OPEN UNIVERISTY OF MAURITIUS

Undergraduate Programme specification

BSc (Hons) Human Resource Management and Development

Academic year: 2019-2020

Programme documents detail the aims, learning strategies, structure and intended learning outcomes that students should achieve if they fully engage with the learning provided within the programme. The document is intended to support and inform prospective students, current students, academic and support staff, external stakeholders (such as PSRBs) and external examiners.

1. PROGRAMME INFORMATION	
Title of final award	Bachelor of Science with Honours in Human Resource Management and Development BSc (Hons) Human Resource Management and Development
Code	OUbs008
Awarding Body	Open University of Mauritius
Disciplinary Division	Business and Management
Programme Manager	Mr Abheenaye Gokhool and Ms Upasna Bhunjun
Programme duration	Minimum 3 years Maximum 6 years
Total Credits	**180**
Credits per year	***60 credits per academic year*** ***Minimum number of credit that can be taken per semester is 20*** ***Maximum number of credit that can be taken per semester is 40***
MQA NQF level	Level 8
EHEA EQF level	Level 6
External Accreditors	Not applicable
Collaborative Partners	Not applicable.
Programme approval date	Tbc
Last revision	Not applicable
Last update	Not applicable

2. ENTRY REQUIREMENTS	
General:	General Entry Requirements under Direct Entry to Undergraduate Programmes Applicants should fulfil the following conditions: **OPTION 1:** Cambridge School Certificate with at least three credits or equivalent **and** either Two passes at Principal Level (A-Level) (in appropriate subjects as indicated in the specific programme requirements) or an appropriate equivalent Diploma/Certificate/Foundation programme approved by the Open University of Mauritius. Learners who do not qualify under option I may register for Foundation Courses offered by OU. Learners must successfully complete eight modules at the level of foundation in order to be eligible to apply for undergraduate programmes. **OPTION 2:** Submission of a comprehensive portfolio for possible recognition of prior learning/experience (RPL/RPE) as an alternative to above along with evidence for the language/numeracy/ICT skills required for the programme of study with a minimum of Cambridge School Certificate with at least three credits or equivalent.
Programme specific:	None

3. PROGRAMME OVERVIEW	
Aims and objective of the programme**:**	The programme aims to: ● enable learners to recognise the importance of effective Human Resource Management and Development in an organisation and bring innovation solutions to achieve organisational effectiveness. ● help learners develop a strategic perspective on human resource management and general management practices using the most recent case-studies and research. ● discuss and evaluate contemporary theory and practice in organisational development ● acquire specific knowledge and skills in all functional areas of Human Resource Management. ● appreciate links between HRD activity and other areas of management practice in organisations ● ensure an effective utilisation of human resources in the achievement of organizational goals ● assess learning and development practices

	● develop a critical understanding of the various philosophies and contemporary practices surrounding the area of HRD including the Learning Organisation, Continuous Development, Empowerment and Knowledge Management The purpose of Human Resource Management lies in the successful utilisation of people to attain specific as well as organisational goals. The objective of the programme is to offer a combination of pure and applied theories with specific emphasis on Human Resource Management and Development. It will enable learners to understand the role of human resources in achieving organisational objectives. The programme will help learners ensure that the organisation is able to achieve success through people. Learners will be able to demonstrate the contribution of HRD in an organization and develop an ability to decide learning and training needs; and have competence in the design and delivery of learning programmes. Learners will be able to demonstrate knowledge and understanding of the integration of HRD with other areas of HRM and overall business strategy. They will be able to develop a critical understanding of the various philosophies and contemporary practices surrounding the area of HRD including the Learning Organisation, Continuous Development, Empowerment and Knowledge Management. Learners will be able to develop a critical and constructive evaluation of human resource management practices and problems in an organisational context and develop an informed approach towards HRM issues. HRM graduates can access opportunities in many industries, as all major organisations will have an HR department. Graduate with a human resource bachelor's degree may anticipate to work as Human Resource Officer, Payroll Officer, Training and Development Coordinator or HR consultant. Academic possibilities include further study towards a masters qualification, PHD or research assistant positions undertaking related research.
Intended Learning outcomes: After completion of the programme, student will be able to:	
Knowledge and understanding	**K1:** Apply the key theories and concepts of effective HRM **K2**: Explain the role of human resource management within an organisation. **K3**: Demonstrate an understanding of the challenges within the business environment. **K4**: Understand the relationship between HRD and HRM **K5**: Demonstrate an understanding of the integration of HRD with other areas of HRM and overall business strategy **K6**: Identify the barriers to effective communication as well as developing techniques to overcome them within an organisation. **K7**: Apply concepts relating to the effective utilisation and maximum development of human resources. **K8**: Develop a coherent understanding of the issues relating to e-Human Resource Management and e-Workplace **K9:** identify and understand the role of the HRD practitioner in the development and implementation of strategic HRD plans

