

# Open University of Mauritius

## BSc (Hons) Management Top Up Programme [OUbs006]

### 1. Rationale

Management is one of the fields which is innovating rapidly, whereby employees, employers or those aspiring to join an organisation need to keep abreast of the basic concepts as well as the emerging issues. The BSc Hons Top up programme has been especially designed to empower learners with the necessary skills, knowledge and attitude to operate effectively and efficiently at higher levels. It reinforces and builds on concepts, tools and techniques studied in a Diploma programme. It enhances learners' professional development and self-growth through up-to-date knowledge acquisition and competences, which can be applied to the work environment.

The programme provides an opportunity to holders of a Diploma in Management for a deepened critical and theoretical study in Management. Learners will be equipped with a broad preparation in management that draws on a wide range of social science disciplines.

The programme is offered through open distance learning mode which is appealing to adult learners as well as employers as learners are able to commit to their varied tasks while upgrading their qualification and enhancing their career and promotion prospects.

The programme is run over a minimum period of 3 semesters or one and a half years. (maximum three years). On successful completion, learners earn a Bachelor degree with Honours in Management

### 2. Aim

This programme aims at inculcating learners with the knowledge and understanding of the core areas of management and also at promoting learner's professional development, self growth and professionalism through up to date knowledge acquisition and competences which can be applied to the work environment. It allows learners to better understand the business environment of organizations and the increasing challenges facing them.

This educational experience will hence facilitate and promote learners' intellectual development and lifelong learning skills.

### 3. Programme requirements

Candidates must hold a Diploma (NQF Level 6) in Management or any related field. Learners must submit all relevant documents.

#### **4. Programme Duration**

Minimum: 3 semesters or 11/2 year

Maximum: 3 years

#### **5. Minimum credits required for the awards**

Total: 36 credits: Each module is equivalent to 3 credits

Dissertation: 9 credits

Each credit in the University's system is equivalent to a minimum of 20 hours of study including all learning activities (i.e. reading and comprehending the print material, listening to audio, watching video, attending tutorials/counseling sessions, writing assignment responses and preparation for the examinations). Thus, a 3 credit course involves a minimum of 60 hours of study.

#### **6. Assessment**

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

Assessments will be based on written examination of 2-hour duration and continuous assessment. Continuous assessment will be based on assignment(s), class test, portfolios and mini-projects. To pass any module learners should score a minimum of 40% in both continuous assessment and end of semester examination. Learners may re-sit up to a maximum of two failed modules for the semester.

All written examinations will have a weighing of 70% of total marks. Continuous assessment will carry 30% of total marks.

The dissertation carries 100 marks and should be submitted in line with the OU guidelines for dissertation submission for undergraduate programmes.

## 7. Grading

Percentage (%) Range	Description	Grade	Grade Point
70.0 and above	Excellent	A	5
60.0 — 69.9	Very Good	B	4
50.0 — 59.9	Good	C	3
45.0— 49.9	Satisfactory	D	2
40.0 — 44.9	Pass	E	1
00.0 — 39.9	Ungraded	U	0

## 8. Award

### BSc Hons Management

<b>CPA ≥ 70</b>	<b>: Distinction</b>
<b>60 ≤ CPA &lt; 70</b>	<b>: 2<sup>nd</sup> Class 1<sup>st</sup> Division Honours</b>
<b>50 ≤ CPA &lt; 60</b>	<b>: 2<sup>nd</sup> Class 2<sup>nd</sup> Division Honours</b>
<b>40 ≤ CPA &lt; 45</b>	<b>: 3<sup>rd</sup> Class Honours</b>
<b>CPA &lt; 40</b>	<b>: No Award</b>

If CPA < 40, the learner will have to repeat the entire programme, and retake the module as and when offered. However, s/he will not be required, if s/he wishes, to retake the module for which Grade C or above has been obtained.

## 9. Course structure

**TOTAL CREDITS = 36**

MODULE CODE	MODULE	Semester 1	Semester 2	Semester 3	Number of Credits
OUbs006111/ STRAMGT100	<i>Strategic Management</i>	√			3
OUbs006112/ BASQUAL100	<i>Basic Quality Management</i>	√			3
OUbs006113/ PROMGT1003	<i>Project Management</i>	√			3
OUbs006114/ CORGOV100	<i>Corporate Governance and Ethics</i>	√			3
OUbs006121	<i>Organisational Development</i>		√		3
OUbs006122	<i>Financial Management</i>		√		3
OUbs006123/ EMPREL100	<i>Employment Relations</i>		√		3
OUbs006211	<i>Management of Innovation and Change</i>			√	3
OUbs006212/ ADVOLM100	<i>Advanced Operation and Logistics Management</i>			√	3

