

# FACULTY OF LAW AND MANAGEMENT



**Assoc. Prof. D Gokhool**  
Dean of Faculty

## INTRODUCTION

During the year 2002/2003, the Faculty of Law and Management continued with its efforts to provide more opportunities and better access to tertiary education in Law, Management, Finance and Accounting.

A total of 14 programmes were offered, both full-time and part-time, catering for the specific needs of school leavers as well as mature students in employment.

To respond to the acute needs for trained people in the Tourism and Hospitality sector, the Faculty revamped its BSc (Hons) Tourism, Hospitality and Leisure Management programme and developed the BSc (Hons) Tourism, Leisure and Recreational Management programme.

A second batch of Civil Servants embarked on the Diploma in Management with Specialisation in Human Resource Management - a programme which caters for the specific needs of the public sector.

The Faculty also registered a fourth batch of Police Officers for the BSc (Hons) Police Studies Programme, run in collaboration with the University of Portsmouth, UK.

The total number of students at the Faculty was: 1154 (full time) and 370 (part-time).

The Faculty also pursued its research, consultancy and training activities. The setting up of a Business School was considered and a proposal was submitted to Senior Management.

## PROGRAMMES OFFERED DURING THE YEAR 2002/2003

### Postgraduate Degrees

- (i) Master of Business Administration - (Finance) (P/T)
- (ii) Master of Business Administration - (General /HRM/Marketing) (P/T)
- (iii) MSc E-Business (P/T)

### Bachelor s Degrees

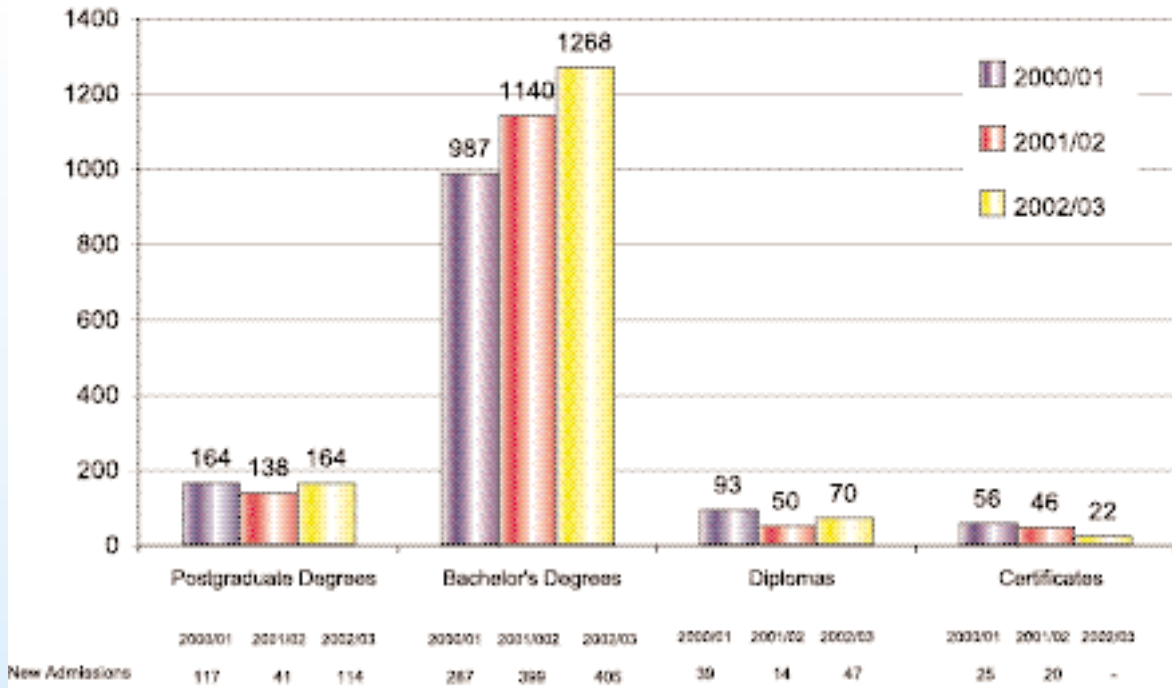
- BSc (Hons) Accounting with Finance (F/T)
- BSc (Hons) Accounting with Information System (F/T)
- BSc (Hons) Finance with Law (F/T)
- BSc (Hons) Finance (F/T)
- BSc (Hons) Management (F/T)
- BSc (Hons) Business Studies (Flexible) (P/T)
- Bachelor of Laws with Honours (F/T)
- BA (Hons) Law and Management (F/T)
- BSc (Hons) Police Studies (In Service)