	K10: Think critically and creatively about reward-related factors that affect achievement of organisational success, within their own organisations and others **K11**: Explain the key issues in health and safety protection **K12:** Demonstrate an understanding of key theoretical concepts of organisational analysis. **K13:** Articulate concepts involved in the management of organisational behaviour **K14:** Explore different ways in which organizational culture affects inclusiveness within organizations. **K15:** Demonstrate a thorough understanding of the strategic value of HRIS and how it contributes to organizational success
Cognitive skills	**C1**: Develop human resource management functional capabilities used to select, motivate, and develop employees **C2**: Apply a variety of methods to analyse business and human resource issues **C3**: Develop a critical and constructive evaluation of human resource management practices and problems in an organisational context **C4**: Apply relevant theories of Human Resource Management to specific problems to devise appropriate strategies **C5**: Formulate HR strategies to ensure the organisation functions effectively and efficiently **C6:** Analyse how employment relations processes and practices affect and are integrated with policy and practice across other areas of HRM **C7:** Evaluate the role of HRD in business success **C8:** 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 **C9:** analyse the internal and external factors impacting on resourcing and talent management **C10:** Examine key Contemporary HRM policies and practices, such as recruitment, selection, training and reward and performance management in Multinational Firms **C11:** Recognise and summarise key terms, business practices and relevant theories relating to CSR and sustainable development **C12:** Analyse the role and function of e-learning strategies and technology in the development of Human Capital
Practical/professional Skills	**P1**: Apply the different principles of Human Resource Management in solving a range of complex business problems; **P2:** Identify, and analyse training needs required for skills development at the organizational and individual levels **P3**: Acquire and develop new techniques and processes in managing and improving self-performance at the workplace; **P4**: Develop effective leadership and teamwork skills in enhancing collective organisational performance; **P5**: Use performance management as a tool for effectiveness and efficiency in the

	P6: Demonstrate development of specific professional skills in human resource management and development **P7**: Recognise and resolve business issues from an ethical perspective. **P8**: Develop, implement, and evaluate employee orientation, training, and development programs **P9**: critically evaluate how to motivate and reward people to enhance performance and job satisfaction **P10**: Apply practical problem-solving skills to real-world organizational challenges **P11**: develop effective policies and practices with appropriate sensitivity and responsiveness to context, regarding employment relationship **P12**: Apply the best framework or mix of frameworks/approaches to develop and foster peaceful and harmonious employment relations **P13:** Undertake and evaluate long- and short-term talent planning and succession planning exercises with a view to building long-term organisational performance **P14:** Demonstrate the application of HRIS to various functional areas of human resources management
Transferable skills	**T1**: Work efficiently and effectively as a team member **T2**: Communicate ideas and arguments both in written formats and orally through formal presentations **T3**: Develop a variety of methods to analyse business issues from an HRM perspective **T4**: Develop independent thinking and leadership abilities **T5**: Analyse, interpret and evaluate relevant information and ideas **T6**: Interact with others in groups or teams in ways that contribute to effective working relationships and the achievement of goals.

4. PROFESSIONAL, STATUTORY AND REGULATORY BODIES (where applicable)
Not applicable

5. LEARNING AND TEACHING STRATEGY

Learning and teaching methods:

Students will be provided with opportunities to engage in a diverse range of learning environments so as to maximise their learning. The mode of delivery will be a blended mode with face to face and online sessions. Students will also interact with their tutors regularly through the e-platform.

