Open University of Mauritius

B.Sc. (Hons) Human Resource Management [OUbs026]

1. **Aim**

For any organization, the Human resource is an important asset and as a result, a career in Human Resource Management can be an immensely fulfilling career for the student interested in the 'people' aspects of a business. On this programme, not only do you get a thorough grounding in the relevant skills, knowledge and understanding required in this challenging yet highly rewarding field, you also get the chance to develop reflective practices and critical thinking essential attributes for the effective manager equipped to handle change.

The aim of this program is to enable the learners to earn a high level, specialist qualification, while also acquiring a skill set and expertise that could benefit any business environment. The degree program will prove invaluable to anyone wishing to succeed in the field of human resource management, and will enable learners to look forward to a rewarding career, a good salary, and a challenging and interesting role with great promotional prospects.

In particular, learners shall develop a strategic perspective on human resource management and general management practice using the most recent case studies and research. The programme will enhance the ability to evaluate and analyse evidence and implement appropriate solutions. The programme also prepares learners for a career at senior management level through the development of enhanced personal and interpersonal skills.

2. **Programme Requirements**

   **General Entry Requirements**

I. EITHER “credit” in at least three subjects at School Certificate or General Certificate of Education O-Level or equivalent and “Pass” in at least two subjects at Higher School Certificate or General Certificate of Education Advanced Level or equivalent (Pass in English/French and Mathematics is desirable);

II. OR an appropriate equivalent Diploma/Certificate/Foundation Courses approved by The Open University of Mauritius.

III. Learners who do not qualify under options I and II may register for Foundation Courses offered by The Open University of Mauritius. Those who complete the Foundation Courses successfully will be eligible for registration for the relevant degree programmes.
IV. OR qualifications awarded by other universities and institutions, which have been approved by the Open University of Mauritius as satisfying the minimum requirements for admission.

V. Mature candidates having a strong background of work experience and uncertified learning may be assessed for entry to programmes. Please consult the General Rules and Regulations of the Open University of Mauritius for further details.

3. **Programme Duration**
   Minimum       Maximum
   3 years       6 years

4. **Minimum credits required for the award: 110**

5. **Credits per Year: Maximum 42 credits and minimum 18 credits.**

6. **Assessment**

   Each module will be assessed over 100 marks (i.e. expressed as %) with details as follows (unless otherwise specified):

   Assessment will be based on a written examination of 2 hours' duration which would account for 70% of the final module grade and continuous assessment would account for 30% of the final module grade. Continuous assessment will be based on assignment(s). Each module will carry 100 marks. To pass any module the learner should score a minimum of 40.0% in continuous assessment and a minimum of 40.0% in the end of semester examination. Learners may re-sit up to a maximum of two failed modules for the semester of the programme.

   Written examinations for all modules, whether taught in semester 1 or in semester 2 or both, will be carried out at the end of the semester (unless otherwise stated).

7. **Grading**

<table>
<thead>
<tr>
<th>Marks (x) %</th>
<th>Description</th>
<th>Grade</th>
<th>Grade Point</th>
</tr>
</thead>
<tbody>
<tr>
<td>x ≥ 70</td>
<td>Excellent</td>
<td>A</td>
<td>5</td>
</tr>
<tr>
<td>60 ≤ x &lt; 70</td>
<td>Very Good</td>
<td>B</td>
<td>4</td>
</tr>
<tr>
<td>50 ≤ x &lt; 60</td>
<td>Good</td>
<td>C</td>
<td>3</td>
</tr>
<tr>
<td>45 ≤ x &lt; 50</td>
<td>Satisfactory</td>
<td>D</td>
<td>2</td>
</tr>
<tr>
<td>40 ≤ x &lt; 45</td>
<td>Pass</td>
<td>E</td>
<td>1</td>
</tr>
<tr>
<td>x &lt; 40</td>
<td>Ungraded</td>
<td>U</td>
<td>0</td>
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8. Award

B.Sc. (Hons) Human Resource Management

<table>
<thead>
<tr>
<th>Class</th>
<th>CPA Range</th>
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<tbody>
<tr>
<td>1st Class with Honours</td>
<td>CPA ≥ 70</td>
</tr>
<tr>
<td>2nd Class 1st Division with Honours</td>
<td>60≤ CPA &lt; 70</td>
</tr>
<tr>
<td>2nd Class 2nd Division with Honours</td>
<td>50≤ CPA &lt; 60</td>
</tr>
<tr>
<td>3rd Class</td>
<td>5≤ CPA &lt; 50</td>
</tr>
<tr>
<td>Pass</td>
<td>40≤ CPA &lt; 45</td>
</tr>
<tr>
<td>No Award</td>
<td>CPA &lt; 40</td>
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</table>

If CPA < 40, the learner will have to repeat the entire academic year, and retake the 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. Learners are allowed to repeat twice once over the entire duration of the Programme of Studies. No award is made if CPA < 40.