### Diploma

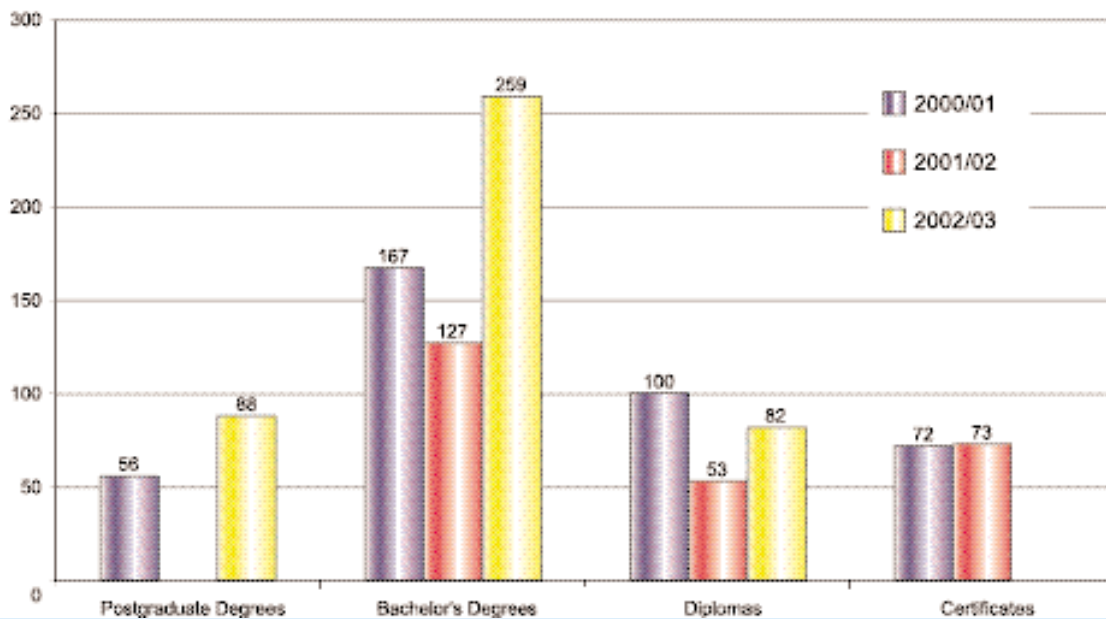
- Diploma in Legal Studies (P/T)

STUDENT STATISTICS FACULTY OF LAW AND MANAGEMENT

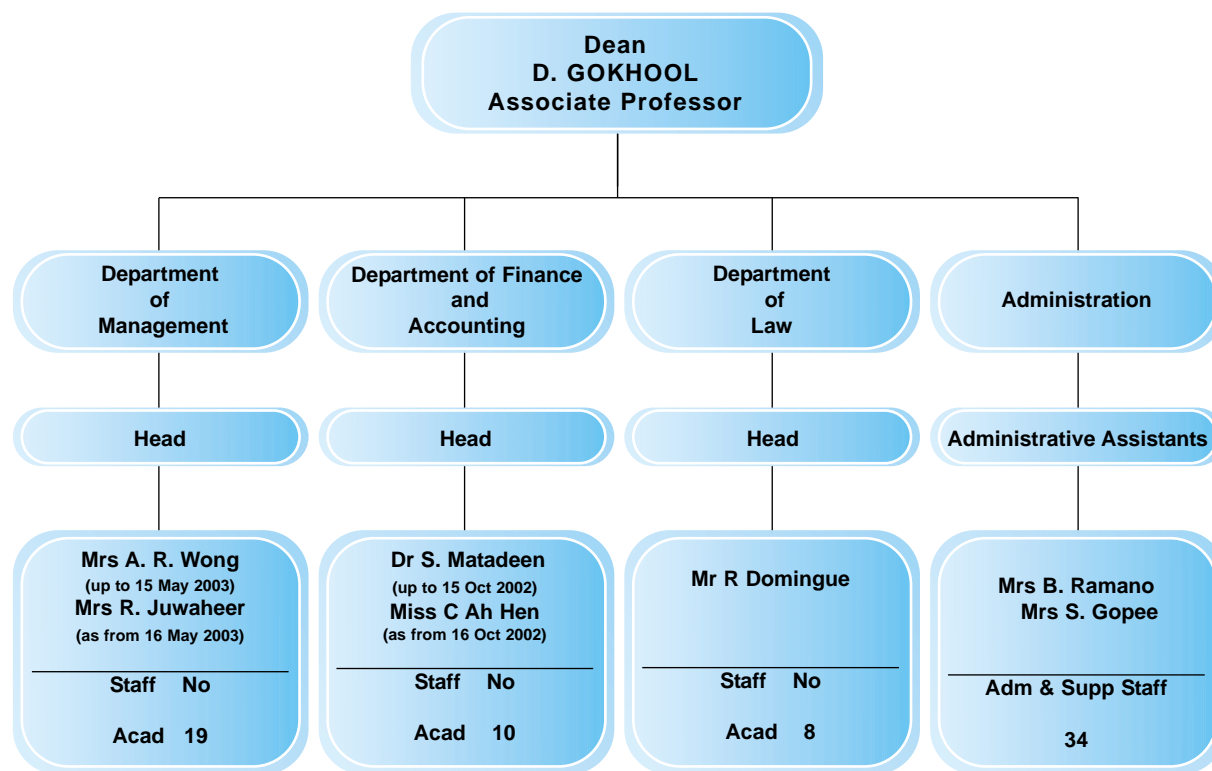
Students Enrolment including New Admissions over Academic Years 2000/2001-2002/2003



