

# Open University of Mauritius

## BSc (Hons.) Management with Law [OUbs022]

### 1. Aim

This degree combines essential elements from both two very different but increasingly interdependent disciplines, giving students an opportunity for both critical and theoretical study.

The combination of management and law will enable learners who do not wish to join the traditional legal profession, to work in any business sector where a demonstrated ability for logical reasoning is required. More than ever before, attaining successful management results requires careful attention to legal and regulatory issues, often on a global scale.

The Open University's Management with Law programme provides the legal and analytical tools for results-oriented decision-making.

### 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

5 years

(Provisional)

#### 4. Minimum credits required for the award

Undergraduate – 110 credits

#### 5. Assessment

Assessments will be based on written examination of 2-hour duration, continuous assessment carrying a maximum of 30 % of total marks and a dissertation of 12 000 to 15 000 words. Continuous assessment will be based on an assignment for each module. Each module will carry 100 marks. To pass any module the learner should score a minimum of 40.0% in continuous assessment and the end of semester examinations (combined). Learners may re-sit up to a maximum of two failed modules for the semester of the programme.

#### 6. Grading

Marks (x) %	Description	Grade	Grade Point
$x \geq 70$	Excellent	A	5
$60 \leq x < 70$	Very Good	B	4
$50 \leq x < 60$	Good	C	3
$45 \leq x < 50$	Satisfactory	D	2
$40 \leq x < 45$	Pass	E	1
$x < 40$	Ungraded	U	0

#### 7. Award

BSc (Hons.) Management with Law with

1 <sup>st</sup> Class with Honours	$CPA \geq 70$
2 <sup>nd</sup> Class 1 <sup>st</sup> Division with Honours	$60 \leq CPA < 70$
2 <sup>nd</sup> Class 2 <sup>nd</sup> Division with Honours	$50 \leq CPA < 60$
3 <sup>rd</sup> Class	$45 \leq CPA < 50$
Pass	$40 \leq CPA < 45$
No Award	$CPA < 40$

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  $CPA < 40$ .

## 8. Programme Structure

### YEAR 1

#### Semester 1

<u>Module Code</u>	<u>Module Name</u>	<u>Credits</u>
OUBs022111/ ACCFUN100	Accounting Fundamentals	4
OUBs022112/ MGTPRIN100	Management Principles	4
OUBs022113/ IT100	IT Essentials	4
OUBs022114/ BUSECO100	Business Economics	4
<b><u>Semester 2</u></b>		
<u>Module Code</u>	<u>Module Name</u>	<u>Credits</u>
OUBs022121/ FOUNMLS100	Foundations of law and the Mauritian legal system	4
OUBs022122/ DROICON100	Droit des contrats	4
OUBs022123/ FUNDFIN100	Fundamentals of Finance	4
OUBs022124/ HRM100	Human Resource Management	4

### YEAR 2

#### Semester 1

<u>Module Code</u>	<u>Module Name</u>	<u>Credits</u>
OUBs022211/ COMLAW100	Company law	5
OUBs022212	La responsabilité délictuelle et les quasi-contrats	4
OUBs022213/ PRINMKT100	Principles of Marketing	4
OUBs022214/ CULORG100	Culture and Organisations	4

(Provisional)

	<b><u>Semester 2</u></b>	
<b><u>Module Code</u></b>	<b><u>Module Name</u></b>	<b><u>Credits</u></b>
OUs022221/ INSLAW100	Insolvency law	4
OUs022222/ LEGFIN100	Legal aspects of finance	4
OUs022223/ RESMETH100	Research Methods	4
OUs022224/ BASOLM100	Basic Operation and Logistics Management	5

**YEAR 3****Semester 1**

<b><u>Module Code</u></b>	<b><u>Module Name</u></b>	<b><u>Credits</u></b>
OUBs022311	Labour law I	4
OUBs022312/ LAWTRUS100	Law of trusts	4
OUBs022313/ PROMGT100	Project management	4
OUBs022314/ STRAMGT100	Strategic management	4
OUBs022315/ ENTRE100	Introduction to entrepreneurship	4
	<b><u>Semester</u></b> <b><u>2</u></b>	
<b><u>Module Code</u></b>	<b><u>Module Name</u></b>	<b><u>Credits</u></b>
OUBs022321	Labour law II	4
OUBs022322/ CORGOV100	Corporate Governance and Ethics	4
OUBs022323/ BASQUAL100	Basic Quality Management	4
OUBs022324/ IBM100	International Business Management	4
	DISSERTATION	8

**9. Module Outline**

<b>OUBs022111/ ACCFUN100: Accounting Fundamentals</b>
<b>Contents</b>

- The need for accounting and the accounting equation;
- The double entry system of bookkeeping;
- The cash book;
- Books of original entry;
- The income statement and statement of financial position;
- Adjustments on balance day;
- Accounting for depreciation and disposal of non current assets;
- Introduction to costing.

