# BSc (Hons) Human Resource Management - LM321

**1.    Objectives**

The field of Human Resource Management is increasingly considered, in a context of fierce international competition and fast-changing business conditions, to be one of the critical areas of management. Putting people into the right jobs, ensuring their proper training, motivation and development, and monitoring and improving their performance, all directly enhance the efficiency and effectiveness of organisations. 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.

**Learning Outcomes**

By the end 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 skill 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 within which HRM is to operate.

**2.    General Entry Requirements**

In accordance with General Entry Requirements for admission to the University for Undergraduate Degrees.

**3.    Programme Requirements**

Credit in five (5) subjects at 'O' Level including Mathematics.
2 GCE 'A' Level passes.

**4.    Programme Duration**

|          | Normal (Years) | Maximum (Years) |
|----------|:--------------:|:---------------:|
| Degree:  | 3              | 5               |

**5.    Credits per Year**

Minimum 18 credits, Maximum 48 credits subject to Regulation 4.

**6.    Minimum Credits Required for Award of Degree:** 102

| Degree | Minimum Credits for taught Core Modules | Minimum Credits for Electives | Work Placement and HR Project | Total |
|--------|:---:|:---:|:---:|:---:|
| 3-5 Years | 90 | 6 | 6 | 102 |

## 7. List of Modules

### CORE MODULES

| Code | Module Name | Hrs/Wk L+P | Credits |
|------|-------------|------------|---------|
| MGT 1067Y(1) | Principles and Practice of Management | D.E.O.L | 6 |
| MGT 1066(1) | Managerial Communications | D.E. | 3 |
| ILT 1010e(1) | Digital Literacy | O.E. | 3 |
| MGT 1235Y(1) | Managing Human Resources | 3+0 | 6 |
| MGT 2001Y(3) | Organisational Sociology and Employee Relations | 3+0 | 6 |
| DFA 1020Y(1) | Accounting and Financial Analysis | D.E.O.L | 6 |
| ECON 1215(1) | Economics | 3+0 | 3 |
| MGT 1203(1) | Marketing Fundamentals | D.E.O.L | 3 |
| CSE 1021(1) | Basic Computer Applications | 3+0 | 3 |
| MGT 3066Y(5) | e-HR and Knowledge Management | 3+0 | 6 |
| LAWS 1007Y(1) | Foundations of Mauritian Law | D.E.O.L | 6 |
| MGT 3086(5) | HRM and Quality Management | 3+0 | 3 |
| STAT 1010(1) | Statistics I | D.E. | 3 |
| MGT 3063Y(5) | Organisation Development and Human Resource Development | 3+0 | 6 |
| MGT 2117(3) | Research Methodology in Management | 3+0 | 3 |
| MGT 3084Y(5) | Strategic Human Resource Management | 3+0 | 6 |
| MGT 3024Y(5) | International and Cross-Cultural Management | 3+0 | 6 |
| MGT 3098(5) | Work Placement and HR Project | - | 6 |
| LAWS 3100Y(3) | Labour and Industrial Relations Law | 3+0 | 6 |
| MGT 3023Y(5) | Talent Attraction and Retention | 3+0 | 6 |

### ELECTIVE MODULES

| Code | Module Name | Hrs/Wk L+P | Credits |
|------|-------------|------------|---------|
| MGT 2119(3) | Ethics, Corporate Social Responsibility, and HRM | 3+0 | 3 |
| MGT 4103(5) | The Individual in HRM | 3+0 | 3 |
| CSE 3203(5) | Management Information Systems | 3+0 | 3 |
| MGT 1233(3) | HRM for the Service Sector | 3+0 | 3 |
| ECON 3114(5) | Mauritian Economic and Business Environment | 3+0 | 3 |

## 8. Assessment

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

Assessment will be based on a written examination of 2-hour (for a semester module) or 3-hour (for a yearly module) duration as specified and continuous assessment carrying a range of 20% to 30% of total marks except for Module Research Methodology in Management. continuous assessment will be based on two (2) assignments and should include at least one class test per module per year.

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 thresholds within the individual continuous assessment and written examination.

Most modules in the structure are **yearly modules** which are taught over a period of two semesters and examined at the end of the second semester only. There are continuous assessments over the period of two semesters and the written examination will be of a duration of 3 hours for a yearly module of 6 credits.

Some modules in the structure are run over 15 weeks and carry 3 credits. The assessment of such modules will consist of continuous assessment and an examination of a duration of 2 hrs at the end of the semester in which the module is run.

Written Examination and Continuous Assessment would each carry a weighting of 50% each for the **Module Research Methodology in Management (MGT 2117).** Continuous Assessment would be based on writing literature review, developing research methodology and report writing.

