



UNIVERSITY
of
TECHNOLOGY,
MAURITIUS

School of Business, Management and Finance

BSc (Hons) in Management (with LAW)
PROGRAMME DOCUMENT

VERSION 4.0
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University of Technology, Mauritius

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BSc. (Hons) in Management (with Law)

A. Programme Information

The BSc (Hons) Management with Law combines the essential elements of the BSc (Hons) Management and the Law modules related to business, 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 also offers 3 exit points at Level 1, 2 and 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 area.

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.

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 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.

H. Attendance Requirements

As per UTM's Regulations and Policy.

I. Credit System

The modules carry 6 credits as per the programme structure.

Exit Points:

Certificate	: 60 credits (Certificate in Management)
Diploma	: 120 credits (Diploma in Management with Law)
Degree	: 180 credits (BSc. (Hons.) in Management with Law)

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 assignments 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).

Part II - Programme Structure

N. BSc (Hons) Management (with LAW) – 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	
MMIS 1202	Digital Skills	3	4	MGMT1103A	Business communication	3	6	
				CLEN 1000	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	LLAW1102	Administrative Law	3	6	
LLAW 2111	Contract Law	3	6	QUAN2203	Quantitative Methods for Management	3	6	
QUAN2103	Statistics for Management	3	6	MMIS2304	E-Business	3	6	
MGMT 2503	Corporate Governance and Law	3	6	QUAN 2201	Business Research Methods I	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	
QUAN 3101	Business Research Methods II	3	6	LLAW3208	Human Rights Law & Mauritian Institutions	3	6	
MGMT2301	Strategic Management	3	6	LLAW3110	Legal Aspects of Finance	3	6	
MMIS3202	Management Information Systems	3	6	LLAW3310	Company Law	3	6	
LLAW3212	Employment Law	3	6	LLAW3214	Cyber law	3	6	
DISS 3000	<i>Dissertation /Project</i>							12

** 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 (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	MMIS 1202	Digital Skills		4
MGMT1101	Organisation and Management	3	6	QUAN1103	Essential of Statistics	3	6
ACCF1102	Financial Accounting	3	6	HRMT1201	Organisational Behaviour	3	6
LLAW1101	Introduction to Law & Legal Methods	3	6	MKTG1107	Marketing Management	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
ACCF1104	Cost & Management Accounting	3	6	HRMT2104	Human Resource Management	3	6
MGMT1103A	Business Communication	3	6	ECON2102	Managerial Economics	3	6
CLEN1000	CLEn		2	LLAW 2111	Contract Law	3	6
				QUAN2103	Statistics for Management	3	6
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
MGMT2503	Corporate Governance & Law	3	6	PORT2003	Portfolio		6
LAW1102	Administrative Law	3	6	QUAN2201	Business Research Methods I	3	6
QUAN2203	Quantitative Methods for Management	3	6				
MMIS2304	E-Business	3	6				
Diploma Level exit point							
YEAR 4 (Level 3)							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L+T/P	Credits	Code	Modules	Hrs/Wk L+T/P	Credits
QUAN3101	Business Research Methods II	3	6	LLAW3208	Human Rights Law & Mauritian Institutions	3	6
MGMT2301	Strategic Management	3	6	LLAW3110	Legal Aspects of Finance	3	6
MMIS3202	Management Information Systems	3	6	LLAW3310	Company Law	3	6
LLAW3212	Employment Law	3	6	LLAW3214	Cyber Law	3	6
DISS3000	Dissertation /Project						12

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

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, Emerging Issues

MGMT1101 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, 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, 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, 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

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.

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; 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. Relevant Costing, Budgeting, Standard Costing and Variance analysis; Modern trends in Cost and Management Accounting

MGMT1103A 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

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), 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. Unconstrained and Constrained Optimisation. Risk Analysis. Adverse Selection and Moral Hazard. Government Intervention, Emerging Issues

LLAW 2111 Contract Law

Contract law in England (offer, acceptance, consideration, promissory estoppel, terms, exclusion clauses, restraint of trade clause, misrepresentation, mistake, consumer protection and Sale of Goods), Contract law in Mauritius, Mauritian Case law, E-Commerce, International trade, Conflict of law, Jurisdiction, Arbitration and Conciliation, Confidentiality, Borrowers protection and loan agreements, 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

MGMT2503 Corporate Governance and Law

Introduction and overview of Corporate Governance, Principles of Corporate Governance, Director's Duties and Governance, UK Corporate Governance Code/ The Sarbanes-Oxley Act 2002/ The Cadbury Report, National Code of Corporate Governance for Mauritius, regime of Corporate Governance, Ethics and Corporate Governance, Corporate Social Responsibility, Features of Companies Act 2001, governance structure and stakeholders roles, Board composition, Directors (duties, appointment, remittance and performance), effect of the Board Charter and application to public interest companies, remedies and penalties in case of breach, Duties of the Board in fighting AML/CFT and mitigating risks of Financial Crimes, Conflict of Interest and its prevention, Penalties and remedies in case of breach, emerging AML/CFT issues and Governance

YEAR 2 SEMESTER 2

LLAW1102 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, Emerging Issues

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

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

QUAN 2201 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

QUAN 3101 Business 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, portfolio 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

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

LLAW3208 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, Emerging Issues

LLAW3110 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. 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

LLAW3214 Cyber Law

Computers' Impact on Society, Internet & Networks, Need for Cyber Law, Right to Access Cyberspace, Right to Privacy, Cyber Terrorism & Crimes, Cyber Defamation, Data/Information Cryptography, Intellectual, E-Commerce Legal Issues, Digital Frauds, Electronics Contract & Digital Signature, Cyber Security, Computer Forensics & Digital Evidences, IT Acts (Data Protection, GDPR, Computer Misuse), Emerging Issues, Webinars/Seminars by Industry Guest Speakers, Project Based Assessment.

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 exhaustive 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.

PLMT 2001 WORK PLACEMENT

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

PORT 2003 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.