9. Programme Structure

YEAR 1

Semester 1

<table>
<thead>
<tr>
<th>Module Code</th>
<th>Module Name</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>OUbs026111/MGMTMAR100</td>
<td>Management and Marketing Principles</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026112/BUSECO100</td>
<td>Business Economics</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026113/ACCFUND100</td>
<td>Accounting Fundamentals</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026114/HRM100</td>
<td>Human Resource Management</td>
<td>4</td>
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</table>

Semester 2

<table>
<thead>
<tr>
<th>Module Code</th>
<th>Module Name</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>OUbs026121/BUSCOMM100</td>
<td>Business Communication Skills</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026122/ORGBEV100</td>
<td>Organisational Behavior and Analysis</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026123/INTPSY100</td>
<td>Introduction to Psychology</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026124/BASOLM100</td>
<td>Basic Operation and Logistics Management</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026125/MIS100</td>
<td>Management Information System</td>
<td>4</td>
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</table>
### YEAR 2

#### Semester 1

<table>
<thead>
<tr>
<th>Module Code</th>
<th>Module Name</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>OUbs026211</td>
<td>Mauritian Public Sector</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026212</td>
<td>Introduction to Law and Legal methods and Interpretation</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026213/CULORG100</td>
<td>Culture and Organizations</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026214/ADVQUAL100</td>
<td>Advanced Quality Management</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026215/RESMETH100</td>
<td>Research Methods</td>
<td>4</td>
</tr>
</tbody>
</table>

#### Semester 2

<table>
<thead>
<tr>
<th>Module Code</th>
<th>Module Name</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>OUbs026221/HRDVLP100</td>
<td>Human Resource Development</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026222</td>
<td>Safety, Health and Welfare Management</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026223/PERFMGT100</td>
<td>Performance and Reward Management</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026224/TALKM100</td>
<td>Talent and Knowledge Management</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026225</td>
<td>E-HRM and HRMIS</td>
<td>4</td>
</tr>
</tbody>
</table>

### YEAR 3

#### Semester 1

<table>
<thead>
<tr>
<th>Module Code</th>
<th>Module Name</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>OUbs026311</td>
<td>Managing HR in the Public Sector</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026312/STRAHRM100</td>
<td>Strategic Human Resource Management</td>
<td>4</td>
</tr>
<tr>
<td>OUbs026313/INTHRM100</td>
<td>International Human Resource Management</td>
<td>4</td>
</tr>
</tbody>
</table>
10. Module Outline

Management and Marketing Principles

Learning Outcomes

After completing this module, learners should be able to
- Acquire knowledge on the issues, approaches and tools for the management and governance of organisations
- Develop a balance between the management, conceptual and analytical approaches

Contents
- Management Functions and Concepts
- Development and Management Theories
- Marketing Management Philosophies
- Marketing Strategies
- Marketing Research
- Relationship Marketing

Business Economics

Learning Outcomes
After completing this module, learners should be able to

- Use analytical tools required to understand the micro and macro-economic environment
- Assess how this environment has direct relevance to the decision-making processes of managers
- Explain key economic concepts and principles in the context of the business environment
- Evaluate the forces that shape the external environment of the firm and their impact on the firm’s operations

Contents

- Introduction to business economics;
- Basic concepts and definition;
- The market;
- Demand and price;
- Supply and price;
- Equilibrium, price, output determination and movement to new equilibriums;
- Introduction to elasticity;
- The shortrun production function: total, average and marginal product;
- Costs in the shortrun;
- Production and costs in the longrun;
- Revenue curves and firm’s output;
- Profit maximization;
- The meaning of profit for businesses;
- Alternative market structures and perfect competition;
- Monopoly;
- Oligopoly;
- Economic growth, development and business;
- The Aggregate supply aggregate demand model;
- Monetary and fiscal policy

