



**UNIVERSITY
of
TECHNOLOGY,
MAURITIUS**

School of Business, Management and Finance

BSc (Hons) in Management (General)
PROGRAMME DOCUMENT

VERSION 3.1
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University of Technology, Mauritius
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BSc(Hons) in Management (General)

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 at 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:

- 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.
- provide a high quality management programme.

D. General Entry Requirements

As per UTM's Admissions Regulations, and 'Admission to Programmes of Study at Degree Level' or APL / APEL requirements.

Note: Exemptions as per UTM regulations.

E. Programme Mode and Duration

Full -Time: 3 Years, Maximum Duration 6 Years

Part-Time: 4 Years, Maximum Duration 7 Years

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.

G. Student Support and Guidance

Each cohort of the programme is allocated a Programme coordinator who acts as a liaison between the students and school management and provides support for academic management of the programme.

H. Attendance Requirements

As per UTM's Regulations and Policy.

I. Credit System

1 credit = 15 contact hours

The modules carry 4 credits as per the programme structure.

Exit Points:

Certificate : 33 credits

Diploma : 69 credits

Degree : 105 credits

Ordinary degree as per regulations.

J. Student Progress and Assessment

The programme is delivered mainly through lectures, tutorials, and practical sessions. Students are expected to be as autonomous as possible and activities may include reading research articles, delivering presentations, taking part in quizzes, case-studying, amongst others.

Each module carries 100 marks and unless otherwise specified will be assessed as follows:

- Continuous assessment carry 30% of the total marks. Continuous assessment can be based on a combination of assignments, field study, workshops, surveys, practical and class tests.
- Module ‘Research Methods’ will be assessed over 100% coursework.
- Modules ‘Essentials of Statistics’ and ‘Statistics for Management’ will be assessed on a 50:50 coursework/exams basis. The coursework must consist of at least one class test and two assignments.
- Module ‘Life Skills and Good Practices’ will be assessed over 100% coursework by the resource person(s) conducting the component.

Module Grading Structure

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

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

M. Programme Organisation and Management

Programme Committee: Mr Needesh Ramphul (needesh.R@umail.utm.ac.mu), Dr Hemant Chittoo (CMILT) (hchitto@umail.utm.ac.mu), Dr Nirmala Loung Poorunder (n.l.poorunder@umail.utm.ac.mu), Dr Diroubinee M. Narrainen (d.mnarrainen@umail.utm.ac.mu).

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

YEAR 1 (Level 1)								
Semester 1				Semester 2				
Code	Modules	Hrs/Wk L+T/P	Credits	Code	Modules	Hrs/Wk L+T/P	Credits	
ECON1101	Economics	3+2	4	QUAN1103	Essential of Statistics	3+2	4	
MGMT1101	Organisation and Management	3+2	4	HRMT1201	Oganisational Behaviour	3+2	4	
ACCF1102	Financial Accounting	3+2	4	MKTG1107	Marketing management	3+2	4	
LLAW1101	Introduction to Law and Legal Methods	3+2	4	ACCF1104	Cost and Management Accounting	3+2	4	
				CLEN 1000	CLEn		1	
Certificate Level exit point								
YEAR 2 (Level 2)								
Semester 1				Semester 2				
Code	Modules	Hrs/Wk L+T/P	Credits	Code	Modules	Hrs/Wk L+T/P	Credits	
HRMT2104	Human Resource Management	3+2	4	PLMT2001	Work Placement		4	
ECON2102	Managerial Economics	3+2	4	QUAN2203	Quantitative Methods for Management	3+2	4	
LLAW3310	Company Law	3+2	4	MGMT 1126	Governance & Ethics	3+2	4	
QUAN2103	Statistics for Management	3+2	4					
MMIS2304	E-Business	3+2	4					
UTM 2101C	Life Skills and Good Practices		4					
Diploma Level exit point								
YEAR 3 (Level 3)								
Semester 1				Semester 2				
Code	Modules	Hrs/Wk L+T/P	Credits	Code	Modules	Hrs/Wk L+T/P	Credits	
QUAN3401	Research Methods	3+2	4	MGMT3127	International Business Management	3+2	4	
MGMT2301	Strategic Management	3+2	4	MGMT3901	Knowledge Management	3+2	4	
MMIS3202	Management Information Systems	3+2	4	MGMT3203	Quality Management	3+2	4	
LLAW3212	Employment Law	3+2	4					
DISS 3000	<i>Dissertation</i>							8