**Learning Outcomes**

After completing this module, learners should be able to

- understand and apply basic accounting concepts;
- learn commonly used accounting terminology, record financial transactions and prepare financial statements which are essential for business learners.

**OUBs022112/MGTPRIN100: Management Principles****Contents**

- The nature of Management;
- Planning as a management function;
- Organizing as a management function;
- Leading as a management function;
- Controlling as a management function.

**Learning Outcomes**

This module is designed to introduce basic management principles to learners.

**OUBs022113/IT100: IT Essentials****Contents**

- IT and computers;
- Stepping in the computer;
- Input and output devices;
- Secondary storage;
- Systems software;
- Systems development;
- Computer networks;
- Issues and trends in IT

**Learning Outcomes**

After completing this module, learners should be able to

- explain and use information technology, computers, and computer networks and their application;
- understand how communications systems can help boost productivity.



**OUBs022114/BUSECO100: Business Economics****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

**Learning Outcomes**

After completing this module, learners should be able to

- use analytical tools required to understand the micro and macro-economic environment within which businesses function; and 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 forces that shape the external environment of the firm such as aggregate demand, fiscal and monetary policies play in the economy and their impact on the firm's operations.

**OUBs022121/FOUNMLS100: Foundations of Law and Mauritian Legal System****Contents**

- Nature of law
- Sources of law
- Classifications of law
- Historical background of Mauritian law
- Features of the Mauritian mixed legal system

- Separation of powers: legislative, executive, judiciary
- Organisation of courts
- The judiciary in general and the legal profession
- Techniques for interpreting legislation

### **Learning Outcomes**

This module aims to provide students with

- a preliminary understanding of basic legal principles
- a capacity to analyse case law and interpret statutes, and to identify and apply legal principles; and
- an introduction to a variety of theoretical, social and other perspectives on the nature of law.

### **OUs022122/DROICON100: Droit des contrats**

#### **Contents**

- La formation du contrat
- Les effets du contrat entre les parties
- L'effet relatif du contrat
- L'inexécution du contrat
- Causes d'exonération
- Règles particulières aux contrats synallagmatiques

### **Learning Outcomes**

After completing this module, learners should be able to

- Identify the different conditions for formation of a contract;
- Familiarize with the principal legislation affecting contracts and the ability to analyse and apply this legislation to contractual situations; and
- Understand certain fundamental concepts of the law of contract, including, termination of contract and remedies for breach of contract;
- Develop the ability to analyse disputes arising from a contractual relationship and to give appropriate advice to people involved in such disputes

### **OUs022123/FUNDFIN100: Fundamentals of Finance**

#### **Contents**

- Financial Statement and Planning
- Time Value of Money
- Capital Budgeting Decisions
- Sources of Finance
- Valuation of Bonds and Other Securities
- Risk and Return and Capital Asset Pricing Model

- Introduction to Stock Market
- Working Capital Management

### **Learning Outcomes**

After completing this module, learners should be able to

- appreciate the logic for making better financial decisions;
- have basic knowledge of risk, return and investment and the different techniques used to minimize losses.

## **OUs022124/HRM100: Human Resource Management**

### **Contents**

- Evolution of Human Resource Management;
- Job design and team working;
- Organisational culture;
- Human resource planning;
- Employee relations;
- Human Resource Development (HRD);
- Organisation Development (OD);
- International human resource management.

### **Learning Outcomes**

After completing this module, learners should be able to

- analyse and apply concepts relating to the effective utilization and maximum development of human resources.

## **OUs022211/ COMLAW100: Company Law**

### **Contents**

- Common forms of business organization
- Key concepts of a company
- Running a business as a company
- The constitution
- Members and meetings
- Directors
- Financing of a company
- Security for loans: debentures and charges
- Receivership
- Winding up

**Learning Outcomes**

After completing this module, learners should be able to

- Explain the different medium that can be set up to do business;
- Understand the various duties owed by the shareholders and directors pursuant to relevant legislation; and
- Analyse the legal issues surrounding the running and administration of a company as well as the legal implications relating to companies in difficulty.