The e- platform will use the following tools:

- Online activities: for every unit covered in each module students will be given opportunities to complete interactive learning activities including discussion forums, quizzes, field trips, videos, webinars and problem-solving activities. Students will be encouraged to work independently but also to engage in collaborative work.

- Independent study: Independent study forms an essential part in the development of your knowledge and understanding. We will guide you, via the e-platform, on the reading and reflection of primary and secondary texts. Students should use this independent study time to link knowledge with e-class and face-to-face activities and develop their own understanding and critical perspective on the topics they are studying.

The face-to-face and online sessions are an opportunity to untangle complex concepts and provide students with an opportunity to apply the knowledge acquired in the preceding weeks. During the face-to-face and online sessions students are expected to:

- Engage in problem solving activities
- Read the uploaded material in advance in order to participate actively in class discussions
- Review core/complex concepts through applied work.

Research supervision:

In the final part, students will undertake a dissertation, supervised by a tutor with expertise in the area. Students will have the opportunity to meet with the supervisor to explore the topic, receive guidance on the research and receive feedback on the work as it progresses.

Overall Workload:

Your overall workload as a student consists of independent learning, e-learning activities and, if you choose to, face to face sessions. The following gives you an indication of how much time you will need to spend on the different components of your programme at each level. Each ECTS credit taken equates to 25 hours of study time.

The expected study time for this programme will be as follow:

Year 1: 1,500 hours for 60 ECTS credits.
Year 2: 1,500 hours for 60 ECTS credits.

Year 3: 1,500 hours for 60 ECTS credits.

Typically, for each year of your degree you will spend 0-10% of your time in face to face session, 30-40% of your time engaging with e-learning activities and 60% of your time in independent study time.

A typical study week for a student will involve some optional face to face sessions, required engagement in online discussion forum, the completion of online activities and independent study time to review attached readings, textbooks and relevant sections of the module document. Students should expect to devote 8 to 12 hours of study time per week per module.

These are indicative and may vary from student to student.

6. ASSESSMENT STRATEGY

Assessment Methods

A range of formative and summative assessment exercises are designed to enable you to demonstrate and apply your knowledge and understanding.
Most modules will consist of a Tutor Marked Assessment component and an examination. TMAs include:

- Tests
- Projects
- Role plays
- Individual and Group Presentation
- Exercises and problem sets
- Webinars
- Team projects

In addition to TMAs, this programme includes final examination for all modules except the Final year dissertation module.

Academic Feedback

Throughout the course of your studies, tutors will provide informal feedback on your online activities and class contributions. Feedback may be individual or provided to the class as a whole.

Each summative assessment will be accompanied by detailed marking criteria and marking scheme detailing the expectation of the assessment at each grade classification level. Feedback on assessment will be provided along the marking criteria. Marking criteria will be made available to the student at the same time as the assessment details.

Students will receive written individual feedback on all TMA components.

The university policy on assessment feedback and guidance on provisional marks can be found in the General Rules.

Late submission, Extension and Re-sit Policy

The university policy on late submission, Extension and re-sits can be found in the General Rules.
Special Circumstances
The university policy on special circumstance can be found in the General Rules.
Continuous assessment and Exam Regulations
The university regulations on continuous assessment and examination can be found in the General Rules.

7. ACADEMIC MISCONDUCT

As a safeguard to the quality and standard of Open University's qualifications and awards, the university takes any incidence of academic misconduct seriously and will investigate any reported case.

Academic Misconduct refers to any activity where a student, through unpermitted means, seeks to gain an advantage in the completion of an assessment. Any unpermitted action will be considered as academic misconduct when occurring during a formal examination, a TMA, or any other form of assessment considered by Board of Examiners and undertaken in pursuit of a University qualification or award.

Plagiarism (using, intentionally or unintentionally another's person work and presenting it as its own) will be systematically checked through an automated plagiarism detection software: Turnitin.

