

Open University of Mauritius

B.Sc. (Hons) Human Resource Management and Development [OUbs008]

1. Objective and Rationale

At the centre of any organisation lies its people - and as a result, a career in Human Resource Management and Development 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 development, 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. 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;
- II. **OR** An appropriate equivalent Diploma/Certificate/Foundation Course acceptable to 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 are acceptable to 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 through the Accreditation of Prior learning (APL) and the Accreditation of Prior Experiential Learning (APEL). Please consult the General Rules and Regulations of the Open University of Mauritius for further details.

3. Programme Requirements

As per general entry requirements.

4. Minimum Requirements for Awards

(i) Degree Award

For the award of the degree, all modules of the programme, including work placement, must be completed. Every module carries 4 credits except the dissertation carries 6 credits. The work placement shall carry an NS award

(ii) Diploma Award

The diploma is provided as a possible exit point in the programme. A learner may opt for a Diploma in Human Resource Management and Development provided s/he satisfies the minimum requirements, as specified below has obtained a minimum of 60 credits.

5. Programme Duration

	Normal	Maximum
Diploma:	2 years	3 years
Degree:	3 years	6 years

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

7. **Minimum Credits Required for Degree Award:** 110

8. 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).

Work Placement (**OUBS00800w**) of 3 months' duration must be satisfactorily completed for the award of the degree. Such requirement may be waived for part-time learners currently in employment.

9. Grading

Percentage Range	Description	Grade	Grade Point
70% and above	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
$0\% \leq x < 40\%$	ungraded	U	0

10. Award

B.Sc. (Hons) Human Resource Management and Development

1 st Class with Honours	CPA \geq 70
2 nd Class 1 st Division with Honours	$60 \leq$ CPA $<$ 70
2 nd Class 2 nd Division with Honours	$50 \leq$ CPA $<$ 60
3 rd 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.

11. Programme Plan

YEAR 1

SEMESTER ONE

Code	Module Name	Hrs/Wk L+P	Credits
OUBS008111/ACCFUND100	Accounting Fundamentals	3+0	4
OUBS008112/BUSECO100	Business Economics	3+0	4
OUBS008113/BUSLAW100	Business Law	3+0	4
OUBS008114/MGTMAR100	Management and Marketing Principles	3+0	4

SEMESTER TWO

OUBS008121/BASOLM100	Basic Operation and Logistics Management	3+0	4
OUBS008122/ORGBEV100	Organisational Behaviour and Analysis	3+0	4
OUBS008123/BUSCOMM100	Business Communication Skills	3+0	4
OUBS008124	Quantitative Methods for HRM	3+0	4
OUBS008125/IT100	IT Essentials	3+0	4

YEAR 2

SEMESTER ONE

Code	Module Name	Hrs/Wk L+P	Credits
OUBS008211/HRM100	Human Resource Management	3+0	4
OUBS008212	Employee Resourcing and Development	3+0	4
OUBS008213/EMPREL100	Employment Relations	3+0	4
OUBS008214/CULORG100	Culture and Organisations	3+0	4
OUBS008215	e- Human Resource Management	3+0	4

SEMESTER TWO

OUBS008221/RESMETH100	Research Methods	3+0	4
OUBS008222	Human Resource Development and Organisation Development	3+0	4
OUBS008223/INTPSY100	Introduction to Psychology	3+0	4
OUBS008224/TALKM100	Talent and Knowledge Management	3+0	4
OUBS008225/PERFMGT100	Performance and Reward Management	3+0	4

YEAR 3

SEMESTER ONE

Code	Module Name	Hrs/Wk L+P	Credits
OUBS008311/INTHRM100	International Human Resource Management	3+0	4
OUBS008312/STRAHRM100	Strategic Human Resource Management	3+0	4
OUBS008313/MIS100	Management Information System	3+0	4
OUBS008314/ADVQUAL100	Advanced Quality Management	3+0	4
OUBS008315	Dissertation		-

SEMESTER TWO

Code	Module Name	Hrs/Wk L+P	Credits
OUBS008321	Human Resource Management in Practice	3+0	4
OUBS008322	Labour Legislations	3+0	4
		3+0	4
OUBS008323/CORGOV100	Corporate Governance and Ethics		
OUBS008324	Dissertation		6

Note: Work Placement (OUBS00800w) of 3 months carries an NS award

12. Syllabus Outline

OUBS008111/ACCFUND100-Accounting Fundamentals

Module Aim: This module is designed to introduce basic accounting concepts to learners who do not intend to major in accounting. Accounting is said to be the language of business and a basic knowledge of it will no doubt enhance learners' understanding of the business world. Learners learn commonly used accounting terminology, recording financial transactions and preparing financial statements which are essential for business learners. The module also prepares learners for further accounting modules included in their programmes.

