



UNIVERSITY
of
TECHNOLOGY,
MAURITIUS

School of Business, Management and Finance

Master of Business Administration
(Human Resource With
Knowledge Management)

PROGRAMME DOCUMENT

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Master of Business Administration (Human Resource With Knowledge Management)

A. PROGRAMME INFORMATION

Human Resource and Knowledge Management MBA programmes combine the essentials of generic MBA programmes 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 disciplines 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 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 = 18credits

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%.
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- 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≤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 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.Chitto/Dr Needesh Ramphul
Contact Details: School of Business, Management and Finance

- Telephone Number: 207-5250
- Email: hchitto@uemail.utm.ac.mu/ needesh.r@uemail.utm.ac.mu

Part II – PROGRAMME STRUCTURE AND PLAN
Master of Business Administration
(Human Resource with Knowledge Management)

O. PROGRAMME STRUCTURE (Part-Time)

Semester 1			
Code	Modules	Hrs/Wk	Credits
ECON5101	Economics for Managers	3	6
ACCF5101	Financial & Managerial Accounting	3	6
HRMT 5304	Talent Management	3	6
HRMT5209	Organisation Behaviour	3	6

Specialisation Modules:

Semester 2			
Code	Modules	Hrs/Wk	Credits
HRMT5127	Human Resources Management	3	6
HRMT5123	Organisational Learning and People Development	3	6
LLAW5212	Employment Law	3	6
MGMT5905	Knowledge Management	3	6

Semester 3			
Code	Modules	Hrs/Wk	Credits
HRMT5122	International Human Resource Management	3	6
MGMT5801	Leadership and Management of Change	3	6
MMIS5209	e-HR and Knowledge Management Technologies	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 (HRMT5304) Talent Management (6 credits)

The aim of this module is to provide students with an understanding of fundamental principles of Talent management. It is geared to develop skills in acquiring, developing, managing and compensating talents in organisations.

Content: Evolution of HRM and Talent Management, Meaning of Talent Management, HRP – Talent Management, Process of Talent Management, resourcing strategies, attraction and retention programmes, role design, talent relationship management, performance management, learning and development, management succession planning and career management, war for talents, emerging issues.

MBA Code (HRMT5209) Organisation Behaviour (6 credits)

The objective of this subject is to familiarize the student with management concepts and behavioral processes in the organization.

Content: Managerial Processes, Functions, skills, and roles in an organization – an overview. Evolution of management theory: Systems approach for understanding organization, Problem solving and decision-making processes, Organization structure, Control Process, Foundations of Organizational Behaviour, Personality, Perceptual processes, Learning, Values and attitudes, Motivation, Interpersonal communication, Group Dynamics, Coping with frustration and stress. Leadership and influence process, Conflict Management, emerging issues.

YEAR 1, SEMESTER 2

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, Industrial Relations, Collective Bargaining, Grievance and Dispute, Participation and Leadership & Employee Empowerment, emerging issues.

MBA Code (HRMT5123) Organisational Learning and People development (6 credits)

This module provides a formal study of people at work, beginning with the individual. It also discusses the basic concepts, theoretical frameworks, debates and issues surrounding Human Resource Management and Organisational Behaviour. It develops on the role of training in management development and the importance of training to meet both current and future organisational needs.

Content: People development, Developing a coaching culture, Organizational learning and knowledge, International, national and ethical factors in managing organizational learning, Linking organizational learning with business needs, performance and innovation, The practitioner perspective: Learning and training in diverse national contexts, Organizing and managing learning events, Career management and continuing professional development, emerging issues.

MBA Code (LLAW5212) Employment Law (6 credits)

This module covers the difference between employees and independent contractors, the contract of employment, core employee rights, minimum wage legislation, trade union representation and rights, the closed shop, freedom of movement of workers, the operation of the employment tribunal system and the rules relating to unfair dismissal and proscribed forms of discrimination against employees on grounds of sex, sexual orientation, age, disability and racial origin etc.

Content: Definition, meaning of Industrial Relations; Trade Unionism & its evolution in the Mauritian context. Labour laws: Laws that deal with age, gender, race discrimination, sexual harassment and disciplinary practices. Unionisation trends in various sectors of public and private employment, rights of the parties, contract negotiation and administration. Various provisions of the Personnel Management Manual in the Civil Service, the Pay Research Bureau report and the Public Service Commission regulations, emerging issues.

MBA Code (MGMT5905) Knowledge Management (6 credits)

Knowledge Management is a brand new field. This specialization will help you gain the competitive advantage by understanding how to identify, acquire, store, analyze, distribute, and use explicit tacit knowledge to enhance organizational productivity and competitiveness.

Content: Developing a knowledge management strategy, Knowledge management and business processes, Knowledge management tools and technologies, Measuring knowledge management and knowledge work, KM and HRM: Organising and managing knowledge work, Knowledge management and organisational culture, The potential and limits of knowledge management, emerging issues.

YEAR 2, SEMESTER 3

MBA Code (HRMT5122) International Human Resource Management (6 credits)

This module covers the transition from Human Resource Management to Strategic Human Resource Management and HRM on an international basis. It also presents the strategies, policies, and practices employed in the management of the international work force.

Content: HRM to Strategic and International HRM, Organisational Strategy and Strategic and International HRM, International HRM, Challenges and Approaches, IHRM, National culture and Cross-cultural Communication, Diversity Management, Strategic HR Issues in Expatriation and Repatriation, Strategic HR Issues in Acquisitions & Mergers, Strategic HR Issues in Business Negotiations, roles of portfolio and program managers, application of appropriate non-adversarial contractual relationships, emerging issues.

MBA Code (MGMT5801) Leadership and Management of Change (6 credits)

The module examines theories of change and development and leadership as they apply to organisations, groups and individuals, and examines the way in which different theoretical perspectives on change and leadership are reflected in the range of approaches that can be applied to the diagnosis and solving of problems in organisations.

Content: Theories of change and leadership and development as they apply to organisations, groups and individuals, different theoretical perspectives on change that can be applied to the diagnosis and solving of problems in organizations, Developing a plan for change, such as stakeholder management, communication, motivating others to change, training and development, maintaining control during the change process, and choice and sequencing of interventions, Change agency and styles of intervention, Role of leadership in implementing change, emerging issues.

MBA Code (MMIS5209)e-HR and Knowledge Management Technologies (6 credits)

This module gives an understanding of e HR applications and an introduction to knowledge management technologies.

Content: e HR applications like e recruitment, e selection, e performance appraisal, e reward, strategies for e HR, Introduction to Knowledge Management technologies to create, share and contextualise knowledge, personalisation, codification strategies, intranets, lotus notes, artificial intelligence, communication of practice, DSS, ISS ERP, 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 4

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