

BSc (Hons) Management (Specialisation: Human Resource Management) - LCLM 402

1. Objective

This programme aims at introducing students to the basic functions of human resource management, examining the concepts and theories of successful HRM, demonstrating the strategic link between HRM and other functional areas as well as the corporate strategy, and at developing the knowledge base and analytical skills of students with a view to preparing them to be key contributors to organisational success.

On completion of the programme, students will be expected to:

- i) understand the concepts and theories of management with specific emphasis on Human Resource Management;
- ii) develop knowledge and skills in all functional areas of HRM (recruitment, selection, training, performance management, etc.);
- iii) develop analytical and problem-solving skills;
- iv) develop appropriate interpersonal skills in line with the values and roles of HRM professionals; and
- v) develop a sensitive appreciation of the internal and external organisational context that HR managers will encounter.

2. General Entry Requirements

In accordance with General Entry Requirements for Admission to the University for undergraduate degrees.

3. Programme Requirements

- i) Credit in five (5) subjects at 'O' Level including Mathematics
- ii) 2 GCE 'A' Level passes.
- iii) Holder of a Diploma in Management Studies or other related fields.
- iv) Preference will be given to applicants with relevant experience and each case will be considered on its own merit.

4. Programme Duration

	Normal	Maximum (under flexible)
Degree (Part-Time):	2 Years (4 Semesters)	4 Years (8 Semesters)

5. Credits per Semester: Minimum 6 credits, Maximum, 12 credits subject to regulation 5.

6. Minimum Credits Required for the Award of Degree: 108

For the award of the BSc (Hons) Management, the student must obtain 108 credits.

7. Assessment

Each module will carry 100 marks and will be assessed as follows:

Assessment will be based on a written examination (of 2-hour or 3-hour duration as specified) and continuous assessment carrying 20% to 30% of total marks. Continuous assessment will be based on assignments and should include at least 1 class test.

For a student to pass a module, an overall of 40% for Continuous Assessment and Written Examination components would be required without the minimum thresholds within the individual continuous assessment and written examination.

All modules carry equal weighting, i.e. of 3 credits.

Breakdown as follows:

	CREDITS FROM:	
	Core taught modules	Project
Degree	39	6

8. Submission Deadline for Dissertation

Final copy: To be finalised 3 months after final exams (Level II, semester II).

9. Termination of Registration

If the CPA of the student is <40 for two consecutive semesters, then the registration will be terminated.

10. List of Modules

<u>CORE MODULES</u>			
Code	Module Name	Hrs/Wk	Credits
LLC 3112	Managing Transition and Change	DE	3
LLC 3113	Services Management	DE	3
LLC 3114	Research Methods	DE	3
LLC 3212	Strategic Management	DE	3
LLC 3213	Operations Management	DE	3
LLC 3214	Knowledge Management Foundations	ODE	3
LLC 3215	Management Information System	DE	3
LLC 4120	Labour and Industrial Relations Law	DE/L	3
LLC 4122	Ethics, Corporate Social Responsibility and Human Resource Management	DE	3
LLC 4124	Employee Resourcing	DE	3

LLC 4224	Human Resource Development	DE	3
LLC 4225	Talent Retention	DE	3
LLC 4226	International HRM	DE	3
LLC 4000Y	Dissertation		6

Important Note:

1. Modules will be offered subject to availability of resources. If critical mass of students is not attained, some modules may not be offered.
2. DE= Distance Education; ODE= Blended/online; DE/L= support materials and lecture

11. Programme Plan – BSc (Hons) Management with HR

Top-up Programme - (2010-2012)

LEVEL 1							
Semester 1 – January 2008				Semester 2 – June 2008			
Code	Module	Hrs /Wk	Credits	Code	Module	Hrs/Wk	Credits
CORE				CORE			
LLC 3112	Managing Transition and Change	DE	3	LLC 3212	Strategic Management	DE	3
LLC 3113	Services Management	DE	3	LLC 3213	Operations Management	DE	3
LLC 3114	Research Methods	DE	3	LLC 3214	Knowledge Management Foundations	ODE	3
				LLC 3215	Management Information System	DE	3
LEVEL 2							
Semester 1 – October 2008				Semester 2 – January 2009			
Code	Module	Hrs/Wk	Credits	Code	Module	Hrs/Wk	Credits
CORE				CORE			
LLC 4120	Labour and Industrial Relations Law	DE	3	LLC 4224	Human Resource Development	DE	3
LLC	Ethics, Corporate	DE/L	3	LLC	Talent Retention	DE	3

4122	Social Responsibility and Human Resource Management			4225			
LLC 4124	Employee Resourcing	DE	3	LLC 4226	International HRM	DE	3
LLC 4000Y	Dissertation		-	LLC 4000Y	Dissertation		6

12. Outline Syllabus

LLC 4124 - EMPLOYEE RESOURCING

Human Resource Planning – Forecasting Demand and Supply, Internal and external labour market; Action Planning; Job Analysis, Job Description, Job Specification; Recruitment and Selection – Traditional and Strategic Approach; Recruitment and Selection Process; Attracting and Short Listing; Role of Recruitment Agencies; Selection – Interviews, Simulation, Psychometric Tests, Work Based Test, Assessment Centres, Reliability and validity of techniques; Induction Session; Exit Interview; Role of HR and Key Managers

LLC 4122 - ETHICS, CORPORATE SOCIAL RESPONSIBILITY AND HUMAN RESOURCE MANAGEMENT

Ethics in business - Culture and ethical philosophies – The stakeholder approach - Fostering ethical conduct - Duties of the employer - Ethical decisions in HRM - discriminatory HR practices and policies - Fundamentals and models of social responsibility - The social audit.