Students output over Academic Years 2000/2001-2002/2003



## STRUCTURE OF THE FACULTY



## RESEARCH ACTIVITIES

Mr I. Vencatachellum, Improving Organisational Effectiveness through people: The case of Y2K Ltd.

## ONGOING MPHIL/PHD RESEARCH PROJECTS

Miss Clairette Fy-Thin Ah-Hen, A study of Financial Reporting Systems and Practices in Mauritius with special emphasis on large scale public companies .

Mrs Priyadarshini Baguant, An evaluation of pay and performance a case study of Mauritius .

Mr Dharambeer Gokhool, Globalisation and its implications for Human Resource Management in Mauritius Organisations .

Miss Mridula Gungaphul, The Evolution of Entrepreneurship in Mauritius: An Explanatory Study.

Mrs Thanika Devi Juwaheer, Measuring service quality in the Hospitality Industry a study of Hotel Guests and Managers expectations and perceptions in Hotels of Mauritius .

Jayraj Koodurmun, A critical appraisal of the Application of the New Marketing Paradigm: Customer Relationship Management in Mauritius .

Miss Geetanee Nepal, Towards a contingency model of transparency: the Case of Mauritius .

Miss Jahan Ara Peerally, A Critical assessment of technological innovation in dynamising developing countries competitiveness: a case study of Mauritius & Singapore .

Mrs Kumari Baminee Vinayagam-Pillai, The Compliance costs of the value added tax (VAT) in the Republic of Mauritius .

Mrs Roshnee Ramsaran-Fowdar, A study of service quality within a private healthcare setting .

Mr Ashley Kumar Seebaluck, Developing a Total Quality Leadership (TQL) model for Higher Education Institutions in Mauritius

## CONSULTANCIES

Preparation of the National Children s Policy for the Ministry of Women s Rights, Child Development and Family Welfare - UNICEF and Mrs A Ramguttty-Wong (August 2002 to April 2003)

Green Marketing in Mauritius - Mauritius Research Council (MRC) and Mrs T D Juwaheer (March 2002 to May 2003)

Gender and Development -UNDP Consultancy project: Mr I. Koodoruth and Miss R Ramsaran (November 2002 to November 2003).

Exhibitors perceptions of trade shows University of Mauritius - Mrs R R Ramsaran-Fowdar (December 2002 to June 2003)

Newspaper Readership and Purchase Behaviour in Mauritius - Mrs T D Juwaheer, Dr P Veerapen and Mr N Auchoybur (June 2003 to September 2003)

## EXTERNAL EXAMINERS

Name	University	Programme	Period
Prof J. SAMUELS	The Birmingham Business School Edgbaston	MSc Finance MBA (Specialisation in Finance)	14 – 23 September 2002
Prof N. WILSON	University of Leeds	MSc E-Business	14 – 21 September 2002
Prof V. PRABHU	University of Newcastle Upon Tyne	MBA	16 – 25 September 2002
Prof A. S. NARAG	University of Delhi	MBA	19 – 26 June 2003
Prof J. L. MOURALIS	Le Bosquet 3 Faculté de Droit et de Science Politique d'Aix Marseille	LLB (Hons) BA (Hons) Law and Management	22 – 28 June 2003
Prof P. ABELL	London School of Economics and Political Science	BSc (Hons) Management	22 – 28 June 2003
Prof S. ANDERMAN	Essex University, United Kingdom	LLB BA (Hons) Law and Management	23 June – 3 July 2003
Prof D. ALEXANDER	University of Birmingham	Undergraduate Courses of Department of Accounting & Finance	26 June – 3 July 2003

