



UNIVERSITY  
of  
TECHNOLOGY,  
MAURITIUS

**School of Business Management and Finance**

**BSc (Hons) in Management (LAW)**

**PROGRAMME DOCUMENT**

VERSION 3.0

*CODE*

September 2014

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**University of Technology, Mauritius**

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## **BSc(Hons) in Management (Law)**

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### **A. Programme Information**

The BSc (Hons) Management with Law combines the essential elements of the BSc (Hons) Management and the LLB Degrees, equipping one with both specialist legal skills and general management skills suitable for a wide range of career opportunities in the business, legal, financial and governmental fields. Alternatively, the combination of management and law will equip them to work in both public and private sectors where a demonstrated ability for logical reasoning is required.

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 inculcating 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:

- develop critical and evaluative thinking in the context of law and management sciences.
- to provide an educational outreach for those seeking a career in Management and/or Law.
- it arms prospective executives with the knowledge and disciplines required for the effective running of the business.

## **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 (LAW) – 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	LLAW 1101	<i>INTRODUCTION TO LAW AND LEGAL METHODS</i>	2 + 1+1	4			
MGMT 1101	Organisation and Management	2 + 1+1	4	HRMT 1201	<i>ORGANISATIONAL BEHAVIOUR</i>	2 + 1+1	4			
ACCF 1102	Financial Accounting	2 + 1+1	4	MKTG 1107	<i>MARKETING MANAGEMENT</i>	2 + 1+1	4			
QUAN 1102	Statistics	2 + 1+1	4	ACCF 1104	<i>COST AND MANAGEMENT ACCOUNTING</i>	2 + 1+1	4			
				CLEN1000	<i>CLEN</i>		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	<i>HUMAN RESOURCE MANAGEMENT</i>	2 + 1+1	4	PLMT2001	<b>Work Placement</b>		10			
ECON 2102	<i>MANAGERIAL ECONOMICS</i>	2 + 1+1	4	LAW 1102	<i>ADMINISTRATIVE LAW</i>	2 + 1+1	4			
LLAW 3310	<i>COMPANY LAW</i>	2 + 1+1	4	LLAW 3108	<i>LA LOI DU CONTRAT</i>	2+1+1	4			
QUAN 2203	<i>QUANTITATIVE METHODS FOR MANAGEMENT</i>	2 + 1+1	4							
ESDV2000	<i>EMPLOYABILITY SKILL DEVELOPMENT</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	LLAW 3109	INTERNATIONAL LAW	2 + 1+1	4
MGMT 2301	STRATEGIC MANAGEMENT	2 + 1+1	4	LLAW 3110	LEGAL ASPECTS OF FINANCE	2 + 1+1	4
MMIS 2301	<b>MANAGEMENT INFORMATION SYSTEM</b>	2 + 1+1	4	LLAW 3208	HUMAN RIGHTS LAW AND MAURITIAN INSTITUTIONS	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 with Law – Part Time

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

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

YEAR 3							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk	Credits	Code	Modules	Hrs/Wk	Credits
		L T DS				L T DS	
QUAN 2203	QUANTITATIVE METHODS FOR MANAGEMENT	2 + 1+1	4	QUAN 3401	RESEARCH METHODS	2 + 1+1	4
LAW 1102	ADMINISTRATIVE LAW	2 + 1+1	4	MGMT2301	STRATEGIC MANAGEMENT	2 + 1+1	4
LLAW 3108	LA LOI DU CONTRAT	2+1+1	4	MMIS 3202	MANAGEMENT INFORMATION SYSTEM	2 + 1+1	4
ESDV2000	EMPLOYABILITY SKILL DEVELOPMENT		2*				
PORT 2003	Portfolio		10				
<i>Finish of level 2</i>				<i>Start of level 3</i>			

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

YEAR 4							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk	Credits	Code	Modules	Hrs/Wk	Credits
		L T DS				L T DS	
LLAW3212	EMPLOYMENT LAW	2 + 1+1	4	LLAW 3110	LEGAL ASPECTS OF FINANCE	2 + 1+1	4
LLAW 3109	INTERNATIONAL LAW	2 + 1+1	4	LLAW 3208	HUMAN RIGHTS LAW AND MAURITIAN INSTITUTIONS	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

An 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, organizing, Leadership, motivation, group dynamics and team building. Control for business performance, Corporate Social Responsibility and Good Governance, contemporary organisation.

#### 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**

### **LLAW 1102 Administrative Law**

Executive Authority and its Control: Executive Authority and Central Government; the President and his prerogative; Powers of Delegated Legislation; Adjudicative Powers; Tribunals and Enquiries; Administration Authorities; Local Councils; Public Corporations; The Police and police Authorities; Maladministration and the Ombudsman; Judicial Review of Administrative Action; Procedural Impropriety: Beach of Natural Justice; Applications for Judicial Review; Judicial Remedies in Administrative Law; The Legal Liability of Public Authorities; State Proceedings and Public Interest immunity.

## **LLAW 3108 La loi du Contrat**

La classification des contrats, Les conditions de la validite d'une convention (Article 1108): consentement, capacite de contrater, objet certain, cause licite, La nullite du contrat (action en justice et non de plein droit), Les effets du contrat (force obligatoire, effet relatif), La fin du contrat (cessation), L'obligation des parties et les consequences, Exoneration (force majeure) Les Dommages et Interets

### **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**

### **LLAW 3208 Human Rights Law and Mauritian Institutions**

The Historical Background of Mauritian Law - Impact of English Law and French Law and other Legal Systems Features of a mixed law system. Various branches of law - Civil Process; Criminal Process; Human rights law; Organisation of Courts; The legal profession and Judiciary; Meaning of Law; Nature of law; Law and Social Sciences; Law and Morality and other Normative System; Sources of Law; Constitution, Legislation, Subsidiary legislation, Customs, Books of Authority, Common Law and Equity; Statutory interpretation; Legal personality; Legal Thoughts and Legal Reasoning. The Human Rights Concept- The Universal Declaration of Human Right; The Constitution: Chapter II - Protection of fundamental Rights and Freedom of the Individual; The Enforcement of Rights: The Jurisdiction of the courts; International Obligations; The African Charter on Human and People's Rights; The Human Rights Center in Mauritius and the Attorney's General Office.

### **LLAW 3110 Legal Aspects of Finance**

Offshore Business Activities; Laws relating to Banking, Insurance and Trade Finance; Securities, Prospectus Requirements, The Listing Rules, The Stock Exchange Act 1988; Insider Dealing; Model Code for Directors.

### **LLAW 3109 International Laws**

Introduction to the character and basic issues of international law, and to some current international legal topics. Nature and sources of international law, its relationship to national and transnational law, statehood, selfdetermination and independence, sovereignty and jurisdiction and International Economic Issues and International Regulation.

### **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.**