Accounting Fundamentals

Learning Outcomes

After completing this module, learners should be able to

- Acquire the basic accounting concepts and commonly used accounting terminology
- Record financial transactions and prepare financial statements which are essential for business learners
### Contents
- The need for accounting and the accounting equation
- The Double-Entry System of Book-keeping
- The Cash Book
- Books of Original Entry
- The Income Statement and Statement of Financial Position
- Accounting for depreciation and disposal of non-current assets
- Adjustments on Final Accounts
- Bank Reconciliation
- Introduction to Costing
- Marginal Costing and decision making

### Human Resource Management

<table>
<thead>
<tr>
<th>Learning Outcomes</th>
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</thead>
<tbody>
<tr>
<td>After completing this module, learners should be able to</td>
</tr>
<tr>
<td>- Identify the concepts relating to the effective utilization and maximum development of human resources</td>
</tr>
<tr>
<td>- Acquire knowledge on issues relating to HRM and International HRM</td>
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</tbody>
</table>

### Contents
- Evolution of HRM
- Human Resource Planning
- Job Design and Team Work
- Human Resource Development
- Employee Relations
- Organization Culture
- Organization Development
- International HRM

### Business Communication Skills

<table>
<thead>
<tr>
<th>Learning Outcomes</th>
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</thead>
<tbody>
<tr>
<td>After completing this module, learners should be able to</td>
</tr>
<tr>
<td>- Acquire knowledge on how to communicate effectively</td>
</tr>
<tr>
<td>- Explain the different forms of communication</td>
</tr>
<tr>
<td>- Identify the barriers to effective communication as well as developing techniques to overcome them</td>
</tr>
</tbody>
</table>
### Organisational Behaviour and Analysis

**Learning Outcomes**

After completing this module, learners should be able to

- Acquire knowledge and understanding of the factors influencing the attitudes and behaviour within organisations
- Identify the strategies and concepts to resolve problems associated with individuals, groups within the organisation and the organisation as a whole

### Contents

- Introduction to Organisational Behaviour
- Foundations of Individual and Organisation Behaviour
- The Nature of Organisation Structure
- Organisational Culture
- Organisational Control
- Designing Motivating Jobs
- Conflict Management
- Contemporary Issues in Management
- Team Building

### Introduction to Psychology

**Learning Outcomes**

After completing this module, learners should be able to

- Acquire an understanding of factors which influence human behaviour from the most basic of biological responses to complex social interactions, through the study of biological, developmental, cognitive and social perspectives in psychology.
- Identify the fundamental concepts from each perspective, the range of methodologies employed, and the key studies that have had a particular impact upon the direction of theory, research and application
Contents
- The Biological Approach
- The Behaviourist Approach
- The Cognitive Approach
- The Psychodynamic Model
- The Humanistic Approach
- Developmental Psychology
- Social Psychology
- Industrial Psychology

Operation and Logistics Management I
Learning Outcomes
After completing this module, learners should be able to
- Acquire knowledge on the theoretical framework as well as on practical skills to cope with complex supply chain management and logistics initiatives of international and domestic businesses
- Explain the key concepts related to production

Learning Outcomes
- Introduction to Operations Management
- Operations Systems and the Firm
- Production Planning and Control
- Inventory Management
- Production Routing and Scheduling
- Components and Requirements, Organisation of Logistics Functions
- Integrating Logistics Functions in Overall Organisation Structure - Measurement Of Performance of Logistics Function And Functionaries
- Project Management

Management Information Systems
Learning Outcomes
After completing this module, learners should be able to
- Acquire knowledge on the role played by information systems in the running of organizations
- Identify issues relating to information systems in the functional areas of organizations
### Contents
- Foundation of Information Systems
- Strategic Information Systems and Enterprise Systems
- Strategic Role of Information Systems
- Managing Information in Organisations
- Evaluating Strategies for Information System and E-Commerce Applications
- Modern Information System and E-Business Culture

### Mauritian Public Sector

#### Learning Outcomes
After completing this module, learners should be able to
- Assess the role of the public sector in the Mauritian economy
- Explain the history of Mauritius, both from the economic and political perspectives
- Acquire an understanding of the evolution and the challenges that the Mauritian Public sector faces

### Contents
- Economic History of Mauritius
- Political History of Mauritius
- Evolution of the Public Sector
- Challenges facing the Mauritian Public Sector
- Public Sector in the Global Context