**Work Placement and HR Project** is assessed through:

(a) An Initial Report for each placement period, detailing objectives to be achieved and proposed HR focus, earning a total of 3 credits after all placements have taken place successfully. The Initial Report is worked out in consultation with the site supervisor and approved by him/her before the placement begins;

(b) An applied HR Project report at the end of the programme, detailing the process and content of the work placement experience and outcomes, earning a total of 3 credits. It is expected that work placement process and content will be focused on mutually-beneficial HR projects and issues arising in the placement organisation.

**9.     Termination of Registration**

If the CPA of a student is < 40 at the end of an academic year, s/he will have to repeat the entire academic year, and retake modules as and when offered. However, s/he will not be required, if s/he wishes, to retake module(s) for which Grade C or above has been obtained.

Students will be allowed to repeat only once over the entire duration of the Programme of Studies.

Registration of a student will be terminated if

(i) the CPA < 40 at the end of an academic year and the student has already repeated one year of study;

(ii) or the maximum duration allowed for completion of the Programme of Studies has been exceeded.

**10.    Programme Plan - BSc (Hons) Human Resource Management**

### YEAR 1

| Code | Module Name | Hrs/Wk L+P | Credits |
|---|---|---|---|
| **CORE** | | | |
| MGT 1067Y(1) | Principles and Practice of Management | D.E.O.L | 6 |
| MGT 1066(1) | Managerial Communications** | D.E. | 3 |
| ILT 1010e(1) | Digital Literacy* | O.E. | 3 |
| MGT 1235Y(1) | Managing Human Resources | 3+0 | 6 |
| STAT 1010(1) | Statistics 1* | D.E. | 3 |
| DFA 1020Y(1) | Accounting and Financial Analysis | D.E.O.L | 6 |
| ECON 1215(1) | Economics* | 3+0 | 3 |
| MGT 1203(1) | Marketing Fundamentals** | D.E.O.L | 3 |
| CSE 1021(1) | Basic Computer Applications** | 3+0 | 3 |

| Code | Module Name | Hrs/Wk L+P | Credits |
|------|-------------|------------|---------|
| **CORE** | | | |
| MGT 3086(5) | HRM and Quality Management** | 3+0 | 3 |
| LAWS 1007Y(1) | Foundations of Mauritian Law | D.E.O.L | 6 |
| MGT 2001Y(3) | Organisational Sociology and Employee Relations | 3+0 | 6 |
| MGT 3063Y(5) | Organisation Development and Human Resource Development | 3+0 | 6 |
| MGT 2117(3) | Research Methodology in Management* | 3+0 | 3 |
| **ELECTIVES** | **CHOOSE ONE FROM** | | |
| MGT 2119(3) | Ethics, Corporate Social Responsibility, and HRM* | 3+0 | 3 |
| MGT 1233(3) | HRM for the Service Sector* | 3+0 | 3 |
| CSE 3203(5) | Management Information Systems** | 3+0 | 3 |

## YEAR 3

| Code | Module Name | Hrs/Wk L+P | Credits |
|------|-------------|------------|---------|
| **CORE** | | | |
| MGT 3066Y(5) | e-HR and Knowledge Management | 3+0 | 6 |
| LAWS 3100Y(5) | Labour and Industrial Relations Law | 3+0 | 6 |
| MGT 3084Y(5) | Strategic Human Resource Management | 3+0 | 6 |
| MGT 3024Y(5) | International and Cross-Cultural Management | 3+0 | 6 |
| MGT 3023Y(5) | Talent Attraction and Retention | 3+0 | 6 |
| **ELECTIVES** | **CHOOSE ONE FROM** | | |
| MGT 4103(5) | The Individual in HRM* | 3+0 | 3 |
| ECON 3114(5) | Mauritian Economic and Business Environment** | 3+0 | 3 |
| **CORE** | | | |
| MGT 3098(5) | Work Placement and HR Project (Over whole programme) | - | 6 |

**Modules carrying asterisk(s):**

*  These are 3-credit modules, which will be run and examined at the end of the **first** semester.
**These are 3-credit modules, which will be run and examined at the end of the **second** semester.

All 3-credit modules are run over 15 weeks and examinations are scheduled at the end of the semester in which the module is run.

1) **Work Placement and HR Project** will earn a total of 6 credits. Students have to complete a total of three (3) months placement in a public or private organisation and submit an Initial Report of project(s) to be undertaken for each placement, with an HR focus, in consultation with the site supervisor/contact person. Examples of projects are: problem-based investigations, troubleshooting, qualitative or quantitative studies, involvement in new project development, management shadowing, involvement in Organisation Development interventions, and so on. Using these practical training experiences, students will compile a final Applied HR Project Report to be submitted at the end of the programme. All reports will be assessed on set criteria.  The work placement may be spread over the entire duration of the programme, provided the University and the Site supervisors approve the Initial Reports of the student for each placement site.