

BSc (Hons) Human Resource Management - LM321

1. Context and 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. The BSc Human Resource Management Programme provides the students with the required expertise to handle relevant HR responsibilities at operational and managerial level in the Human resource department of organisations.

The objectives of this programme are:

- To introduce students to the basic functions of human resource management.
- To examine the concepts and theories of successful HRM
- To demonstrate the strategic link between HRM and other functional areas
- To demonstrate the role of HRM at corporate level
- To develop the knowledge base and analytical skills of students with a view to preparing them to be key contributors to organisational success.

2. Learning Outcomes

By the end of the programme, students will be expected to:

- Apply the concepts and theories of management with specific emphasis on Human Resource Management;
- Acquire knowledge and skill in all functional areas of HRM (recruitment, selection, training, performance management, etc.);
- Demonstrate analytical and problem-solving skills;
- Acquire and use appropriate interpersonal skills in line with the values and roles of HRM professionals; and
- Demonstrate sensitive appreciation of the internal and external organisational context within which HRM is to operate.

3. Teaching and Learning Methods

Students will learn through a combination of lectures, case studies, simulations, role play, tutorials exercises, group discussions, self-study, video sessions, guest lectures, seminars and social media. This mix method aims at better enhancing students' ability to integrate theories and practices as well as to develop their ability to work as a team. Students are also expected to spend time as independent learners.

Modules shall be taught over 10 weeks and shall include 3 hours of contact per week, involve 6 hours of self-study per week and 9 hours of other learning activities per week for each semester. The 30 hours of contact shall include class hours and tutorials. 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*

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

- *Programme Requirements*

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

5. Programme Duration

	Normal (Years)	Maximum (Years)
Degree	3	5

Minimum 36 credits, Maximum 96 credits subject to program duration above.

6. Minimum LCCS credits Required

For Degree Award: 204

For each Academic Year

Minimum 36 LCCS credits, Maximum 96 LCCS credits

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.

Exit points for Certificate or Diploma will be determined as stipulated by UoM General Regulations.

7. Assessment and Deadlines

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

Continuous Assessments 40%-50% and Examinations 50%-60%

Assessment method and duration for final exams will be as follows: a written examination of 2 hours (for a semester module - a 6 LCCS credit module) or 3 hours (for a yearly module - a 12 LCCS credit module).

For a module carrying 12 LCCS credits, the CA must compulsorily include 2 class-tests and 2 assignments in addition to others as deemed relevant. For a 6 LCCS credit module, the CA would include at least 2 assessments including one class test in addition to others as deemed relevant.

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.

Most modules in the structure are yearly modules which are taught over a period of two semesters. For such modules, there are continuous assessments over the period of two semesters and the written examination is at the end of the second semester only. Some modules in the structure are semester modules. The assessment of such modules will consist of continuous assessment during the relevant semester and the written examination is at the end of the relevant semester only.

Students have to complete a total of three (3) months placement in a public or private organisation and submit a Report of project(s) 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.

Work Placement is assessed through:

- (a) Completion of a Work Placement Report for each placement period, detailing objectives to be achieved and proposed HR focus, earning a total of 6 LCCS credits after all placements have taken place successfully. The Report at the end of the placement is worked out in consultation with the Site and University supervisors, detailing the process and content of the work placement experience and outcomes. It is expected that the work placement process and content will be focused on mutually-beneficial HR projects and issues arising in the placement organisation.
- (b) The work placement will be undertaken as from Year II of the programme, provided the University and the Site supervisors approve the proposed student's placement for each site. Students will complete the work placement as per the HR Work Placement Handbook.

Submission deadline for Dissertation

Final copy: Last working day of March in the final year of the programme.

