



UNIVERSITY  
of  
TECHNOLOGY,  
MAURITIUS

**School of Business, Management And Law**

**BSc. (Hons) HUMAN RESOURCE MANAGEMENT  
(TOP UP)**

**(PART TIME)**

**PROGRAMME DOCUMENT**

VERSION 2.0  
*BHRM (TP) v2.0*  
15 October 2012

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**University of Technology, Mauritius**

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## **BSc (Hons) Human Resource Management**

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### **A. Programme Information**

This BSc (Hons) Human Resource Management is a Top-Up of the existing Diploma in Human Resource Management (DHRM), a 3 year part time credit based modular programme. It offers opportunities for personnel working in the human resources sector requiring specific knowledge and analytical skills enabling them to easily integrate theoretical concepts to the world of work.

The Programme is run over a period of one and a half years with each year having two semesters.

### **B. Programme Aims**

This Programme is basically meant for working people already in the Personnel/Human Resource sector, and Training Departments.

This Programme aims at giving the students:

- a deep insight of major concepts of managing human resources in modern business contexts.
- the skills to adapt theories learnt to their own work situation.
- empower them to carry out the key activities of the human resource function in a more innovative manner.
- a ladder of opportunities to upgrade their qualifications.

### **C. Programme Objectives**

The main objective of the programme is to ensure that the students have a good knowledge of all the important modules related to the HRM field. The sub objectives are as follows:

- Students should know about general management concepts
- Students should understand all the different functions of HRM within an organisation
- Students should know about all the legislations related to the management of Human Resources within an organisation.

## **PART I - Regulations**

### **D. General Entry Requirements**

As per UTM'S Admissions Regulations, and 'Admission to Programmes of Study at Level 3.

### **E. Programme Entry Requirements**

Candidates holding a Diploma in Human Resource Management or Personnel Management from a recognised institution are eligible, but will be selected on a case to case basis.

### **F. Programme Mode and Duration**

Part Time:  $1\frac{1}{2}$  years

### **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. 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.

### H. Student Support and Guidance

In addition to traditional lectures, group tutorials or individual tutorials are arranged for students

### I. Attendance Requirements

As per UTM's Regulations and Policy.

### J. Credit System

1 module = 3, 4, 5 or 6 credits

Project / Dissertation = 9 credits

Industrial Attachment = y credits

### K. Student Progress and Assessment

- Written examination inclusive of reading time shall be of duration of 2 - 3 hours for modules carrying less or equal to 3 credits and not less than 3 hours for modules carrying more than 3 credits.
- All modules are normally assessed over 100 marks, except for project/dissertation where it shall be as specified in their respective programme documents.
- The overall pass mark for a module shall be 40%.
- Where a module is assessed by both, coursework and exams, a minimum of 40% should be attained in
  - a) Coursework, and
  - b) Examination

### Grading

<b>Undergraduate / Postgraduate</b>		
<b>Overall Marks</b>	<b>Grade</b>	<b>Remarks</b>
$70 \leq X \leq 100$	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

The % mark at Top up Level 3 contributes a 100% weighting towards the degree classification.

## M. Award Classification

**Overall weighted mark x (%)    Classification**

For BSc (Hons):

$x \geq 70$	1 <sup>st</sup> Class Honours
$60 \leq x < 70$	2 <sup>nd</sup> Class 1 <sup>st</sup> Division Honours
$50 \leq x < 60$	2 <sup>nd</sup> Class 2 <sup>nd</sup> Division Honours
$45 \leq x < 50$	3 <sup>rd</sup> Class Honours
$40 \leq x < 45$	Pass degree
$x < 40$	No Award

## N. Programme Organisation and Management

Programme Director and Coordinator: ...

Contact Details:

- Room:
- Telephone Number: ..... (Ext. ....)
- Email: ...@utm.intnet.mu

## Part II - Programme Structure

### O. TopUp BSc. (Hons) Human Resource Management - Part Time

#### PROGRAMME STRUCTURE AND PLAN

YEAR 3							
Semester 1				Semester 2			
Code	Modules	Hrs/Wk L + T	Credits	Code	Modules	Hrs/Wk L + T	Credits
QUAN 3401	<i>Research Methods</i>	2+2	4	HRMT 3110	<i>Managing Human Resource Projects</i>	2+2	4
HRMT 3204	<i>Sociology of Work</i>	2+2	4	HRMT 3112	<i>Trends in International Human Resource Management</i>	2+2	4
	<i>Human Resource Management Information System</i>	2+2	4	DISS3000	<i>Dissertation</i>		
→ Start of Level 3							
Semester 3							
Code	Core Modules	Hrs/Wk L + T	Credits	Code	Elective Modules	Hrs/Wk L + T	Credits
HRMT 3113	<i>Strategic Human Resource Management</i>	2+2	4				
DISS 3000	<i>Dissertation</i>		9				
→ Finish of Level 3							

### Q. MODULE OUTLINE

#### LEVEL 3, SEMESTER 1

##### QUAN 3401 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

#### **HRMT 3204    Sociology of Work**

- Critical examination of changing nature of work in Mauritius (agriculture to manufacturing services)
- Changes in variety and pattern of employment relation, hours of work, patterns of reward and remuneration
- Employee representation and forms of employee participation
- Effects of social, demographic and macro economics forces such as (industrialization and technological advances) on labour market, gender and ethnicity, patterns of education and skill formation, globalization etc.
- Families' adaptation to these changes
- Future shape of employment in Mauritius.

#### **HRMT XXXX    Human Resource Management Information System**

- Evolution of HRM and IT data and information needs of HR Managers.
- Impact of IT on HRM in organizations.
- Criteria for choosing an appropriate HR software.
- E-HR Concepts
- E-recruitment
- E-learning strategies and technology.
- Teleworking and its implications for HR.
- Virtual organization.
- Web-based HR.
- Security issues.

### **LEVEL 3, SEMESTER 2**

#### **HRMT 3110    Managing Human Resource Projects**

- Introduction to Project Management
- Project Management Life Cycle
- Barriers of collaboration (i.e. conflicts, resistance, power, politics)
- The Project Team
- Project Planning and Scheduling
- Resource Management
- Project Control
- Project Control Techniques
- Project reports
- Project closure

#### **HRMT 3112    Trends in International HRM**

- HR practices and trends in the International context (UK and USA)
- Cross-cultural issues in International HRM
- HRM strategies adopted by International, Transitional & Multinational companies
- Managing the interface between ethnocentrism
- Diversity and control in a changing global environment
- Comparative HR practice in the Mauritian context.

### **LEVEL 3, SEMESTER 3**

#### **HRMT 3113    Strategic Human Resource Management**

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- Strategic HRM and HRD
- The nature and meaning of HRM and HRD
- Cultural aspects of organisations
- Management of change leadership, involvement and empowerment
- Functions and process in HRM and HRD
- Strategic interventions, language, concepts and rhetoric in HRM and HRD
- Strategic HRM and HRD and their contribution to competitive advantage.

## **HRMT**

### **DISS 3000      Dissertation**

- The dissertation will be of 10,000 words and should be related to the field of HR