

Masters of Business Administration with specialisation in Human Resource Management) - LM503 (Part-Time)

1. Context and Objectives

This programme addresses the design and implementation of the best combination of HR strategies to support the organisational objectives in this competitive business environment. Specifically, this programme seeks to develop the student's (1) understanding of key HR practices within the organisation, and (2) competences in managing and developing a talented and increasing diverse workforce.

The objectives of this MBA Programme are as follows:

- (i) To impart professional education and training in Modern Management Techniques for handling human resources in a highly dynamic and competitive environment;
- (ii) To prepare Managers to assume key positions of responsibility and perform a wide variety of specific HR assignments in the private and public sectors of the economy;
- (iii) To build leadership qualities and analytical skills and enhance the capacity for decision making and problem solving through creativity and innovation; and
- (iv) To enhance professionalism in Managerial practice through:
 - understanding the implications of an increasingly global economy and the changing legal, ethical, cultural and political environments of business;
 - understanding the importance and significance of human resource management as a means of developing corporate and national competitive advantage;
 - critically evaluating the various models, theories and approaches to managing human resources;
 - analysis, diagnosis of HRM problems and recommendations of appropriate courses of action;
 - recognising that human complexity has to be considered in conjunction with technical and financial solutions when resolving complex organisational problems;
 - demonstrating an in-depth understanding of the role of HRM in developing a business strategy;
 - managing human resources in a culturally diverse and rapidly changing technological world; and
 - fostering the spirit of creativity and entrepreneurship required to cope with complex situations in a rapidly changing environment.

The MBA with specialisation in Human Resources Management Programme provides the students with an in-depth expertise to work as human resources (HR) generalists and consultants as well as for more specialised roles in HR.

2. Learning Outcomes

Following completion of the programme, students will be able to promote improvement in human resource management by:

- Engaging in the strategic planning process and use diagnostic tools to align intangible assets with tangible outcomes;
- Devising coherent and integrated HR systems for strategic human resource management;
- Implementing and applying methods, techniques and best practices in human resource management;
- Designing different types of organisations and meaningful jobs;
- Building positive and inclusive organisational cultures;
- Demonstrating a wide spectrum of leadership, management and people management roles, styles and skills; and
- Using the competencies and skills of a change agent to manage transformation and disruptive changes in organisations.

3. Teaching and Learning Methods

Students will learn through a combination of lectures and self-study activities that include a range of methods like online learning, tutorials, seminars, group work, presentations, site visits, case studies, research work, role plays, guest lectures from the business industry, videos, etc. Thus, students will engage with a learning environment that will foster collaborative and self-directed learning.

Modules shall be taught over 10 weeks. A 6 LCCS credits module represent 180 notional learning hours broken down as follows: 30 contact hours (lectures and tutorials), 60 hours of self-study and 90 hours of other learning hours.

4. Entry Requirements

- **General**

Successful completion of an undergraduate degree with

- at least a Second Class or 50%, whichever is applicable or
- a GPA not less than 2.5 out of 4 or equivalent, from a recognised higher education institution.

OR alternative qualifications acceptable to the University of Mauritius.

- **Programme (Specific)**

- A Bachelor's Degree with at least Second Class.
- Preference will be given to candidates with two years' relevant professional work experience.

- **General and Programme Requirements – Special Cases**

The following may be deemed to have satisfied the General and Programme requirements for admission:

- (i) Applicants who do not satisfy any of the requirements as per UoM Regulations, Section 1.4 and/or Section 1.5 but who submit satisfactory evidence of having passed examinations which are deemed by the Senate to be equivalent to any of those listed.
- (ii) Applicants who do not satisfy any of the requirements as per UoM Regulations, Section 1.4 and/or Section 1.5 but who in the opinion of Senate submit satisfactory evidence of the capacity and attainments requisite to enable them to pursue the programme proposed.
- (iii) Applicants who hold a full practising professional qualification obtained by examination.

5. Programme Duration

The duration of the Postgraduate Programme should normally not exceed 4 years.

	Normal	Maximum
Master's Degree	2 years	4 years
Postgraduate Diploma	2 years	4 years

Credits per Year: Minimum 12 LCCS credits.

Maximum 48 LCCS credits subject to above programme duration regulation.

6. Minimum LCCS Credits Required:

Masters Degree: 78 LCCS Credits
 Postgraduate Diploma: 69 LCCS Credits (without dissertation)

7. Assessment and Deadlines

7.1 Modules

Each module will carry 100 marks and will be assessed as follows (unless otherwise specified):

Assessment will be based on a written examination of 3-hour duration and continuous assessment carrying a range of 50% of total marks.

Continuous Assessment: 50%

Continuous assessment will be based on at least 3 assignments (portfolio, case studies, seminar presentations, group and/or individual work, online activities, written class tests, oral tests, etc.) per module per year.

Examinations: 50%

For a student to pass a module, an overall total of 40% for combined continuous assessment and written examination components would be required without minimum threshold within the individual continuous assessment and written examination.

7.2 Dissertation

Dissertation will carry 12 LCCS credits and it is crucial that students attend all lectures on Business Research Methods Module to be properly equipped to produce good dissertations. Assessment will also include performance at *viva-voce*. The number of words for the dissertation will be between 12,000 and 14,000.

Submission Deadlines for Dissertation:

- First Draft: End of July in the Final Year.
- Final Copy: Last working day of August in the Final Year.

