



UNIVERSITY  
of  
TECHNOLOGY,  
MAURITIUS

**School of Business ,Management And Finance**

# **BSc(Hons) in Human Resource Management (Top Up Program – Rodrigues)**

**PROGRAMME DOCUMENT**

VERSION 1.1  
September 2011

## **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 and it consists of three 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 objectives of the programme are as follows:

- develop critical and evaluative thinking in the context of Human Resource Management.
- enable students to gain knowledge about the legal framework that is important for Human Resource Management
- understand and apply Human Resource Management concepts in different contexts.

## **PART I - Regulations**

## **D. General Entry Requirements**

As per UTM 'Admissions Regulations' and 'Admission to Programmes of Study at Degree Level'

## **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**

Modules carry 3 credits as per the programme structure. Irrespective of the number of credits allocated, each and every module will be assessed on 100 marks and the dissertation will carry 200 marks (6 credits).

#### **K. Student Progress and Assessment**

For the award of the Diploma/Degree, all modules must be passed overall with passes in the examinations, coursework and other forms of assessment.

The modules will be assessed as follows (unless otherwise specified):

- written examinations contributing to 70% of the total marks
- Continuous assessment carrying 30% of total marks. Continuous assessment can be based on seminars and/or assignments or class tests.

## Grading

Undergraduate		
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	Fail

## L. Evaluation of Performance

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

## M. Award Classification

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

## N. Programme Organisation and Management

Programme Director and Coordinator: Needesh Ramphul

Contact Details:

- Room: F0.03
- Telephone Number: 234 7624 (Ext255)
- Email: needesh.R@umail.utm.ac.mu

**TopUp BSc. (Hons) HUMAN RESOURCE MANAGEMENT  
PART TIME**

**PROGRAMME STRUCTURE AND PLAN**

<b>YEAR 3</b>							
<b>Semester 1</b>				<b>Semester 2</b>			
<b>Code</b>	<b>Modules</b>	<b>Hrs/W k L T</b>	<b>Credits</b>	<b>Code</b>	<b>Modules</b>	<b>Hrs/W k L T</b>	<b>Credits</b>
QUAN 3401	<i>Research Methods</i>	2+1	3	HRMT 3110	<i>Managing Human Resource Projects</i>	2+1	3
HRMT 3109	<i>Human Resource Operations</i>	2+1	3	HRMT 3115	<i>Managing Human Resources in the Public sector</i>	2+1	3
HRMT 3204	<i>Sociology of Work</i>	2+1	3	HRMT 3111	<i>Cost effective Human Resource Development</i>	2+1	3
LLAW 1203	<i>Employment Laws: Industrial Relations</i>	2+1	3	HRMT 3112	<i>Introduction to International Human Resource Management</i>	2+1	3
					<i>Dissertation</i>		
→ <i>Start of Level 3</i>							
<b>Semester 3</b>							
<b>Code</b>	<b>Core Modules</b>	<b>Hrs/W k L T</b>	<b>Credits</b>				
HRMT 3113	<i>Strategic Human Resource Management</i>	2+1	3				
HRMT 3114	<i>Managing Pay &amp; Performance</i>	2+1	3				
MGMT 3203	<i>Quality Management</i>	2+1	3				
DISS 3000	<i>Dissertation</i>		9				
→ <i>Finish of Level 3</i>							

## OUTLINE SYLLABUS

### **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 3109 HR Operations**

The context, practice and integration of HR operations; Nature and evolution of work within organizations; Role and influence of stakeholders on HR, growth and development of HR; Ethics and professionalism; HR policy; Employee resourcing, development, relations, and reward; Integration of Business and HR strategies, the contribution of HR to organisational success, conflicts and ambiguities in the contribution of HR.

#### **HRMT 3204 Sociology Of Work**

Critical examination of changing nature of work in Mauritius ( agriculture to manufacturing, service) ;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 ( industrialisation and technological advances) on labour market, gender and ethnicity, patterns of education and skill formation, globalisation etc. Families' adaptation to these changes; Future shape of employment in Mauritius.

#### **LLAW 1203 Employment Laws : Industrial Relations**

Definition, meaning of Industrial Relations; Requisites of successful IR; Trade Unionism& its evolution in the Mauritian context. Being familiar with Labour laws, students will be expected to know about the various provisions of the Personnel Management Manual used the Civil Service, the PRB report and also the PSC regulations. Case studies

## **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 and Project closure.

### **HRMT 3115 Managing Human Resources in the Public Sector**

Public sector ethos, employment policy and practice in the Mauritian public sector, leadership, managing human resources – challenges and opportunities, employment patterns and forms, public sector reforms, public policy and human resource management.

### **HRMT 3111 Cost Effective Human Resources Development**

Training and development; Strategic and financial considerations; Training operations design & programme development; Cost effective human resource programmes; Ethics in T&D; Relationship of cultural diversity and work-force forecasting to budgets and financial planning.

### **HRMT 3112 Introduction To International HRM**

HR practices and trends in the International context (UK and USA), cross-cultural issues in International HRM , HRM strategies adopted by International, Transnational & 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**

Strategic HRM and HRD: the nature and meaning of HRM and HRD, cultural aspects of organizations; 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 3114 Managing Pay And Performance**

Remuneration basics: pay, reward, remuneration, compensation; Traditional wage systems versus new pay policies; Introduction to Performance Management: concepts, development, objectives & role; Performance Appraisal effectiveness, 360° feedback; Job Evaluation methods; broad banding. Performance related pay.

### **MGMT 3203 Quality Management**

Definitions and concepts; Quality Philosophies; Quality Management Systems: ISO 9000, Quality Assurance; Total Quality Management; Service Quality; Continuous Improvement (CI), CI Tools and Techniques; Statistical Quality Control; Improvement team; leadership: motivation, change and culture.

### **DISS 3000 Dissertation**

A 10,000-12,000 words dissertation will have to be submitted at the end of the semester. The work submitted should conform to the Undergraduate Dissertation Guidelines.