



UNIVERSITY
of
TECHNOLOGY,
MAURITIUS

School of Business, Management and Finance

Master of Business Administration
(General)

PROGRAMME DOCUMENT

VERSION 3.0

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University of Technology, Mauritius

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Master of Business Administration (General)

Part Time

A. PROGRAMME INFORMATION

This part-time MBA programme is designed to equip graduates for managerial success in all types of organisations and to meet the needs of a dynamic economy and society. It provides an advanced course for students aspiring for senior positions in organisations. It also aims at developing graduates capable of critical evaluation at an advanced level of the core business disciplines of economics, finance and accounting, marketing, human resource management, operations management, information systems management in contemporary context, operations management and strategic management. It will thus prepare managers to assume key positions of responsibility and perform in a wide variety of assignments within an organization or a sector sustainably. It has also got the added value of training students to start their own businesses.

The MBA combines a blend of modules in fundamental management disciplines and specialist modules in various areas of management. The programme put emphasis on communication and human 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 General Management knowledge and skills to operate effectively and efficiently as managers in varied organizations and sectors.

C. PROGRAMME OBJECTIVES

The part time MBA programme aims and 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 business and management;
- And develop key cognitive, problem solving, qualitative, quantitative, computing, interpersonal, group working and research skills; A critical awareness, informed by the latest theory and practice, of business management, and the changing external environments in which they operate;

- A practical understanding of how established techniques of research and enquiry are used to enhance theory and practice in relation to the management of businesses;
- 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 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 Finance 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 (Minimum Duration 2 years and Maximum Duration 4 years from date of registration).

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. Blended learning mode can also be used whereby some of the classes can be done by using online learning management systems like Zoom, Google meet and Classroom amongst others. Self-learning will be the key feature of the programme, enabling students to explore, investigate and research into various topics, interact with practitioners, and work in teams on projects. One module will carry 150 hours of learning comprising of 45 hours of delivery which could be any combination of face to face, blended, online, seminar, workshop, or joint session. The remaining 105 hours will cover self-learning, self-study, guest lecture, etc.

H. STUDENT SUPPORT AND GUIDANCE

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

I. ATTENDANCE REQUIREMENTS

As per UTM's Regulations and Policy.

J. CREDITSYSTEM

1 module = 6 credits as indicated in programme document (Each 6 credit module is taught over 15 weeks or equivalent block teaching)

Project / Dissertation = 18 credits

Post-Graduate Certificate: 30 credits

Post-Graduate Diploma (in area of registration): At least 60 credits

Master: 90 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%.
- The modules assessed by exams will be assessed as follows (unless otherwise specified):
 - written examinations contributing to a minimum of 50% of the total marks;
 - continuous assessment carrying to a maximum of 50% of the total marks. Continuous assessment can be based on seminars and/or assignments, presentations, online time-based assessments or class tests; and
 - In case of exceptional circumstances exceptional modes of assessment will apply.

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

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

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 problem solving situation or will be on business administration themes as approved by the post graduate dissertation committee. The project should be around 10000-12000 words and will have to be defended in a viva-voce. The viva voce will carry 20% of overall marks. The objective of the Viva is to give students the opportunity to defend the dissertation and to give the supervisor and the second assessor an opportunity to ensure that the work has been done by the student.

M. AWARD CLASSIFICATION

| Overall weighted mark y (%) | Classification |
|-------------------------------|----------------------|
| $y \geq 70$ | MBA with Distinction |
| $60 \leq y < 70$ | MBA with Merit |
| $40 \leq y < 60$ | MBA |
| $y < 40$ | No Award |

N. PROGRAMME ORGANISATION AND MANAGEMENT

Programme Director and Coordinator: Dr H.Chittoo/Dr Needesh Ramphul

Contact Details: School of Business, Management and Finance

- Telephone Number: 207-5250 (Ext. 300)
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Part II – PROGRAMME STRUCTURE AND PLAN

Master of Business Administration (General) – Part-time

O. PROGRAMME STRUCTURE

| Semester 1 | | | |
|------------|---|--------|---------|
| Code | Modules | Hrs/Wk | Credits |
| ECON5101 | Economics for Managers | 3 | 6 |
| ACCF5101 | Financial & Managerial Accounting | 3 | 6 |
| PRSC5308 | Strategic Procurement and Supply Chain Management | 3 | 6 |
| MMIS5208 | Business Information Technology | 3 | 6 |