### Introduction to Law and Legal methods and interpretation

#### Learning Outcomes
After completing this module, learners should be able to
- Acquire knowledge and understanding of the fundamental concepts of law
- Identify legal sources, reasoning and interpret them
- Explain the relevance of law, regulation and legal policy in the business world

### Contents
- The nature of law
- The law of contract
- The law of tort
- Law of agency
- Company law
Financing of a business
Interpretation of law
Judicial system

**Culture and Organizations**

**Learning Outcomes**
After completing this module, learners should be able to
- Develop a coherent understanding of the issues relating to theory and practical applications of cultural and organisational impacts on organisations and institutions in the global and international environment
- Explain the challenges of the management of the organisations and institutions generally and specifically in the relationships with internal and external environments and stakeholders

**Contents**
- Organization; What is organization theory? Organization as systems
- National Culture; National cultural differences and influences; National cultural characteristics; Communication across cultures
- Organization in a cross cultural/international context; organizational cultural impacts in a global environment; organizational structure in a global environment; global leadership; multicultural teams
- Globalization and ethics; diversity
- Managing Global managers; cross cultural transitions- expatriates, a portable life; training for global operations; effective performance in the global marketplace
- Critiques of organization; gender and organization; ethics and org

**Quality Management**

**Learning Outcomes**
After completing this module, learners should be able to
- Acquire a full range of quality concepts
- Identify the dynamic characteristics of business management and the correlation between quality practices and corporate performance

**Contents**
- TQM: Definitions and Concepts
- Quality Philosophies
- Leadership
- Customer and Market focus
- Human Resource focus
- Total Quality Management
- Continuous Improvement
- Universal Standards of Quality: ISO 9000

### Business Research Methods

#### Learning Outcomes

After completing this module, learners should be able to
- Acquire the key elements of a research project and the key concepts related to research design
- Design and carry out business research studies for their dissertation in a consistent and scientific manner

#### Contents

- Introduction to research in business
- Primary and Secondary research
- Research proposal and dissertation
- Literature review
- Quantitative and Qualitative research methods
- Sampling strategies
- Questionnaire Design
- Quantitative Data Analysis
- Introduction to SPSS
- Univariate Data Analysis
- Bivariate Data Analysis
- Qualitative Data Analysis
- Ethics in Research

### Human Resource Development

#### Learning Outcomes

After completing this module, learners should be able to
- Explore current and emergent themes in the field of HRD as relating to individuals and to the organization they work for
- Acquire an understanding of the contribution of HRD in enabling the individual and the organization to learn and develop for the future
- Assess the diagnostic tools, techniques and other supporting processes and concepts that characterise the field
Safety, Health and Welfare Management

Learning Outcomes

After completion of this module learners will be able to:

- Understand the Legal obligations/responsibilities of Employers, Managers, supervisors and employees under the current Occupational Safety and Health Legislations.
- Develop appropriate skills and knowledge to coordinate OSH practices at work.
- Facilitate implementation of OSH policies/procedures and safety rules conformed with applicable OSH Legislations and accepted best practices

Contents

- Current Safety and Health Legislations
- Modern concepts of accident prevention
- Managing Hazards and risk
- Safe working practices
- Industrial Hygiene and ergonomics
- Occupational Health programmes
- Introduction to OSHM system

Performance and Reward Management

Learning Outcomes

After completing this module, learners should be able to

- Develop a broad knowledge of the multi-dimensional aspects of performance management in today’s workplace
- Acquire a systematic and coherent body of knowledge concerning performance management as well as the role and function of employee rewards and relationships
- Identify the concepts of performance management as it relates to the individual, team and organization
- Develop a practical understanding of performance management including performance planning, measurement, assessment, appraisal and execution

## Contents
- Approach to Performance Management System
- Performance Management System – Definition, Basis and Aims
- Performance Management System – Process
- Performance Appraisal
- 360 Degree Feedback
- Managing under-performers, organisational performance and team performance
- Developing Performance Management
- Performance Management and Reward
- Compensation and Benefits

## Talent and Knowledge Management

### Learning Outcomes

After completing this module, learners should be able to
- Develop a comprehensive overview of how to effectively develop a talent management strategy
- Explain the concepts of Knowledge Management
- Assess the implication of Talent and Knowledge Management