**OUBs022212: La responsabilité délictuelle et les quasi-contrats****Contents**

- Sources des obligations ;
- Fondements du droit de la responsabilité civile délictuelle ;
- Conditions de la responsabilité civile délictuelle ;
- Le dommage (caractères et catégories de dommages) ;
- Le lien de causalité ;
- Le fait générateur ;
- La responsabilité pour faute ;
- La responsabilité du fait des choses ;
- La responsabilité du fait d'autrui ;
- Les quasi-contrats
- La gestion d'affaires
- Le paiement de l'indu
- L'enrichissement sans cause

**Learning Outcomes**

After completing this module, learners should be able to

- Demonstrate a sound understanding of the development of the law of tort in Mauritius;
- Examine the role of the law of tort in assessing particular forms of tortious liability;
- Understand and apply the elements of tort.

**OUBs022213/ PRINMKT100: Principles of Marketing****Contents**

- Customer Value
- Marketing – The Planning Process
- The Marketing Environment
- Consumers and their buying Behaviour
- Marketing Strategies
- The four P's of Marketing

- Towards the extended marketing mix
- Communications and Promotion

**Learning Outcomes**

- The Principles of Marketing course will allow future managers to acquire some knowledge in marketing, which will be of great benefit in their respective careers.
- Students will be able to identify the market needs and opportunities, addresses customer demands, examines how to successfully introduce new products and examines the potential competitors and how to respond to them

**OUBs022214/ CULORG100: Culture and Organisations****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; esthetics and organization.

**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

**OUBs022221/ INSLAW100: Insolvency Law****Contents**

- Sources and objectives of insolvency law;
- Causes of corporate failure;
- General principles of winding up;
- Bankruptcy process;
- Bankrupt's property;
- Appointment, control, powers, duties and release of the liquidator;
- Powers and duties of receiver;

- Winding up;
- Voluntary winding up;
- Declaration of solvency;
- Meetings of members and creditors.

### **Learning Outcomes**

After completing this module, learners should be able to

- understand the legal principles and rules governing bankruptcy and liquidation: including insolvency administration; voluntary and involuntary insolvency proceedings;
- understand the impact of insolvency generally on a corporation's rights and liabilities.

### **OUBs022222/ LEGFIN100: Legal aspects of finance**

#### **Contents**

- Functions of law in a financial system;
- History of Mauritian financial system;
- The regulatory framework for Mauritius;
- Insurance;
- Banking law;
- Global business;
- Securities market;
- Money laundering;
- Bills of exchange.

### **Learning Outcomes**

After completing this module, learners should be able to

- have an understanding of the various views, including economic theories, concerning the rationales for and objectives of national financial regulation;
- understand the legal problems arising from national financial regulation.

### **OUBs022223/ RESMETH100: Research Methods**

#### **Contents**

- Primary and secondary research;
- Quantitative research designs;
- Survey design and administration issues;
- Qualitative research;
- Sampling processes;
- Questionnaire design;
- Information collection process;

- Data analysis.

### **Learning Outcomes**

After completing this module, learners should be able to

- understand 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.

## **OUBs022224/ BASOLM100: Basic Operation and Logistics Management**

### **Contents**

- Introduction to operation management
- Operations Systems and the firm
- Production planning and control
- Inventory Management
- Production Routing and Scheduling
- Components and requirements, Organization of Logistics functions
- Integrating Logistics functions in overall organization structure
- Measurement of performance of Logistics function and functionaries

### **Learning Outcomes**

After completing this module, learners should be able to

- Have a clear knowledge on the theoretical framework as well as on practical skills to cope with an increasingly complex supply chain management and logistics initiatives of international and domestic businesses.

## **OUBs022311: Labour law I**

### **Contents**

- Introduction to labour law (employment rights and employment relations);
- Sources of employment rights law;
- Workers;
- Agreement;
- The employment relationship;
- Conditions of employment – hours of work, remuneration, leave, etc.;
- Modification/termination of agreement;
- Offences

### **Learning Outcomes**

After completing this module, learners should be able to

- get an insight into the main areas of labour law and the corresponding legislation and judicial decisions that underpin them;
- understand the law relating to employment and contract of employment in Mauritius

### **OUBs022312/LAWTRUS100: Law of trusts**

#### **Contents**

- Introduction to equity
- Types of trusts
- Creation of trusts
- Trustees and other actors
- Tenure of trusteeship
- Duties of trustees
- Powers of trustees and courts
- Termination of trusts

### **Learning Outcomes**

After completing this module, learners should be able to

- understand the role of trusts in the modern environment;
- explain the circumstances in which a trust should be created and the methods by which this can be done;
- advise as to the proper administration of trusts, including the role of trustees;
- analyse documents creating trusts and be able to describe the operation of those provisions.