## VISITING LECTURER

Prof Alan Story from Kent Law School Canterbury United Kingdom, 6 June - 7 July 2003 to give some talks on Intellectual Property Law

## NEW APPOINTMENTS

Name	Post	Effective Date
MEHTA Subhash C (Dr)	Professor of Marketing (one year contract)	03.08.02
DIJOUX Stéphanie (Mrs)	Senior Lecturer (two-year contract)	02.09.02
LAMPORT Matthew John	Assistant Lecturer/Lecturer (two-year contract)	01.10.02
PARAHOO Shreekant	Assistant Lecturer/Lecturer (two-year contract)	03.01.03
GUNPUTH Rajendra Parsad (Dr)	Assistant Lecturer/Lecturer	03.01.03
MOYTAUB Shameema (Miss)	Clerk	10.02.03
BHUGWANT Hansha Devi Sharma (Miss)	Clerk	03.03.03
ECHTNER Charlotte May Mrs (Dr)	Senior Lecturer (two-year contract)	28.07.03
CHOPRA H C (Assoc. Prof)	Visiting Fellow (six months)	30.07.03

## RESIGNATIONS

Name	Post	Effective Date
BOOLAKY Pran	Assistant Lecturer / Lecturer	15.11.02
DURLABHJI S. G	Fulbright Scholar	23.01.03
MOYTAUB Shameemah	Clerk	12.02.03
HARI KISHUN-SEEBHURNAH M.R.L (Mrs)	Clerk	11.03.03
SOOKUN Avinash	Clerk	12.06.03

## STAFF ON LEAVE

Ms R Baichoo was granted two years study leave without pay with effect from 1 August 2003.

Associate Professor D Fok Kan was granted one-year leave without pay as from 1 February 2002 and an extension of one year as from 1 February 2003.

Mr P V C Manna was granted leave without pay from 08 February 2002 to 26 August 2003 to explore emigration opportunities in Canada.

## STUDY LEAVE

Miss C. Ah Hen, Assistant Lecturer/Lecturer, was granted 113 days Vacation Leave from 25 June to 15 October 2002 in connection with her MPhil studies

Mrs P. Baguant, Assistant Lecturer/Lecturer was granted special leave from 16 June to 4 July 2003 to attend the Training of Trainers Workshop in Ghent, Belgium and from 8 to 11 July 2003 to present a paper entitled The Changing Role of Trade Unions, Membership Erosion and Reforms in the Mauritian Public Sector at the IERA Conference 2003, University of Greenwich, UK.

Mr S. Fowdar, Assistant Lecturer/Lecturer, was granted study leave from 6 November 2002 to 5 January 2003 to proceed to CETFI, Aix en Provence, France in connection with his PhD.

Miss M Gungaphul, Assistant Lecturer/ Lecturer was granted study leave from 12 May to 13 August 2003 to proceed to Middlesex University and University of Plymouth, UK, in connection with her MPhil/PhD Studies under the ASD Scheme.

Dr S. Matadeen, was granted study leave with pay from 7 October 2002 to 8 April 2003 for Postdoctoral Research at University of Birmingham, United Kingdom, under the ACU Commonwealth Scholarship.

Miss G Napal, Assistant Lecturer/Lecturer was granted study leave under the ASD Programme from 27 June to 26 July 2003, to proceed to the University of Dublin, Ireland and special leave from 27 July to 9 August 2003 to be spent locally in connection with her PhD Studies.

Miss J. A. Peerally, Assistant Lecturer/Lecturer, was granted study leave from 4 July to 4 October 2002 to proceed to University of Reading, UK in connection with her MPhil/PhD studies.

Mrs A Ramguttty-Wong, Senior Lecturer, was granted special leave from 13 to 20 May 2003 and vacation leave from 21 to 28 May 2003 to proceed to the University of Manchester for her Viva-Voce examinations in connection with her PhD studies.