For a list of all academic misconducts see section 23.3 of the University Regulations.

Any suspected cases of academic misconduct will be reported and investigated. Academic misconduct offences, may lead to suspension or expulsion from the University.

The university regulations on Academic Misconduct can be found in the General Rules.

8. PROGRAMME STRUCTURE

C= Core i.e. modules which must be taken to be eligible for the award
S1 = Semester 1
S2 = Semester 2

Year 1 – Level 6 (NQ-MQA) – Short cycle Introductory (QF-EHEA)
All core modules must be taken

Code	Module Title	Type	Semester	Credits

OUBS008111/ACCFUND100	Accounting Fundamentals	**C**	**S1**	**6**
OUBS008112/BUSECO100	Business Economics	**C**	**S1**	**6**
OUBS008113/BUSLAW100	Introduction to Business Law	**C**	**S1**	**6**
OUBS008114/MGTMAR100	Management Principles	**C**	**S1**	**6**
OUBS008122/ORGBEV100	Organisation Behaviour and Analysis	**C**	**S1**	**6**
OUBS008121/BASOLM100	Basic Operation and Logistics Management	**C**	**S2**	**6**
New Module	Introduction to Human Resource Management	**C**	**S2**	**9**
OUBS008123/BUSCOMM100	Business Communication Skills	**C**	**S2**	**6**
OUBS008124/QMBUS100	Quantitative Methods for Business	**C**	**S2**	**6**
OUBS008125/IT100	Academic literacies	**C**	**S2**	**3**
			Credit Total	**60**

Year 2 – Level 7 (NQ-MQA) – Short cycle Intermediate (QF-EHEA)
All core modules are compulsory

Code	Module Title	Type	Semester	Credits
OUBS008212	Employee Resourcing and Development	**C**	**S1**	**7**
New module	Employment Relations and Labour Legislations	**C**	**S1**	**9**
OUBS008214/CULORG100	Culture and Organisations	**C**	**S1**	**6**
OUBS008215	e- Human Resource Management	**C**	**S1**	**7**
OUBS008221/RESMETH100	Business Research Methods	**C**	**S2**	**6**
OUBS008222	Human Resource Development and Organisation Development	**C**	**S2**	**7**
OUBS008223/INTPSY100	Introduction to Psychology	**C**	**S2**	**6**
OUBS008224/TALKM100	Talent and Knowledge Management	**C**	**S2**	**6**
OUBS008225/PERFMGT100	Performance and Reward Management	**C**	**S2**	**6**
			Credit Total	**60**

Year 3 – Level 8 (NQ-MQA) – 1st Cycle Honours (QF-EHEA)

All core modules must be taken				
Code	**Module Title**	**Type**	**Semester**	**Credits**
OUBS008311/INTHRM100 I	International Human Resource Management	**C**	**S1**	**7**
OUBS008312/ STRAHRM100	Strategic Human Resource Management	**C**	**S1**	**8**
New Module	Human Resource Information System	**C**	**S1**	**8**
OUBS008314/ ADVQUAL100	Advanced Quality Management	**C**	**S1**	**6**
OUBS008324	Dissertation	**C**	**S1 and S2**	**-**
New Module	Employee Safety, Health and Welfare	**C**	**S2**	**8**
New Module	Corporate Social Responsibility and Sustainable Business	**C**	**S2**	**8**
OUBS008324	Dissertation	**C**	**S1 and S2**	**15**
		Credit Total		**60**

Overall Programme Credit Total	**180**

9. GRADING

Grading system:

Assessments are graded in percentage and correspond to a letter grade and a grade point.

Marks (x) %	**Description**	**Letter Grade**	**Grade point**
X ≥ 70	Excellent	A	5
60 ≤ X < 70	Very Good	B	4
50 ≤ X < 60	Good	C	3
40 ≤ X < 50	Satisfactory	D	2
X < 40	Ungraded	U	0
Non-graded/pending	See section 17.1.1 in assessment rules and regulation for pending grades letter codes		

To pass a module students need an overall of 40% weighted average of their combined continuous assessment and examination. All components of TMAs will have to have been submitted and examination sat to pass the module.