### **OUBs022313/ PROMGT100: Project Management**

#### **Contents**

- New venture creation in context
- Identifying and evaluating business opportunities
- Innovation and intellectual property rights
- Competitive entry strategies
- Business planning and identifying resources required
- Financial planning and control
- Longterm funding – venture capital, cash flow and funds flow
- Business plan evaluation



**Learning Outcomes**

After completing this module, learners should be able to

- develop a practical understanding and skill to plan and manage a project to its successful conclusion.
- reflect across management disciplines and understand the significance of their application on the accomplishment of a project

**OUBs022314/ STRAMGT100: Strategic Management****Contents**

- Nature of strategic management
- Strategy Assessment
- Strategy formulation
- Strategic choice
- Strategy implementation
- Strategy evaluation

**Learning Outcomes**

After completing this module, learners should be able to

- Understand principal concepts in strategy theory and practice;
- Apply these concepts to analyze markets and firms in real life situations;
- Design strategies that enable firms to achieve and sustain competitive advantage;
- To develop a better understanding of the present and future environment in which corporations must function;
- Solve problems in business contexts

**OUBs022315/ ENTRE100 : Introduction to Entrepreneurship****Contents**

- Entrepreneurship
- From Ideas to a sustainable Business
- New Business Ventures
- The Business Plan
- Marketing, Technology, Legal and Ethical considerations of Entrepreneurs

**Learning Outcomes**

After completing this module, learners should be able to

- Become familiar with the concepts and principals of entrepreneurship
- Have an overview of the roles of entrepreneurs in the local business environment and the impact of entrepreneurship on the national economy.

- Apply the principles, concepts and framework they have studied to real world situation

### **OUs022321: Labour law II**

#### **Contents**

- Role of trade unions in employment relations;
- Historical development of employment relations law in Mauritius;
- Trade unions;
- Collective agreement;
- Collective bargaining;
- Strikes and lock-outs;
- Employment law institutions.

#### **Learning Outcomes**

After completing this module, learners should be able to

- appreciate the historical development and evolution of industrial relations law in Mauritius;
- critically analyse the role of trade unions in Mauritius.

### **OUs022322/ CORGOV100: Corporate Governance and Ethics**

#### **Contents**

- The definitions and objectives of corporate governance;
- The basis of sound governance;
- OECD guidelines for corporate governance;
- Philosophies of ethics;
- Moral issues in business context;
- International business ethics;
- The social responsibility of business;
- The concept of bribery & whistle blowing.

#### **Learning Outcomes**

After completing this module, learners should be able to have a foundation knowledge on corporate governance as well as ethical issues in its economic, political and legal context.

**OUs022323/BASQUAL100: Basic Quality Management****Contents**

- Unit 1: Introduction to Quality.
- Unit 2: Total Quality Management concept and philosophies
- Unit 3: Total Quality Culture
- Unit 4: Business Excellence Model – MBNQA, EFQM, Deming Prize.
- Unit 5: Quality Management Systems: ISO 9000.
- Unit 6: Quality System Audit.
- Unit 7: Quality tools and techniques for process improvement.
- Unit 8: Statistical Process Control

**Learning Outcomes**

After completing this module, learners should be able to understand the full range of quality concepts and learners will learn the dynamic characteristics of business management and the correlation between quality practices and corporate performance.

**OUs022324/IBM100: International Business Management****Contents**

- Globalisation;
- International trade theory;
- Foreign direct investment;
- Regional economic integration;
- International monetary system;
- Strategy of international business;
- Entry strategy and strategic alliance;
- Financial management in international business.

**Learning Outcomes**

After completing this module, learners should be able to

- develop knowledge of the concepts, issues and practices of international business;
- understand the theories on contemporary international business practice and the challenges within the global business environment.

<b>Dissertation</b>
Learners are required to submit a dissertation of 12 000 to 15 000 words.

## **10. Mode of Delivery**

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