LLC 4224 - HUMAN RESOURCE DEVELOPMENT

Human Resource Development (HRD), HRM/HRD nexus, HRD model and HRD lattice; SHRD; Learning Organisation; Learning to learn; Managing Training and Development; Workplace learning; Performance Management; Managing Careers; Management Development; Actors in HRD; Mauritian HRD framework and Comparative National HRD frameworks.

LLC 4226 - INTERNATIONAL HRM

Evolution of HR function towards the International Management of Human Resources: Challenges in the international business environment. Globalisation and HRM – HR strategies for global expansion: Global HR strategy, Resourcing, Development, Compensation, Comparative theory – convergence, development an internal theories. Multinationals and Employee Relations. Managing Expatriates: 7C's of International HRM, Recruitment and selection, Training and Development, Remuneration, Repatriation.

LLC 3214 - KNOWLEDGE MANAGEMENT FOUNDATIONS

Evolution of knowledge management, KM maturity, Intellectual capital; Business strategy - a resource based view of KM, KM metrics; KM strategy - codification and personalisation; KM Processes – GODD and knowledge transfer; KM infrastructure - KM unit, roles and responsibilities; People – HRM and KM link; Knowledge sharing culture; KM enabling technologies - conventional and AI-based; implementing KM - lessons from successes and failures.

LLC 4120 - LABOUR AND INDUSTRIAL RELATIONS LAW

Labour and Industrial Relations Law institutions, Sources of Labour and Industrial Relations Law, The Contract of Employment, Terms and Conditions of Employment, Powers of the Employer, Termination of Employment;

Freedom of Association, Recognition of Trade Unions, Collective Agreements, Settlement of Industrial Disputes, Industrial Actions

LLC 3215 - MANAGEMENT INFORMATION SYSTEM

Fundamentals of Information Systems, Information systems for Business Operations, Types of Information Systems, MIS for Decision Making, Information Systems for Strategic Advantage, Managing Information Technology, Change Management, Business Process Reengineering, Enterprise Systems, Outsourcing, Information System Security and Control, Software Development Life Cycle, Database trends, System Development Methodologies, Quality Assurance, Internet, E-business, E-commerce.

LLC 3112 - MANAGING TRANSITION AND CHANGE

Forces calling for organizational change; Planned change; Leading and managing change; resistance to change; the process of organization development; human process interventions; restructuring; employee involvement; work design; HR interventions; Organisational transformation; building a learning organization through change interventions.

LLC 3213 - OPERATIONS MANAGEMENT

Introduction to Operations Management (OM); OM strategy; Project Management; Inventory Management; Statistical Process Control/ Quality Control/Quality Management; Scheduling.

LLC 3114 - RESEARCH METHODS

The Research Process; The need for information; Problem definition; Establishing research objectives; Research design; Causal research; Experimental design; Information types and sources; Data collection methods; Data collection forms; Measurement and scaling; Sampling; Data coding, editing and analysis; Qualitative and quantitative analysis, Writing of report.15-hour practical session on SPSS (inputting variables and data, descriptive, inferential, differences, associative and predictive analysis; multivariate techniques).

LLC 3113 - SERVICES MANAGEMENT

Macroeconomics, trends and opportunities, distinctive marketing challenges posed by services, Managing and understanding the service experience, Marketing mix for services, Key steps in service planning, Designing customer service processes, Service blueprint, Designing the Service Environment - The Services cape model, Engineering customer service experiences, Service guarantees. Managing People for Service Advantage, Employee empowerment programmes, Complaints management, Customer Feedback and Service Recovery, Improving Service Quality and Productivity, Technology and digital impacts of using the Web for services.

LLC 3212 - STRATEGIC MANAGEMENT

Competitive advantage: distinction between long term and short term; growth strategies; competitiveness and functional strategies; the Blue Ocean Strategy; Issues in implementation: the Resourced Based Theory of Competitive Advantage, managing intangible assets; Corporate culture; governance and agency theory; evaluation and control.

LLC 4225 - TALENT RETENTION

Performance Appraisal: Administrative Versus Developmental Objectives; Productivity and Human Resources; Development and Validation of Appraisal and Reward Systems; Sources of Appraisals; Appraisal Instruments; Goal Setting in Leadership and Motivation; Reward Strategies and Systems; Evaluating and Pricing Jobs; Pay Structures, Paying for Individual, team and organisational Performance; Skill and Competence; Employee Benefits; Pensions and Allowances; Rewarding of Special Groups.

LLC 4000Y Dissertation (Semester I and II = 6 credits) (LLC 4000Y)