7.3 Practitioners Workshops

Practitioners Workshops shall be compulsory and will be conducted seminar style. These workshops will be non-examinable. Each practitioner workshop will be over 10 contact hours. As part of the assessment students will be required to submit a report of 2000 – 2500 words. Students will be assigned Grade “S” upon satisfactory attendance and performance in these workshops in order to be eligible for the award of the degree.

7.4 Residential Seminar

During year 2, a Residential Seminar will be organised by the Faculty. Students should compulsorily attend and actively participate in the Residential Seminar whenever organised and:

- (i) Students will be required to submit a report of not less than 1200 words to their Programme Coordinator after attendance and participation;
- (ii) Seminar attendance and the report shall be assessed by the Programme Coordinator;
- (iii) Attendance at all sessions of the Seminar is compulsory and failure to do so would entail non-award of the MBA degree; and
- (iv) Grade ‘S’ assigned upon satisfactory performance as well as attendance at all sessions of the Seminar, in order to be eligible for award of the degree.

7.5 Specific regulation regarding termination

If CPA < 40, at the end of 2 consecutive semesters, the registration of the student will be terminated.

The rules as stipulated in this Programme Structure and Outline Syllabus will replace all other rules and regulations.

8. **List of Modules - Masters of Business Administration with specialisation: Human Resources Management)**

Code	Module Name	Contact Hrs	Self Study Hrs	Other Learning Hrs	LCCS Credits
<u>CORE MODULES</u>					
DFA 6127	Business Accounting and Finance	30	60	90	6
MGT 6008	Business Economics	30	60	90	6
MGT 6001	Business Research Methods	30	60	90	6
MGT 6002	Corporate Ethics and Governance	30	60	90	6
MGT 6245	Employment Relations and Employment Laws	30	60	90	6
MGT 6238	Human Resource Development	30	60	90	6
MGT 6004	Managing Human Resources	30	60	90	6
MGT 6005	Marketing Management	30	60	90	6
MGT 6006	Managing Production & Operations	30	60	90	6
MGT 6271	Strategic Human Resource Management	30	60	90	6
MGT 6000	Dissertation	-	-	-	12
MGT 6100	Residential Seminar	-	-	-	-
Practitioners Workshops					
MGT 6003	Negotiation and Communication Skills for Managers	10	-	-	-
MGT 6243	Health and Wellness Management	10	-	-	-
LAWS 4011	Legal Environment of Business	10	-	-	-
Electives (Choose One)					
MGT 6235	e-HR	30	60	90	6
MGT 6236	Global Human Resource Management	30	60	90	6
MGT 6239	Managing Knowledge	30	60	90	6
MGT 6240	Managing Performance and Reward	30	60	90	6
MGT 6241	Organisation Development	30	60	90	6
MGT 6242	Quality Management	30	60	90	6

* **Contact Hours: L = Lecture, T = Tutorial, P = Practical**

NOTE:

- 1) Modules carrying 6 LCCS Credits will be examined at the end of the semester they are run.
- 2) There will be 3 Practitioners' workshops, the first in Negotiation and Communication Skills for Managers, the second in Legal Environment of Business and the third in Health and Wellness Management. Each workshop will be run seminar style and will be non-examinable with 1 LCCS credit for 15-hour module. Students will be required to submit a report of 2000-2500 words for assessment at the end of each workshop.
- 3) The above list of elective modules is not exhaustive.
- 4) The University may not offer any of the elective modules if a critical mass of students is not attained and may shift modules from semester 1 to semester 2 or vice versa, depending on availability of resources.

9. Programme Plan

YEAR 1

Code	Module Name	Contact Hrs	LCCS Credits
Core Modules			
DFA 6127	Business Accounting and Finance ¹	30	6
MGT 6008	Business Economics ¹	30	6
MGT 6004	Managing Human Resources ¹	30	6
MGT 6005	Marketing Management ¹	30	6
MGT 6002	Corporate Ethics and Governance ²	30	6
MGT 6001	Business Research Methods ²	30	6
MGT 6006	Managing Production & Operations ²	30	6
Practitioners' Workshop			
MGT 6003	Negotiation and Communication Skills for Managers ¹	10	-
LAW 4011	Legal Environment of Business ²	10	-
Sub Total			42

YEAR 2

Code	Module Name	Contact Hrs	LCCS Credits
Core Modules			
MGT 6245	Employment Relations and Employment Laws ¹	30	6
MGT 6271	Strategic Human Resource Management ¹	30	6
MGT 6238	Human Resource Development ²	30	6
MGT 6000	Dissertation	-	12
MGT 6100	Residential Seminar*	-	-
Practitioners' Workshop			
MGT 6243	Health and Wellness Management ³	10	-
Sub Total			30
Electives (Choose One)			
MGT 6235	e-HR	30	6
MGT 6236	Global Human Resource Management	30	6
MGT 6239	Managing Knowledge	30	6
MGT 6240	Managing Performance and Reward	30	6
MGT 6241	Organisation Development	30	6
MGT 6242	Quality Management	30	6
Sub Total			6
Grand Total			78

* Contact Hours: L = Lecture, T = Tutorial, P = Practical

NOTE:

¹ – Module normally run in Semester 1, subject to availability of resources

² – Module normally run in Semester 2, subject to availability of resources

³ – Module normally run in Year 2 Semester 1, subject to availability of resources

Modules carrying 6 LCCS credits will be examined at the end of respective semesters they are run.