation, Recruitment & Selection, Training & Development, Reward & Performance Management, Contemporary issues in HR ( Learning Organisations, HRIS

### **QUAN 2203 Quantitative Methods for Management**

Introduction to Quantitative Methods; Operations management, Decision Analysis: Decision-Making Environments and Decision Trees; Linear Programming: Graphical and Simplex Method, Sensitivity Analysis; Transportation Models; Assignment Models: minimization and maximization cases; Network Analysis; Inventory Models.

### **ECON 2102 Managerial Economics**

Objectives of the Firm. Demand Theory and Forecasting. Production and Cost Analysis. Transaction Costs Market Structures and Pricing Practices. Profit Strategy. Unconstrained and Constrained Optimisation. Risk Analysis. Adverse Selection and Moral Hazard. Government Intervention.

### **LLAW 3310 Company Laws**

Incorporation, lifting the corporate veil; Promoters, Pre-Incorporation Contracts; Memorandum of Association; Articles of Association; Share Capital; Shares; Dividends; Debentures and Loan Capital; Management of Companies; Duties of Directors; Meetings; Minority Protection.

## **YEAR 2 SEMESTER 2**

### **MMIS 2304 E-Business**

Essentials of IS for Organisations, Concepts and terminologies for Electronic Business, Electronic Data Interchange (EDI), Trends Analysis of E-business, E-Business Environment and Strategy, E-Business Technologies and Infrastructure, E-Business Applications and Management, Impact of E-business on

Society, E-Business Security Concerns, Implementation strategy of an E-Business Solution, M-business applications and services, Case Studies of E-Business

### **MGMT 1126 GOVERNANCE AND ETHICS**

Business environment and relationships with stakeholders (Shareholders' relationships, public and private partnerships), Legal framework, rules and regulations, enforcement of regulations, Roles of senior management, role and function of company secretary, Principles of good governance and corporate strategic objectives, Internal systems including decision system, remuneration system, performance monitoring system, bankruptcy system, Internal Control, International Standards and Compliance, Boards and Directors, Board Committees, Risk Management, Auditing and Accounting, Integrated Sustainability Reporting, Communication and Disclosure, Corporate Culture and Values, Corporate Social Responsibility, Ethics and Codes, Case Studies in good and bad governance

### **YEAR 3 SEMESTER 1**

### **QUAN 3401 RESEARCH METHODS**

Introduction to Research Methods; Research Ethics and Values; Research problems; Components of a Research Proposal; Planning the Research Process: Qualitative and Quantitative Research, Research Design; Handling of data and Analysis of data; Reporting of Research.

### **MMIS 3202 MANAGEMENT INFORMATION SYSTEMS**

Information Systems (IS) for Competitive Advantage, Types of IS, IT Infrastructure and Services, Database Management Systems & Data protection, IS Strategy and Decision Making in Organisations, IT Applications for Business, Project management for IS, Risk management for IS, Auditing, Control and Security for IS, Outsourcing of IS services, Mobile technologies, Legal aspects of IS, IT Case Studies for Business

### **MGMT 2301 STRATEGIC MANAGEMENT**

Strategic Planning: Tools & Techniques, Managing in a business context, Stakeholder analysis. Environmental scanning : SWOT analysis, value chain, port folio analysis (BCG Matrix, GE Matrix). Strategy formulation: Ansoff Matrix, Porter's Generic Strategies (cost leadership, differentiation, focus), identification and evaluation of strategic alternatives. Strategy implementation: framework for understanding and implementation issues. Tactical aspects of strategy implementation. Strategy evaluation & control. Integrative case analysis.

## **LLAW 3212 EMPLOYMENT LAW**

Historical development of our Employment Law with reference to specific provisions of the Code Civil, The Scope of the ERA(Employment Rights Act 2008) compared to the repealed Labour Act of 1975,The essential elements for the validity of a contract of employment under the ERA, Contracts of determinate and indeterminate duration, Conditions of employment: annual leave, sick leave, maternity leave, paternity leave, The respective duties and obligations of the employer and the employee, Agreements and Remuneration, Termination of agreement, Procedural and Substantive requirements for a fair dismissal, Redundancy, Constructive dismissal, Compensation and Workfare programme, Offences, penalties and legal proceedings, International Labour Standards

## **YEAR 3 SEMESTER 2**

### **MGMT 3127 INTERNATIONAL BUSINESS MANAGEMENT**

Introduction to international business management, globalisation and internationalisation, global business environment, culture in international business, international trade, business-government trade relations, regional economic integration, developing and marketing product in the international context, hiring and managing employees in the international context.

### **MGMT 3203: QUALITY MANAGEMENT**

Introduction to Quality. Total Quality Management concept and philosophies. Kaizen. Total Quality Culture. Leadership for Quality. Planning for Quality. Organising for Quality. Business Excellence Model - MBNQA, EFQM, Deming Prize. Quality Management Systems: ISO 9000. Quality System Audit. Quality tools and techniques for process improvement. Quality of Services. Teamwork for Quality. Communications and training for Quality. Benchmarking. Cost of Quality. Statistical Process Control. Implementing TQM.

### **MGMT 3901 KNOWLEDGE MANAGEMENT**

Concept and theories of knowledge in organisations,Origin of Knowledge, Types of Knowledge in organisations Overview of Knowledge management (KM), Knowledge Economy, Learning Organisation, KM processes, knowledge life cycle, knowledge creation,knowledge storage, knowledge transfer, knowledge reuse, KM Strategies & Mechanisms, KM Architecture, KM Systems, KM Frameworks & Models, KM Audit, Organisational Environment for KM, HR and KM, Case Studies

### **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.

### **PLMT 2001 WORK PLACEMENT**

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

**PORT 2003 PORTFOLIO**

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

**CLEn 1000 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 occur. Successful completion will lead to the award of one credit. More information available in the CLEn guidelines.

**ESDV 2000 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.