O. BSc (Hons) Management General – Part Time

YEAR 1 (Level 1)							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L+T/P	Credits	Code	Modules	Hrs/Wk L+T/P	Credits
ECON 1101	Economics	3+2	4	QUAN1103	Essential of Statistics	3+2	4
MGMT 1101	Organisation and Management	3+2	4	LLAW1101	Introduction to Law & Legal Methods	3+2	4
ACCF 1102	Financial Accounting	3+2	4	HRMT1201	Organisational Behaviour	3+2	4
YEAR 2 (Level 1)				YEAR 2 (Level 2)			
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L+T/P	Credits	Code	Modules	Hrs/Wk L+T/P	Credits
MKTG1107	Marketing Management	3+2	4	ECON2102	Managerial Economics	3+2	4
ACCF1104	Cost & Management Accounting	3+2	4	MMIS2304	E-Business	3+2	4
				QUAN2103	Statistics for Management	3+2	4
				HRMT2104	Human Resource Management	3+2	4
CLEN 1000	CLEn		1				
Certificate Level exit point							
YEAR 3 (Level 2)							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L+T/P	Credits	Code	Modules	Hrs/Wk L+T/P	Credits
QUAN 2203	Quantitative Methods for Management	3+2	4	MGMT1126	Governance & Ethics	3+2	4
LLAW3310	Company Law	3+2	4	PORT2003	Portfolio		4
UTM2101C	Life Skills and Good Practices		4				
				Diploma Level exit point			
YEAR 4 (Level 3)							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L+T/P+ DS	Credits	Code	Modules	Hrs/Wk L+T/P+ DS	Credits
QUAN 3401	Research Methods	3+2	4	MGMT3203	Quality Management	3+2	4
MGMT2301	Strategic Management	3+2	4	MGMT3901	Knowledge Management	3+2	4
MMIS 3202	Management Information Systems	3+2	4	MGMT3127	International Business Management	3+2	4
LLAW3212	Employment Law	3+2	4				
DISS 3000	Dissertation						8

YEAR 1 SEMESTER 1

ECON1101 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

MGMT1101 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.

ACCF1102 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.

LLAW1101 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.

YEAR 1 SEMESTER 2

QUAN1103 Essential of Statistics

Introduction to Statistics; Type of data; Measurement and scaling techniques; Data collection and data preparation; Graphical representation of data; Measures of location and dispersion; Basic probability; Distribution of random variables: Binominal and Normal distribution; sampling distribution and estimation interval estimation.

HRMT1201 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; Work Teams; Communications and Decision-making; Conflict Management and negotiation; Organisational Culture; Organisational Development and Change.

MKTG1107 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.

ACCF1104 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

HRMT2104 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

ECON2102 Managerial Economics

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

LLAW3310 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.

QUAN2103 Statistics for Management

Probability distributions (discrete and continuous data), Estimation by confidence interval, Hypothesis Testing, Regression analysis, Correlation, Elementary times series data, Forecasting

MMIS2304 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.

YEAR 2 SEMESTER 2

QUAN2203 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.

MGMT1126 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

QUAN3401 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.

MGMT2301 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.

MMIS3202 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

LLAW3212 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

MGMT3127 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.

MGMT3203 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.

MGMT3901 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

COMMUNITY AND EMPLOYABILITY SKILLS

CLEN1000: COMMUNITY LEARNING & ENGAGEMENT

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.

CODE UTM 2101C: LIFE SKILLS and GOOD PRACTICES

This credit based component aims at preparing graduates for lifelong learning, good practices and increasing their employability skills based on modern workplace practices, requirements, standards as well as expectations. It will include: Employability Skills Development, Prevention of Corruption (The anti-corruption legal framework in Mauritius. The cost of corruption - corruption indicators. Whistleblowing and the role of the media in reporting corruption. Some international legislations and conventions. Effectiveness of local, regional and international strategies – Role and responsibilities of stakeholders. Corruption, money laundering and asset recovery. Regional and international cooperation in the fight against corruption – Emerging trends in the fight against corruption. Corruption as an ethical issue. Integrity in Public life. Principles of good governance as antidote to corruption and Corruption risk management.), Good Governance, Personal Development Skills, Coping Skills, addressing Societal Challenges including Substance Abuse, Poverty, Climate Change, Social Media and Family problems. This component shall include workshops, seminars, discussion forums, guest lectures from professionals in different fields, debates, projects, skills portfolios or any other activity deemed necessary to enhance the employability skills of students. On the completion of the component, students shall be awarded **FOUR** CREDITS as specified in the programme document. More information will be available in the Lifeskills and Good Practices Guidelines.

PLMT2001: WORKPLACEMENT

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

PORT2003: PORTFOLIO

Part time students who are in employment will have to submit a portfolio. The portfolio will have to follow the University work placement guidelines. Part time students, who are unemployed, will have to request for a work placement. They will then submit the portfolio as per University work placement guidelines. Assessment in both cases will be as per guidelines for assessment of work placement/portfolio.