



UNIVERSITY
of
TECHNOLOGY,
MAURITIUS

School of Business, Management and Finance

BSc (Hons) in Management (General)
PROGRAMME DOCUMENT

VERSION 4.0
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University of Technology, Mauritius
La Tour Koenig, Pointe aux Sables, Mauritius
Tel: (230) 207 5250 *Fax:* (230) 234 6219
Email : sbmf@umail.utm.ac.mu *website:* www.utm.ac.mu

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:

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

PART I - Regulations

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 are given 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.

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.

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 either face to face or online.

H. Attendance Requirements

As per UTM's Regulations and Policy.

I. Credit System

The modules carry 6 credits each as per the programme structure.

Exit Points:

Certificate : 60 credits (Certificate in Management)

Diploma : 120 credits (Diploma in Management)

Degree : 180 credits (BSc (Hons) in Management)

Ordinary degree may be awarded as per regulations.

J. Student Progress and Assessment

For the award of the Degree all modules must be passed overall with passes in coursework and examination combined.

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

Invigilated examinations will be up to 3-hours' duration contributing to 70% of the total marks and continuous assessment will carry 30% of total marks. The University may also apply alternative mode of assessment. Continuous assessment can be based on project, assignments, presentation and/or class tests.

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 projects, assignments, field study, workshops, surveys, practical, presentation and/or class tests.
- Modules ‘Essentials of Statistics’ and ‘Statistics for Management’, ‘Business Communication’ will be assessed on a 50:50 continuous assessment/exams basis. The continuous assessment must consist of at least one class test and two assignments;
- Module ‘Digital Skills’, E-Business, Management Information System and ‘Business Research Methods I and II’ will be assessed over 100% continuous assessment.

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: Dr Diroubinee M. Narrainen (d.mnarrainen@umail.utm.ac.mu), Dr Nirmala Loung Poorunder (n.l.poorunder@umail.utm.ac.mu), Ms Havisha Vaghjee (hvaghjee@umail.utm.ac.mu).

Part II - Programme Structure

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	6	QUAN1103	Essential of Statistics	3	6	
MGMT1101	Organisation and Management	3	6	HRMT1201	Oganisational Behaviour	3	6	
ACCF1102	Financial Accounting	3	6	MKTG1107	Marketing management	3	6	
LLAW1101	Introduction to Law and Legal Methods	3	6	ACCF1104	Cost and Management Accounting	3	6	
MMIS1202	Digital Skills	3	4	MGMT1103A	Business Communication	3	6	
				CLEN1000	CLEn		2	
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	6	PLMT2001	Work Placement		6	
ECON2102	Managerial Economics	3	6	QUAN2203	Quantitative Methods for Management	3	6	
LLAW3310	Company Law	3	6	MGMT1126	Governance & Ethics	3	6	
QUAN2103	Statistics for Management	3	6	QUAN2201	Business Research Methods I	3	6	
MMIS2304	E-Business	3	6					
MGMT2505	Business Process Management	3	6					
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	
QUAN3101	Research Methods II	3	6	MGMT3127	International Business Management	3	6	
MGMT2301	Strategic Management	3	6	MGMT3901	Knowledge Management	3	6	
MMIS3202	Management Information Systems	3	6	MGMT3203	Quality Management	3	6	
LLAW3212	Employment Law	3	6	MGMT3902	Entrepreneurship and Innovation	3	6	
DISS 3000	<i>Dissertation/Project</i>							12

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	6	QUAN1103	Essential of Statistics	3	6
MGMT1101	Organisation and Management	3	6	LLAW1101	Introduction to Law & Legal Methods	3	6
ACCF1102	Financial Accounting	3	6	HRMT1201	Organisational Behaviour	3	6
MMIS1202	Digital Skills	3	4	MGMT1103A	Business Communication	3	6
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	6	ECON2102	Managerial Economics	3	6
ACCF1104	Cost & Management Accounting	3	6	MMIS2304	E-Business	3	6
				QUAN2103	Statistics for Management	3	6
				HRMT2104	Human Resource Management	3	6
CLEN1000	CLEn		2				
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
QUAN2203	Quantitative Methods for Management	3	6	MGMT1126	Governance & Ethics	3	6
LLAW3310	Company Law	3	6	PORT2003	Portfolio		6
MGMT2505	Business Process Management	3	6	QUAN2201	Business Research Methods I	3	6
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
QUAN3101	Research Methods II	3	6	MGMT3203	Quality Management	3	6
MGMT2301	Strategic Management	3	6	MGMT3901	Knowledge Management	3	6
MMIS3202	Management Information Systems	3	6	MGMT3127	International Business Management	3	6
LLAW3212	Employment Law	3	6	MGMT3902	Entrepreneurship and Innovation	3	6
DISS3000	Dissertation /Project						12

P. MODULE OUTLINE *(This syllabus is non-prescriptive)*

YEAR 1 SEMESTER 1

CON1101 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, Emerging Issues

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, Emerging Issues

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; Bank Reconciliation, Correction of Errors, Year-end Adjustments; Fundamental Accounting Concepts and International Accounting Standards (IAS 1, 7 and 16); Accounting Ratios and Interpretation and Financial Reporting and Users of Accounts, Emerging Issues

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, Emerging Issues

MMIS1202 DIGITAL SKILLS

Computers Usage in Education, basic system maintenance operations for hardware and software, basic concepts/terminology and applications of windows operating system, basic IT security measures such as security using password in documents, protecting workstation, backup and ethical use of computer; Office Applications -Word Documentation: creating, editing, saving documents in word processing, formatting, print; Spreadsheet; MS Access - design a database; MS Powerpoint; Internet Applications - Communication Tools (Google Meet, Zoom), Initiation to LMS: Login, Google Classroom, uploading of assignments; Online collaboration of using Google Docs; Web browser to navigate hypertext documents, download files; Search engines; Project Based Assessment