8. List of Modules

Code	Module Name	L+T+P Contact Hrs	Self- Study Hours	Other Learning Hours	LCCS Credits
MGT 1067Y(1)	Principles and Practice of Management (D.E.O.L)	60	120	180	12
MGT 1066(1)	Managerial Communications* (D.E.O.L)	30	60	90	6
ILT 1010e(1)	Digital Literacy* (O.E)	10	80	90	6
MGT 1235Y(1)	Managing Human Resources	60	120	180	12
DFA 1020Y(1)	Accounting and Financial Analysis* (D.E.O.L)	60	120	180	12
MGT 1203(1)	Marketing Fundamentals** (D.E.O.L)	30	60	90	6
MGT 1226(1)	Economics for Managers*	30	60	90	6
LAWS 1007Y(1)	Foundations of Mauritian Law (D.E.O.L)	60	120	180	12
MGT 3086(3)	HRM and Quality Management*	60	120	180	12
MGT 2001Y(3)	Organisational Sociology and Employee Relations	60	120	180	12

MGT 3063Y(3)	Organisation Development and Human Resource Development	30	60	90	6
MGT 2117(3)	Research Methodology in Management*	30	60	90	6
MGT 3151(5)	Data Analysis for management theory and practice**	30	60	90	6
MGT 3098(5)	Work Placement	-	-	-	6
MGT 3066Y(5)	e-HR and Knowledge Management	60	120	180	12
MGT 3084Y(5)	Strategic Human Resource Management	60	120	180	12
MGT 3024Y(5)	International and Cross-Cultural Management	60	120	180	12
LAWS 3100Y(3)	Labour and Industrial Relations Law	60	120	180	12
MGT 3023Y(5)	Talent Attraction and Retention	60	120	180	12
MGT3000Y(5)	Dissertation	-	-	-	12
MGT 2119(3)	Ethics, Corporate Social Responsibility, and HRM*	30	60	90	6
MGT 4103(5)	The Individual in HRM*	30	60	90	6
MGT 1233(3)	HRM for the Service Sector*	30	60	90	6
ECON 3114(5)	Mauritian Economic and Business Environment*	30	60	90	6

9. Programme Plan

YEAR 1

Code	Module Name	Contact Hrs	LCCS Credits
Core Modules			
MGT 1067Y(1)	Principles and Practice of Management	60	12
MGT 1066(1)	Managerial Communications*	30	6
ILT 1010e(1)	Digital Literacy*	OE	6
MGT 1235Y(1)	Managing Human Resources	60	12
DFA 1020Y(1)	Accounting and Financial Analysis*	60	12
MGT 1203(1)	Marketing Fundamentals**	30	6
MGT 1226(1)	Economics for Managers*	30	6
Sub Total			60

YEAR 2

Code	Module Name	Contact Hrs	LCCS Credits
Core Modules			
MGT 3086(3)	HRM and Quality Management*	30	6
MGT 2001Y(3)	Organisational Sociology and Employee Relations	60	12
LAWS 1007Y(1)	Foundations of Mauritian Law	60	12
MGT 3151(5)	Data Analysis for management theory and practice**	30	6
MGT 3063Y(3)	Organisation Development and Human Resource Development	60	12
MGT 2117(3)	Research Methodology in Management*	30	6

Electives (Choose One From)

MGT 2119(3)	Ethics, Corporate Social Responsibility, and HRM*	30	6
MGT 1233(3)	HRM for the Service Sector*	30	6
Sub Total			60

YEAR 3**Core Modules**

MGT 3066Y(5)	e-HR and Knowledge Management	60	12
MGT 3084Y(5)	Strategic Human Resource Management	60	12
MGT 3024Y(5)	International and Cross-Cultural Management	60	12
MGT 3023Y(5)	Talent Attraction and Retention	60	12
LAWS 3100Y(3)	Labour and Industrial Relations Law	60	12
MGT3000Y(5)	Dissertation	-	12
MGT 3098(5)	Work Placement	-	6

Electives (Choose One From)

MGT 4103(5)	The Individual in HRM*	30	6
ECON 3114(5)	Mauritian Economic and Business Environment*	30	6
Sub Total			84
Grand Total			204

Modules carrying asterisk(s):

* These are 6 LCCS credits modules, which will be run and examined at the end of the first semester.

**These are 6 LCCS credits modules, which will be run and examined at the end of the second semester.

24 June 2020