

BSc (Hons) Human Resource Management and Development

Academic year: 2021-2022

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	OUBs043
Awarding Body	Open University of Mauritius
Disciplinary Division	Business and Management
Programme Manager	TBC
Programme Duration	Minimum 3 years Maximum 6 years
Total Credits	180
Credits Per Year	<i>60 credits per academic year</i> <i>Minimum number of credits that can be taken per semester is 20.</i> <i>Maximum number of credits that can be taken per semester is 40.</i>
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:	<p>General Entry Requirements under Direct Entry to Undergraduate Programmes. Applicants should fulfil the following conditions:</p> <p>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.</p> <p>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.</p> <p>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.</p>
Programme Specific:	None

3. PROGRAMME OVERVIEW	
Aims and Objectives of the Programme:	<p>The programme aims to:</p> <ul style="list-style-type: none"> ● Enable learners to recognise the importance of effective Human Resource Management and Development in an organisation and bring innovative 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 organisational goals

	<ul style="list-style-type: none"> ● 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. <p>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 organisation 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.</p> <p>HRM graduates can access opportunities in many industries, as all major organisations will have an HR department. Graduates 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 Master's qualification, PHD or research assistant positions undertaking related research.</p>
<p>Intended Learning Outcomes: After completion of the programme, students will be able to:</p>	
<p>Knowledge and Understanding</p>	<p>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</p>

	<p>K9: identify and understand the role of the HRD practitioner in the development and implementation of strategic HRD plans</p> <p>K10: Think critically and creatively about reward-related factors that affect achievement of organisational success, within their own organisations and others</p> <p>K11: Explain the key issues in health and safety protection</p> <p>K12: Demonstrate an understanding of key theoretical concepts of organisational analysis</p> <p>K13: Articulate concepts involved in the management of organisational behaviour</p> <p>K14: Explore different ways in which organisational culture affects inclusiveness within organisations</p> <p>K15: Demonstrate a thorough understanding of the strategic value of HRIS and how it contributes to organisational success.</p>
Cognitive Skills	<p>C1: Develop Human Resource Management functional capabilities used to select, motivate, and develop employees</p> <p>C2: Apply a variety of methods to analyse business and human resource issues</p> <p>C3: Develop a critical and constructive evaluation of Human Resource Management practices and problems in an organisational context</p> <p>C4: Apply relevant theories of Human Resource Management to specific problems to devise appropriate strategies</p> <p>C5: Formulate HR strategies to ensure the organisation functions effectively and efficiently</p> <p>C6: Analyse how employment relations processes and practices affect and are integrated with policy and practice across other areas of HRM</p> <p>C7: Evaluate the role of HRD in business success</p> <p>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</p> <p>C9: analyse the internal and external factors impacting on resourcing and talent management</p> <p>C10: Examine key Contemporary HRM policies and practices, such as recruitment, selection, training and reward and performance management in Multinational Firms</p> <p>C11: Recognise and summarise key terms, business practices and relevant theories relating to CSR and sustainable development</p> <p>C12: Analyse the role and function of e-learning strategies and technology in the development of Human Capital.</p>
Practical/ Professional Skills	<p>P1: Apply the different principles of Human Resource Management in solving a range of complex business problems</p> <p>P2: Identify, and analyse training needs required for skills development at the organisational and individual levels</p> <p>P3: Acquire and develop new techniques and processes in managing and improving self-performance at the workplace</p> <p>P4: Develop effective leadership and teamwork skills in enhancing collective organisational performance</p> <p>P5: Use performance management as a tool for effectiveness and efficiency in the organisation</p>

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

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 follows:

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 sessions, 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 the Board of Examiners and undertaken in pursuit of a University qualification or award.

Plagiarism (using, intentionally or unintentionally another person's work and presenting it as one's 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
OUBs043111	Accounting Fundamentals	C	S1	6
OUBs043112	Business Economics	C	S1	6
OUBs043113	Introduction to Business Law	C	S1	6

OUBs043114	Management Principles	C	S1	6
OUBs043115	Organisation Behaviour and Analysis	C	S1	6
OUBs043121	Basic Operation and Logistics Management	C	S2	6
OUBs043122	Introduction to Human Resource Management	C	S2	9
OUBs043123	Business Communication Skills	C	S2	6
OUBs043124	Quantitative Methods for Business	C	S2	6
OUBs043125	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
OUBs043211	Employee Resourcing and Development	C	S1	7
OUBs043212	Employment Relations and Labour Legislations	C	S1	9
OUBs043213	Culture and Organisations	C	S1	6
OUBs043214	e- Human Resource Management	C	S1	7
OUBs043221	Business Research Methods	C	S2	6
OUBs043222	Human Resource Development and Organisation Development	C	S2	7
OUBs043223	Introduction to Psychology	C	S2	6
OUBs043224	Talent and Knowledge Management	C	S2	6
OUBs043225	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
OUBs043311	International Human Resource Management	C	S1	7
OUBs043312	Strategic Human Resource Management	C	S1	8
OUBs043313	Human Resource Information System	C	S1	8
OUBs043314	Advanced Quality Management	C	S1	6
OUBs043315	Dissertation	C	S1 and S2	-
OUBs043321	Employee Safety, Health and Welfare	C	S2	8
OUBs043322	Corporate Social Responsibility and Sustainable Business	C	S2	8
	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
$X \geq 70$	Excellent	A	5
$60 \leq X \leq 69$	Very Good	B	4
$50 \leq X \leq 59$	Good	C	3
$40 \leq X \leq 49$	Satisfactory	D	2
$X < 40$	Ungraded	U	0
Non-graded/pending	See section 17.1.1 in Assessment Rules and Regulations 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:

- 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 follows: 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 levels 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 credits 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

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10. PROGRESSION, EXIT POINTS AND AWARD

Progression	<p>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:</p> <ul style="list-style-type: none">- 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 an exit award once you've exhausted all the opportunities to retrieve failed assessment.
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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 ways:

- Student programme and module evaluation surveys
- Acting as student representative and participate in a range of committees such as the staff-student consultative committee
- Participating 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																					
	C o d e	T y p e	M o d e	K 1	K 2	K 3	K 4	K 5	K 6	K 7	K 8	K 9	K 10	K 11	K 12	K 13	K 14	K 15	C 1	C 2	C 3	C 4	C 5	C 6	C 7	C 8	C 9	C 10	C 11	C 12	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 10	P 11	P 12	P 13	P 14	T 1	T 2	T 3	T 4	T 5	T 6				
Module Title																																																						
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																																																						