OUbs006213	<i>Dissertation</i>			√	9
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## **OUBs006111/STRAMGT100- Strategic Management**

### ***Module Outline***

Strategic Planning: Tools and Techniques; Managing in a Business Context; Stakeholder Analysis; Environmental Scanning: SWOT Analysis; Value Chain; Portfolio Analysis (BCG Matrix, GE Matrix); Strategy Formulation: Ansoff Matrix, Porter's Generic Strategies (Cost Leadership, Differentiation, Focus), Identification and Evaluation of Strategic Alternatives; Strategy Implementation: Framework for Understanding and Implementation Issues; Tactical Aspects of Strategy Implementation; Strategy Evaluation and Control; Integrative Case Analysis.

## **OUBs006112/BASQUAL100 - BASIC QUALITY MANAGEMENT**

### ***Module Outline***

Definitions and concepts; Quality Philosophies; Quality Management Systems: ISO 9000, Quality Assurance; Total Quality Management; Service Quality; Continuous Improvement (CI), CI Tools and Techniques; Statistical Quality Control; Improvement team; leadership: motivation, change and culture.

## **OUBs006113/PROMGT1003 - PROJECT MANAGEMENT**

### ***Module Outline***

Introduction; Philosophy and Concepts; Project Lifecycle; Planning Fundamentals; Network Scheduling; PERT, CPM and resource allocation; Cost Estimation and Budgeting; Managing Risk in Projects; Project Control; Project Evaluation, Reporting and Termination; Project Organization Structure and Integration; Project Roles, responsibility and authority; Managing participation, teamwork and conflict; Project failure, success and lessons learned.

## **OUBs006114/CORGOV100 - CORPORATE GOVERNANCE AND ETHICS**

### ***Module Outline***

Introduction; Stakeholders and Stakeholder Management; Society Attitudes towards Business; Corporate values, ethics, and beliefs underlying decisions; Corporate Governance; Business decision makers; Corporate Social Performance; Business Ethics; Global competitiveness and multi-national business-government relations.

## **LEVEL 3, SEMESTER 2**

## **OUBs006121 - ORGANISATIONAL DEVELOPMENT**

### ***Module Outline***

Organisational Development and organizational renewal, The Organisational Development Process: the OD practitioner, diagnostic process, Developing Excellence in Individuals: Process Intervention, OD Intervention Strategies, Empowerment, Interpersonal Interventions, Learning Organisation, Organisation Transformation and the Future of Organisations

**OUBs006122 - FINANCIAL MANAGEMENT*****Module Outline***

Nature of Financial Management; Shareholder's wealth; Risk and Return; Portfolio theory and Capital Asset Pricing Mode; Capital Market; Analysis of Capital Budgeting Decisions; cost of capital; Financial and Operating Leverage; Capital Structure theories and Planning; Dividend theories and Policy; Working Capital Management

**OUBs006123/EMPREL100 - EMPLOYMENT RELATIONS*****Module Outline***

Nature and Scope. Comparative analysis on theory and practice of collective bargaining. Industrial Discontent: Causes, Symptoms, Consequences and Strikes. Method of Settling Industrial Disputes. Trade Unions and Employer Organisations. Industrial Democracy, productivity norms and targets. Role of the state. Unions and Productivity. Current Trends in Mauritius.

**LEVEL 3, SEMESTER 3****OUBs006211 – MANAGEMENT OF INNOVATION AND CHANGE*****Module Outline***

Introduction; Invention, Innovation and competitive advantage; the foundations of the capacity to innovate; benefits of innovation; team processes for innovation and creativity; Sources of creative inspirations; Value creation; How Change occurs; Unplanned v/s Planned change; Stages in the change process; change models; resistance to change; Support systems; Seeing and creating opportunities in change; developing an innovative culture; Stakeholders and change.

**OUBs006212/ADVOLM100 - ADVANCED OPERATION AND LOGISTICS MANAGEMENT*****Module Outline***

Logistics – Definition, Methods of Stores Layout: Optimising use of space, Minimising search time & picking costs, U-flow & Through Flow, Materials handling equipment, Storage equipment (shelves, pallets, bin) and stores location, Stockyard design, Logistics Resource Planning (LRP), Transport Systems and outsourcing the transport function, Integrated Distribution System: Costs involved, Freeport of Mauritius.

**OUBs006213 -DISSERTATION**

Candidates are required to write a 10,000-word dissertation (in the field of management) under supervision.