Specialisation Modules:

| Semester 2 | | | |
|------------|--------------------------------------|--------|---------|
| Code | Modules | Hrs/Wk | Credits |
| MGMT5219 | Production and Operations Management | 3 | 6 |
| MKTG5120 | Marketing Management | 3 | 6 |
| HRMT5127 | Human Resource Management | 3 | 6 |
| LLAW5312 | Business and Labour Laws | 3 | 6 |

| Semester 3 | | | |
|------------|------------------------------------|--------|---------|
| Code | Modules | Hrs/Wk | Credits |
| ENTR5114 | Entrepreneurship Theory and Skills | 3 | 6 |
| MGMT5310 | Strategic Management | 3 | 6 |
| MGMT5205 | Project Management | 3 | 6 |
| QUAN5413 | Business Research Methods | 3 | 6 |

| Semester 4 | | | |
|------------|-------------------------------|--------|---------|
| Code | Modules | Hrs/Wk | Credits |
| DISS5000 | Applied Project /Dissertation | | 18 |
| | Workshops/Seminars | | |

P. MODULE OUTLINE

YEAR 1, SEMESTER 1

MBA Code(ECON5101) Economics for Managers (6 credits)

The module presents the foundation to understanding how the economy works, covering microeconomic descriptions of business applications as well as some macroeconomic issues.

Content: pricing for profit maximisation, price elasticity, market structures and modelling of businesses in varying economic climates. Demand analysis and forecasting, production and costs, cost benefit analysis. Government role in the market and business strategies. Inflation, economic growth and international trade, Fiscal policy, Monetary policy, Foreign exchange policy. Foreign exchange markets. Emerging Issues.

MBA Code (ACCF5101) Financial and Managerial Accounting (6 credits)

This module provides a broad view of how accounting contributes to an organisation and how managers can make the best use of accounting information, accounting records, and systems, and accountants as internal resources for the purpose of making effective financial decisions.

Accounting is the primary channel for communicating the economics of any business. Managers must understand the concepts and language of accounting in order to use this critical tool effectively for communication, monitoring, and resource allocation.

Content: Understanding Accounting processes; financial reporting requirements of an entity, Understanding Annual Reports of companies; components of financial statements including statement of cash flows; Financial Statement Analysis using accounting ratios. Costs classifications; Costs allocation; marginal costing principle; Contribution analysis for short-term decision making; relevant costing techniques; CVP analysis and Budgeting and Case study analysis. Emerging Issues.

MBA Code (PRSC5308) Strategic Procurement and Supply Chain Management (6 credits)

The module comprises of management subjects suitable for a masters level qualification in Purchasing and Supply Chain Management and is designed for professional Practice at middle management and higher levels of management in this area.

Content: An Overview of Supply Chain Management Purposes and Processes; Strategic Supply Chain concept, Components of a Competitive Supply Chain; Organizational Structures and the Supply Chain; Supply Chain Design ; ;Trends That Make Strategic Operations, Insourcing /Outsourcing Decisions ; Quality Programs ;Relationship Analysis. Risk management in Supply

Chain, Evaluating and Measuring performance in Supply Chain, Adding value, Strategic procurement management, Public procurement law, E-procurement, Sustainable procurement, Warehouse Design and operation, Demand and Inventory Planning, Emerging issues.

MBA Code (MMIS5208) Business Information Technology (6 credits)

This module deals with the relevant issues of effective management of information services and the strategic alignment of business objectives with information technology.

Content: Business Technology Landscape & Digital Transformation, Alignment of IT & Business Strategies, Demand & Supply of Technology Adoption, Data Usage: Data Warehouse, Data Mining, Big Data & Analytics, Business Intelligence leverage, Cloud, Mobile & Green Computing, Internet of Things, Artificial Intelligence, Machine Learning & Knowledge Management Systems, IT Project Management & Outsourcing, IT Methodologies & Frameworks, IT Governance, Audit, Risks & Security, Legal Aspects of IS & Compliance, Emerging Issues, Webinars/Seminars by Industry Guest Speakers, Project Based Assessment, Emerging issues.

YEAR 1, SEMESTER 2

MBA Code (MGMT5219) Production and Operations Management (6 credits)

This unit focuses on the effective and efficient planning, analyzing, management of operations activities. In the unit the students will learn the concepts of managing operations, management of the conversion system, scheduling operations and managing for competition.

Content: Concepts of managing operations, Operations Management, Operations strategies, Productivity concept and measurement, Management of conversion system, Organizing the conversion system, Controlling the conversion system, Cellular processes, Group Technology, Scheduling Models, Scheduling operations planning, Operations scheduling, Managing of competition, World Class Manufacturing, Emerging issues.

MBA Code (MKTG5120) Marketing Management (6 credits)

Marketing Management emphasizes the managerial aspects of marketing and introduces students to the systematic development and implementation of marketing plans and strategies in competitive business environment. The focus is on decision-making processes related to the organization and its markets in accordance with marketing management principles.