Mrs K B Vinayagam-Pillai, Assistant Lecturer/Lecturer was granted study leave from 9 June to 25 July 2003 to be spent locally in connection with her MPhil/PhD Studies.

## ATTENDANCE AT CONFERENCES & SEMINARS

Miss C. Ah-Hen and Mrs M. Wong Ping Lun were granted leave on 29-30 April and 2 May 2003 to attend the Training Programme Financial Instruments (IAS 32 and IAS 39).

Dr M. Boolaky was granted leave:

- (i) from 10 June to 17 June 2002 to attend the 8<sup>th</sup> International Conference on Public Private Sector Partnership: Exploring Co-operation at Karlstad University, Sweden. He presented a paper entitled Public versus private enterprises: A comparative study on Public transport in Mauritius.
- (ii) from 25 to 31 May 2003 to attend and present a paper at the 9<sup>th</sup> International Conference 2003: Public and Private Sector Partnerships: Sustainable Success in Katowice, Poland. He presented a paper entitled Public versus Private Enterprises: A Comparative Study of the Banking Sector in Mauritius.

Dr M. Boolaky and Dr S. Matadeen participated in a seminar as Resource Persons for L UniversitØ de L Ocean Indien on Formation des Formateurs en Gestion de Petites Entreprises at UniversitØ de la RØunion. Special Leave was granted to them from 30 September 2002 to 5 October 2002.

Dr M. Boolaky and Miss M. Gungaphul were granted the UOI Scholarship for a research project on Entrepreneurship & Motivation in Small Island Economies in Comoros, Seychelles and Reunion Islands. They carried out fieldwork in the Indian Ocean Islands from 21 September to 19 October 2002.

Mr P. K. Boolaky participated in a conference on Accounting, Auditing, Management in Public Sector Reforms held at the University college, Dublin. He was granted special leave from 5 to 9 September 2002.

Mr P. R. Domingue was granted leave:

- (i) from 8 to 18 December 2002 to visit the Institute of Advanced Legal Studies (University of London) and School of Law (University of Birmingham) under the British Council Equality and Anti-Discrimination Law

Link;

- (ii) from 27 to 30 January 2003 to attend the National Seminar on Dispute Settlement at the Plaza Beach Resort, Pointe-aux-Piments

Associate Professor D. Gokhool:

- (i) participated in a Corporate Workshop on BPO Services: Success, Opportunities and Challenges for Mauritius on 4 April 2003 at The Maritim Hotel, Balaclava. The Workshop was organized by Business Parks of Mauritius Ltd (BPML).
- (ii) attended a workshop on Consultation on Draft Code of Conduct for a Conflict Free Workplace on 26 June 2003 at Domaine Les Pailles. The Workshop was organized by the Ministry of Labour and Industrial

Relations.

Dr R. Gunpath was granted leave:

- (i) from 31 October 2002 to 2 November 2002 to attend the Meeting of Professors in Pretoria, South Africa;
- (ii) from 21 to 27 April 2003 to proceed to Comoros Island in connection with the Moot Competition.

Dr M. Hingun was granted leave from 3 to 7 March 2003 to attend a Residential Course on Corporate Governance organized by the African Management Services Company in collaboration with the private Sector corporate Governance Trust, an affiliate of the Commonwealth Association of Corporate Governance.

Mr R. Kundasamy attended a two-hour seminar on 21 April 2002 on Productivity Measurement to Enhance Profits organized by National Productivity and Competitiveness Council (NPCC).

Mr H. Narsinghen was granted leave from 15 to 23 February 2003 to attend an International Conference on Alternative Dispute Resolution (ADR) in New Delhi, India. He presented a paper entitled An Assessment of Alternative Dispute Resolution in Mauritius.

Mr A. Patten was granted leave from 17 to 24 November 2002 to proceed to Madagascar and from 7 to 15 December 2002 to proceed to Comoros Island to participate in two seminars on Les Négociations Commerciales Multilatérales .

Mrs A. Ramgooty-Wong jointly with P. Fles and M. Yolles, presented a paper: Knowledge Migration and the Transfer of HRM Knowledge in International Joint ventures and HRD Alliances , at the 7<sup>th</sup> Conference on International Human Resource Management, 4-6 June 2003, University of Limerick, Ireland.

Mrs A. Ramgooty-Wong, and Mrs P. Baguant, jointly presented a paper Barriers to Career Progression of Women in the Service Sector of Mauritius , at the International Conference on Gender, Science and Technology (GASAT), 6-11 July 2003, Grand Baie, Mauritius.