Students will normally not be allowed to postpone more than two modules for the following semester.

If a student obtains grade "U" in three or more modules in the same semesters, and the CPA is below 40 for that semester, the student will be requested to repeat the semester unless decided otherwise by the Academic Council upon the recommendation of the Board of Examiners. When repeating a semester, a student may or may not take the modules for which Grade C or above have been obtained.

If after completing a level the student's CPA < 40, the student 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 3 module(s) for which Grade C or above has been obtained.

Students will not be allowed to repeat more than two semesters during the entire duration of the programme.

University general marking criteria for undergraduate exams and undergraduate dissertations can be found in the Undergraduate Handbook

Cumulative Point Average (CPA):
Total CPA for Undergraduate degrees is calculated by:

a) multiplying the module credit by the % marks for the module and then summed up and divided by the total credits attempted over the cumulative period at each level (1 semester or 1 year). AND

b) Taking the weighted average of the obtained CPAs at each level. The respective weights being set as follow: the CPA of level 5 modules (year 1) will be weighted at 15% (0.15), the CPA of level 6 modules (year 2) will be weighted at 35% (0.35) and the CPA of level 7/8 modules (year 3 and/or 4) will be weighted at 50% (0.5).

CPA will determine the classification of your degree. Your CPA is the weighted average of your overall mark in each module. The weight being the number of credit attached to each module and your average module mark being the weighted average of the continuous assessment and final exam.

Example calculation of the CPA at level 5 for undergraduate programmes:

Course Level 5	**% Scores**	**ECTS Credit unit**	**Module Credit x % Score**
BAXX1	64	7.5	64*7.5 = 480
BAXX2	71	7.5	71*7.5 = 533
BAXX3	44	7.5	44*7.5= 330
BAXX4	59	7.5	59* 7.5= 443

BAXX5	82	5.0	82*5 = 410
BAXX6	62	5.0	62*5 = 310
BAXX7	65	5.0	65*5 = 325
BAXX8	54	15.0	54*15 = 810
Total		60	3640
CPA = 3640/60			**61.7**

Example Calculation Total CPA:

Level	**Score**	**Weighted score**
CPA level 5 (60 credits)	61.7	61.7 ***0.15** = 9.11
CPA level 6 (60 credits)	63.4	63.4***0.35** = 22.19
CPA level 7/8 (60 credits)	65.5	65.5***0.5** = 32.75
Total CPA (180 credits)		**64**

10. PROGRESSION, EXIT POINTS AND AWARD	
Progression	If a student fails to achieve 60 credits at the end of a year level, the board of examiners will make a decision with regard to the student's progression. At its discretion, the board of examiners may: - allow a student to carry forward up to 15 credits in the following year level in order to retake these units in attendance; - require the student to repeat the year; - award of an exit award once you've exhausted all the opportunities to retrieve failed assessment.

Classification of Awards	For the award of the Honours degree, all modules of the programme must be completed. The Certificate of Higher Education and the Diploma of Higher education are awarded as possible exit points in the programme as indicated in the table below:

Award	Title	Level NQ-MQA	Total required Credits	Classification Based on Cumulative Point Average (CPA)
BSc (Hons)	Human Resource Management and Development	8	180	**1st Class Honours** (First): CPA ≥70 **2nd Class 1st Division Honours** (2:1): 60 ≤ CPA ≤ 69 **2nd Class 2nd Division Honours** (2:2): 50 ≤ CPA ≤ 59
Ordinary BSc	Human Resource Management and Development	7	180	**3rd Class:** 45 ≤ CPA ≤ 49 **Pass:** 40 ≤ CPA ≤ 44
Diploma of Higher Education (DipHE)	Human Resource Management and Development	6-7	120	**Distinction:** CPA ≥ 70 **Pass:** 40 ≤ CPA ≤ 69 **No Award:** CPA < 40
Certificate of Higher Education (CertHe	Human Resource Management and Development	6	60	**Distinction:** CPA ≥ 70 **Pass:** 40 ≤ CPA ≤ 69 **No Award:** CPA < 40

11. STUDENT SUPPORT

List student support available through:
To be populated with
-link to career's office when created
- Welfare office when created
- Learning and Teaching unit when/if created Learning and teaching Unit
- Admin enquire contact including IT support and facilities
- Personal Tutor system or equivalent

12. Have your say

Open University values student feedback and students will be given opportunities to have their say on their learning experience in the following way:

- Student programme and module evaluation surveys;
- Acting as student representative and participate in a range of committees such as the staff-student consultative committee;
- Participate in programme validation processes.