MGMT 1103A BUSINESS COMMUNICATION

Introduction to Communication, Defining Communication, Communication Models, Barriers to effective communication, Understanding Stereotypes, Perception & Cultural differences, Interpersonal, Intrapersonal, Verbal & Non-Verbal, Organisational Communication- Structure, networks, culture, grapevine, Understanding your audience- Report Writing/Written Communication- Business Letters, News Sheets, Memos & Formal Reports, Presentation skills- Delivery, Speech, Pronunciation, Pauses, Tone, Address, Skills and techniques, Demonstration skills and the use of visual aids, Effective meeting skills - Procedures, roles, responsibilities, documents • Group Dynamics, Group Formation • Relationship Management, Communication & Technology- Developments, influences, Intranet/Extranet, Social Media & Networking, Corporate Communications, Corporate Identity, Corporate Image & Public Relation, Emerging Issues

YEAR 1 SEMESTER 2

QUAN1103 ESSENTIALS 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, Emerging Issues

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, Emerging Issues

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, Emerging Issues

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 and Pricing policies and decisions; Relevant Costing, Budgeting, Standard Costing and Variance analysis; Modern trends in Cost and Management Accounting, Emerging Issues.

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 , Emerging Issues

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, Emerging Issues

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, Emerging Issues

QUAN2103 STATISTICS FOR MANAGEMENT

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

MMIS2304 E-BUSINESS

Internet Usage in Business, Impact of E-business on Society, E-Business Technologies and Infrastructure, Trends Analysis of E-business, E-Business Environment and Strategy, E-Business Applications and Management (Electronic Data Interchange, e-procurement, e-CRM, e-SCM, e-payment), E-Business Security Concerns, Implementation strategy of an E-Business Solution, M-business applications and services, Emerging Issues, Webinars/Seminars by Industry Guest Speakers, Project Based Assessment, Emerging Issues

MGMT2505 BUSINESS PROCESS MANAGEMENT

Process Thinking, Value of BPM, BPM Lifecycle, process identification, process discovery, qualitative analysis vs quantitative analysis, value added analysis, time/cost/quality dimensions, process redesign, procurement principles, supply chain management, Business Process Modeling, Business Process Reengineering, BPM: Internet of Things, Web of Open Things/ Business Process Management Everywhere/ Social Internet of Things, Emerging Issues

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, Emerging Issues

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, Emerging Issues

QUAN2201 BUSINESS RESEARCH METHODS I

Introduction to Research Methods; Importance of research for business organisations; Choice of Research topics; Research Ethics and Values; Research problems; Components of a Research Proposal; Planning the Research Process; Literature Review; Qualitative and Quantitative Research, Research Design; Focus Group, Interview, Observation, Handling of data and Analysis of data; Reporting of Research

YEAR 3 SEMESTER 1

QUAN3101 RESEARCH METHODS II

Research Methodology Process; Literature Review; Qualitative and Quantitative Research; Qualitative Data Collection Methods; Quantitative Data Collection Methods; Qualitative Analysis of data; Quantitative Analysis of Data; Software for analysing qualitative and quantitative Data; Write up 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, Emerging Issues

MMIS3202 MANAGEMENT INFORMATION SYSTEMS

Types of IS & Infrastructure, Digital Transformation, Data Analytics for Business, Enterprise Systems (Applications for Business & ERP), IT Project & Outsourcing, Security for IS, Cloud Computing, Mobile technologies, Block chain Technologies, Artificial Intelligence, Internet of Things, Ergonomics in IT, Legal Aspects of IS, Smart Cities, Emerging Issues, Webinars/Seminars by Industry Guest Speakers, Project Based Assessment. Emerging Issues.

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, Emerging Issues

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, Emerging Issues

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, Emerging Issues

MGMT3901 KNOWLEDGE MANAGEMENT

Origin of knowledge and types, Cycle of Knowledge management (KM), Knowledge Economy, Knowledge intensive organisations and innovations, learning organisation, KM processes & related IS (knowledge creation, knowledge acquisition, knowledge storage, knowledge transfer, knowledge reuse), KM Strategies & Mechanisms & Architecture, KM Frameworks & Models, KM Audit, Organisational Environment for HR and KM, Knowledge modelling, Knowledge technology (Decision support systems, Meta-interpreters, Enterprise resource planning systems, Business Intelligence), Emerging Issues

MGMT3902 ENTREPRENEURSHIP AND INNOVATION

Nature of enterprise and entrepreneurship; Entrepreneurship in economic theory; Entrepreneurial Firms (Large, Medium, Small); Entrepreneurial Economy; Manager Role as an Entrepreneur; Entrepreneurial practice; Importance of SMEs; Entrepreneurship and Economic Development; Types and characteristics of Entrepreneurship; Forms of entrepreneurial organization. Sources of capital. Entrepreneurial process and strategy; Startups; Entrepreneurial project; Business plan; Business process: product design, operational art, stock management. Technical and technological analysis of entrepreneurial projects; Business investment; Knowledge Economy; Business ideas; Innovation and technology in entrepreneurial process; identify business opportunities; innovation strategies; research and development; case studies; 70% course assessment on a Business Plan based on a real world situation or proposed business model

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 two credits. More information available in the CLEn guidelines.

PLMT2001: WORK PLACEMENT

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.

DISS 3000: DISSERTATION/CAPSTONE PROJECT

- A 7000-10000 words dissertation will have to be submitted at the end of the semester.
- For problem based project the word limit will be 4000 to 5000 words
- The work submitted should conform to the Undergraduate Dissertation/Project Guidelines.