Content: Marketing Analysis; Marketing Planning: An overview of marketing; The marketing environment; Understanding consumer behaviour; Understanding organizational buying behaviour; Marketing Research and Information system; market segmentation and positioning; Marketing strategy; Analysing competitors and creating competitive advantage; competitive marketing strategy; Managing marketing implementation, organization and control; Digital, Mobile and Social Media Marketing, The Global Marketplace & Sustainable Marketing, Social Responsibility and Ethics, Emerging issues.

MBA Code (HRMT5127) Human Resource Management (6 credits)

This unit provides an introduction to the concepts and practices of HRM effectiveness. It covers topics such as personnel management, planning and procurement, monitoring and rewarding employees, employer-employee relation management and employee exit.

Content: HRM- Concept and Philosophy, HRM functions, HRD Instruments, Processes and Outcomes, Human Resource Planning – Concept, Quantitative and Qualitative dimensions, HRM in the changing environment, Recruitment and Selection, Job Analysis, Manpower Search, Induction and orientation, Training and Development, Compensation, Pay, Incentives, Benefits, Performance and potential appraisal, Employee Relations, Collective Bargaining, Grievance and Dispute, Participation and Leadership & Employee Empowerment, Talent Management, Emerging issues.

MBA Code (LLAW5312) Business and Labour Laws (6 credits)

This unit provides an introduction to basic principles of law relating to business and the management of labour in the Mauritian context. It introduces students to the general principles of law relating to contract laws, forms of business and legislations pertaining to commerce, to protect consumers and employees.

Content: Contract laws, Quasi Contracts, Sale of Goods, Negotiable instruments, Forms of Business, Company Law, Copyright laws, Anti-corruption Laws, Labour Laws, Health and Safety laws, relevant laws as they evolve, Emerging issues.

YEAR 2, SEMESTER 1

MBA Code (ENTR5114) Entrepreneurial Theory and Skills (6 credits)

This module will be fully assessed through course work and a project whereby students will be required to consider creating their own organization and defend their proposal in front of a panel. The objective being to counsel them in creating their own companies and the difficulties in preparing a business plan to market to other stakeholders with the objective of getting support.

Contents: Difference between managers and entrepreneurs, study of what successful entrepreneurs do/not do, Product/Service Concepts, Augmented product concept, industry analysis, identification of niche, innovation and bases of competition, managing innovation, formulating strategy and business plan, designing marketing mix, Negotiation, E-Business principles, emerging issues.

MBA Code (MGMT5310) Strategic Management (6 credits)

The aim of this unit is to develop students' familiarity with the principal concepts, frameworks and techniques of business policy and strategy. This will involve and evaluation of the impact of the external operating environment and the need to adopt organizational strategies to ensure effective business performance.

Content: The strategic management process, Flexible system view of strategic management, Strategic situations analysis, PEST analysis of competitive environment, Competitive advantage profile, Industry foresight, strategic-capability analysis-resource audit, value chain analysis, Comparative analysis, SWOT analysis, Core competencies, Culture and stakeholder expectations, emerging issues.

MBA Code (MGMT5205) Project Management (6 credits)

This unit will take students through the problem identification phase to scoping, planning, implementation and evaluation of projects.

Content: Problem identification techniques, Definition of project, Dimensions of project, Stages of a project life cycle, Project scoping: SWOT, Force-Field, Resource Analysis, Stakeholder analysis, Feasibility Studies; Project Planning (Tools and Techniques and Soft Issues; Project Implementation, Monitoring progress and managing change; Project Evaluation and Learning for future projects, Emerging issues.

MBA Code (QUAN5413) Business Research Methods (6 credits)

The aim of this unit is to introduce students to the practical aspects of management research. It shall expose students to different analytical techniques and covers aspects such as: foundations of research, sampling, data collection, data analysis and presentation of main findings. Upon completion, students will be able to design and formulate individual project proposals that will be assessed for the approval of the Applied Project/Dissertation.

YEAR 2, SEMESTER 2

DISS Code (DISS5000) Dissertation/Applied Project (18 credits)

The applied project is a major piece of work required for the fulfillment of an MBA award. Students are expected to demonstrate rigorous research skills and appropriate methodologies acquired during the course. The project must involve problem solving research and more details on the structure of the project will be made available through an MBA Project Guidelines (MPG). A student is expected to submit a thesis on the key findings at the end of semester 4. Students will be to defend the work through a presentation and viva voce and will be evaluated on the work done by him/her. The credit assigned to the project work is equivalent to that of 3 modules. Students are expected to maintain individual contact with their dissertation/project supervisor.

Workshops/Seminars

Different workshops/seminars will be conducted in close collaboration with Ministries, Private Sector, NGOs and other stakeholders with a view to increase awareness on Emerging Issues. Upon completion of this unit attendees will be awarded a certificate of attendance. Seminars will be normally held on Emerging Issues