## Contents
- Introduction to Talent Management
- Introducing a Talent Management System
- Building blocks of Talent Management
- Concept of Knowledge Management
- Defining Knowledge Management
- History of Knowledge Management
- Elements of Knowledge Management
- Implementation of Knowledge Management

## E-HRM and HRMIS

### Learning Outcomes
After completing this module, learners should be able to
- Develop a coherent understanding of the issues relating to e-Human Resource Management and e-Workplace
- Assess the implication of technology in the field of HR

### Contents
- HRM and Technology
- E-HRM faces
- Recruitment/Selection process and Technology
- HRD and Technology
- Employee Relations and Technology
- HR Outsourcing in public sector
- HR technology adoption
- Computer mediated workplace

### Managing HR in the Public Sector

#### Learning Outcomes
After completing this module, learners should be able to
- Identify the Human Resources environment in which we operate – the relevant legislative, political, economic and social landscapes that influence whole of government objectives
- Discuss the main contemporary issues for HRM in the public sector and apply contemporary HRM theory within a Public Sector Context
- Explain how Human Resources, structure, capability and processes support the delivery of quality outcomes

### Contents
- Public Sector Management
- Environment of Public Sector management,
- New Public Management (NPM)
- HRM and the changing context of public management
- HR Functions
- Public sector HRM Models
- Limitations of HRM

### Strategic Human Resource Management

#### Learning Outcomes
After completing this module, learners should be able to
- Adopt a strategic approach to HRM
- Identify the different strategies related to HRM
- Develop a mindset of SHRM
**Contents**
- Introduction to Strategic HRM
- Concepts, models of SHRM
- Competitive advantage of the Human Resource
- Resource based view of the firm
- Process of SHRM
- Strategic management of recruitment, selection, training, rewards & retrenchment
- Human resource environment
- Human aspects of strategy implementation behavioural issues in strategic implementation
- Global HR strategies

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**International Human Resource Management**

**Learning Outcomes**

After completing this module, learners should be able to
- Adopt an objective approach to the discussion of issues in the management of people in organisations predominantly in an international context
- Explain contemporary HRM policies and practices in a global context

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**Contents**
- Differences between Domestic and International HRM
- Significance of national and cross-cultural dimensions in IHRM
- Approaches to sustaining international business operations from an IHRM perspective
- Recruiting and selecting for international assignments
- Training and development in a global context
- Compensation and benefits in a global context
- Performance management in a global context
- Repatriation and career issues
- Comparative employee relations

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**Organisational Development**

**Learning Outcomes**
After completing this module, learners should be able to
- Develop a solid foundation in OD concepts
- Acquire knowledge and skills related to OD
- Implement OD interventions in organizations and examine their usefulness

**Contents**
- Introduction to OD: History and values of OD
- Organisational change and models of OD
- Individual, team and organisational interventions
- Power, politics and ethics in OD
- Evaluating OD effectiveness

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**Labor Legislations and Employment Relations**

**Learning Outcomes**
After completing this module, learners should be able to
- Develop an in-depth overview of Labour Legislations and Employment relations
- Identify issues related to employment

**Contents**
- Role of trade unions in employment relations
- Collective bargaining
- Employment law institutions
- Conditions of employment
- Offenses

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**Corporate Governance and Ethics**

**Learning Outcomes**
After completing this module, learners should be able to
- Acquire a foundation knowledge on corporate governance as well as ethical issues in its economic, political and legal context
- Identify comparative international models of corporate governance

**Contents**
- Origins of ethics
- Philosophies of ethical principles in business
- Stakeholder and stockholder theory
- Social responsibility of business
- Objectives of Corporate Governance
- The Report on Corporate Governance for Mauritius
- Role of institutions, for example the Equal opportunity Commission
HR Planning and Change Management

Learning Outcomes
After completing this module, learners should be able to
- Acquire the skills to plan human resources effectively
- Develop an understanding of change management at their respective workplace
- Identify the tools for human resource planning and change management and how to incorporate them at their respective workplace

Contents
- The concept of change
- Types of organisational change
- Intervention and evaluation
- Managing resistance to change
- Human Resource Planning – an Introduction
- Analysing Jobs
- Implications for HR practices
- Human Resource Audit

11. Mode of Delivery
The modules will be delivered through a mix of ODL and contact-based sessions. ODL modules will have self-learning materials.