The University will respond to student feedback through the following channels:

- Response and action taken following the module evaluation survey will be posted on the e-platform;
- Action from minutes will be monitored by the chair of the relevant committees;
- Annual programme monitoring process will take into account student feedback;
- Programme review process (every five years).

13. Curriculum Map of Programme modules against intended learning outcomes

Module unit and code				Knowledge and understanding																Cognitive Skills												Practical Skills														Transferable Skills and Personal Attributes					
Module title	Code	*Type*	Mode	K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	K13	K14	K15	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	C11	C12	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	T1	T2	T3	T4	T5	T6
Year 1 QF-MQA Level 6																																																	
Accounting Fundamentals																																																	
Business Economics						✓										✓	✓			✓											✓									✓						✓		✓	✓	✓
Introduction to Business Law				✓																	✓			✓												✓				✓					✓		✓		✓
Organisation Behaviour and Analysis				✓		✓			✓				✓		✓	✓				✓																	✓							✓		✓	✓	✓
Management Principles				✓		✓							✓		✓					✓				✓					✓		✓		✓	✓						✓	✓				✓		✓	✓	✓
Basic Operation and Logistics Management				✓		✓									✓					✓		✓	✓										✓			✓		✓		✓					✓		✓	✓	✓
Introduction to Human Resource Management				✓	✓	✓	✓			✓									✓	✓	✓		✓					✓			✓									✓		✓					✓	✓	✓	✓
Business Communication Skills																																																	

Quantitative Methods for Business																																																		
Academic Literacy																																																		
Year 2 QF-MQA level 6-7																																																		
Employee Resourcing and Development				✓	✓		✓	✓		✓		✓							✓						✓	✓	✓				✓	✓		✓		✓		✓			✓	✓				✓	✓	✓	✓	✓
Employment Relations and Labour Legislations						✓									✓						✓			✓		✓								✓			✓				✓	✓				✓	✓		✓	✓
Culture and Organisations						✓							✓		✓	✓	✓							✓		✓								✓			✓			✓		✓				✓	✓			✓
e- Human Resource Management				✓	✓						✓	✓				✓										✓				✓	✓									✓		✓				✓	✓	✓	✓	✓
Business Research Methods																																																		
Human Resource Development and Organisation Development				✓	✓		✓	✓		✓		✓							✓	✓	✓	✓	✓		✓			✓			✓	✓	✓			✓			✓				✓			✓	✓	✓	✓	✓
Introduction to Psychology																																																		

Talent and Knowledge Management						✓							✓		✓	✓					✓						✓	✓							✓	✓							✓			✓	✓	✓		✓
Performance and Reward Management						✓							✓				✓			✓			✓					✓				✓				✓										✓				
Year 3 QF-MQA level 8																																																		
International Human Resource Management				✓	✓	✓				✓		✓			✓		✓		✓		✓							✓		✓	✓	✓				✓			✓	✓						✓	✓	✓	✓	✓
Strategic Human Resource Management				✓	✓	✓	✓			✓		✓							✓	✓	✓	✓	✓	✓		✓			✓	✓	✓	✓	✓		✓						✓	✓	✓			✓	✓	✓	✓	✓
Human Resource Information System						✓					✓							✓						✓						✓											✓			✓		✓		✓	✓	✓
Advanced Quality Management																																																		
Employee Safety, Health and Welfare									✓					✓		✓	✓						✓		✓					✓							✓					✓				✓		✓		✓
Corporate Social Responsibility and Sustainable Business						✓			✓						✓	✓	✓									✓			✓					✓			✓					✓				✓		✓	✓	✓