Mrs R. R. Ramsaran-Fowdar was granted leave from 4 to 8 July 2003 to present a paper at the Global Conference on Business and Economics at Imperial College, London, United Kingdom.

Dr R. V. Sannasse was granted leave from 10 to 18 April 2003 to attend the UKAIB conference.

Mr A. Seebaluck and Associate Professor D. Gokhool participated in a seminar on Benchmarking for a World Class Achievement on 2 July 2002 and 17 July 2002 respectively. The seminar was organized by National Productivity and Competitiveness Council (NPCC).

## WORKSHOPS ORGANIZED

Executive Development Workshop on Supply Chain Management, 20 September 2002

Management Development Programme for NGO leaders, 18 to 22 November 2002, University of Mauritius.

Mrs Judy Van Der Merwe of Technikon, Pretoria, South Africa conducted a two half-day workshop for administrative staff of the Faculty on 24 and 25 November 2002.

Professor S. Mehta organized a Faculty Seminar on Case Development for Business Education on 27 February 2003.

## PUBLICATIONS

M. Boolaky and M. Gungaphul Entrepreneurial Motivation: The case of Mauritius, Seychelles and Reunion, report based on a research project undertaken for the University of the Indian Ocean (Dec 2002).

M. Gungaphul and M. Boolaky:

(ii) Making a move: Women entrepreneurs of Mauritius, Proceedings of the Second International Conference on Globalisation and Entrepreneurship: Fears, Challenges and Opportunities 26-27 April 2003, Pula, Croatia.

(iii) Entrepreneurial Innovation and Creativity: the Mauritian experience Proceedings of the Second Global Conference on Business and Economics, 5-7 July 2003, Imperial College, London, UK.

P. R. Domingue,

(i) (2002) L'application de la légalité des délits et des peines en Droit Mauricien: problèmes liés au caractère mixte du système juridique, XV Problèmes Actuels de Science Criminelle, 33-45 (Presses Universitaires d'Aix-Marseille).

(ii) (2002) L'esclavage et ses séquelles: le combat pour la conquête des droits de l'homme, Actes du Colloque International l'Esclavage et ses séquelles, J.C. Cangy et al (ed.), 321-327. (Réduit: Presses de l'Université de Maurice).

(iii) (2003) Some thoughts on the two models of the Criminal Justice System: Due Process and Crime Control, University of Mauritius Law Society Magazine 56-63.

T. D. Juwaheer, and D. Lee Ross, A study of hotel guest perceptions in Mauritius, International Journal of Contemporary Hospitality Management, Vol 15 No 2 (2003), 105-115.

A. Ramgooty-Wong, (2003) Human Resource Management in Mauritius in Kamoche, K. et al., (Eds) Managing Human Resources in Africa. Swales & Unwin: Devon.

A. Ramgooty-Wong and W. McCourt, (2003) Limits to Strategic HRM: the case of the Mauritian Civil Service, International Journal of Human Resource Management, 14(4).

## VISITORS


Professor David N Ashton, Director, International Development, University of Leicester, visited the Faculty on 25 July 2002.

Mr Derek E Blink, Technical Director, of Franklin Advisory Services visited the Faculty on 29 July 2002.

Dr Praveen Aggarwal, Associate Professor of Marketing, University of Minnesota visited the Faculty from 2 to 6 August 2002. He gave a talk to MBA students on Discussion on essence and expectations from an MBA.

Mr David C. G. Brown, Director, Special Projects of Public Policy Forum visited the Faculty on 14 November 2002.

Mrs Marggie Carrow, from the School of Education, University of Brighton visited the Faculty on 12 December 2002.



Mr Ian Grigg-Spall of Kent Law Clinic, University of Kent, visited the Faculty from 10 to 20 March 2003 under the British Council Law Clinic Link programme.

Mr Jean-Pierre Tang-Taye, Director, Institut d Administration des Entreprises, UniversitØ de la RØunion, visited the Faculty on 14 March 2003.

Professor Donald Ah-Chuen, former Head of School of Administration, University of Mauritius, Chief Executive Officer of ABC Motors and Chairman of TEC visited the Faculty on 28 March 2003.

## MAIN EVENTS

The Faculty organized a Graduation Ceremony on 2 October 2002 and Certificates were awarded to students on the following programmes:

- 1 Certificate in Police Studies;
- 1 Certificate in Quality and Productivity Management.