Unit 1: The Need for Accounting and the Accounting Equation

Unit 2: The Double-Entry System of Book-keeping

Unit 3: The Cash Book

Unit 4: Books of Original Entry

Unit 5: The Income Statement and Statement of Financial Position

Unit 6: Accounting for Depreciation and Disposal of Non-current Assets

Unit 7: Adjustments on Final Accounts

Unit 8: Bank Reconciliation

Unit 9: Introduction to Costing

Unit 10: Marginal Costing and Decision Making

OUBS008112/BUSECO100 - Business Economics

Module Aim: To provide learners with the 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. Learners will also be introduced to key economic concepts and principles in the context of the business environment. This module will look at the 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. The emphasis will be on those topics which are of particular importance to decision makers in business.

Unit 1: Introduction to Business Economics
Unit 2: Basic Concepts and Definition
Unit 3: The Market
Unit 4: Demand and Price
Unit 5: Supply and Price
Unit 6: Equilibrium, Price, Output Determination and Movement to new Equilibriums
Unit 7: Introduction to Elasticity
Unit 8: The Short-run Production function: Total, Average and Marginal Product
Unit 9: Costs in the Short-run
Unit 10: Production and Costs in the Long-run
Unit 11: Revenue Curves and Firm's Output
Unit 12: Profit Maximisation
Unit 13: The Meaning of Profit for Businesses
Unit 14: Alternative Market Structures and Perfect Competition
Unit 15: Monopoly
Unit 16: Oligopoly
Unit 17: Economic Growth, Development and Business
Unit 18: The Aggregate Supply-aggregate Demand Model
Unit 19: Monetary and Fiscal and Policy

OUBS008121/BASOLM100 - Basic Operation and Logistics Management

Module Aim: To provide learners with 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.

Unit 1: Introduction to Operation Management
Unit 2: Operations Systems and the Firm
Unit 3: Production Planning and Control
Unit 4: Inventory Management
Unit 5: Production Routing and Scheduling
Unit 6: Components and Requirements, Organization of Logistics Functions
Unit 7: Integrating Logistics Functions in overall Organization Structure
Unit 8: Measurement of Performance of Logistics Function and Functionaries

OUBS008114/MGTMAR100 - Management and Marketing Principles

Module Aim: This module is designed to introduce basic management and marketing principles to learners.

Unit 1: Management Concepts and Functions
Unit 2: Development and Management Theories
Unit 3: Marketing Management Philosophies
Unit 4: Marketing Strategies
Unit 5: Marketing Research
Unit 6: Relationship Marketing

OUBS008113/BUSLAW100 - Business Law

Module Aim: To provide learners with a knowledge and understanding of the principles and practices of Business law. Learners will also learn legal issues relating to running and administration of domestic as well as offshore companies.

- Unit 1: The nature of Law
- Unit 2: The Law of Contract
- Unit 3: The Law of Tort
- Unit 4: Law of Agency
- Unit 5: Company Law
- Unit 6: Financing of a Business
- Unit 7: Financing a Business through Debentures and Charges
- Unit 8: Corporate Governance

OUBS008122/ORG100 - Organisational Behaviour and Analysis

Module Aim: To provide learners with a knowledge and understanding of the factors influencing the attitudes and behaviour within organisations. The module explores the strategies and concepts to maximise the potential and resolve problems associated with individuals, groups within the organisation and the organisation as a whole.

- Unit 1: Introduction to Organisational Behaviour
- Unit 2: Foundations of Individual and Organisation Behaviour
- Unit 3: The Nature of Organisation Structure
- Unit 4: Organisational Culture
- Unit 5: Organisational Control
- Unit 6: Designing Motivating Jobs
- Unit 7: Conflict Management
- Unit 8: Contemporary Issues in Management

OUBS008123/BUSCOMM100 - Business Communication Skills

Module Aim: To provide learners with knowledge on how to communicate effectively and how to identify the barriers to effective communication as well as developing techniques to overcome them.

- Unit 1: Theories and Practice of Effective Public Performance
- Unit 2: Nature and Components of the Corporate Image
- Unit 3: Marketing Communication
- Unit 4: Making Communication Effective
- Unit 5: Non-verbal Communication
- Unit 6: Business Letters
- Unit 7: Interviews & Career Seeking Communication
- Unit 8: Business Communication in the New Millennium

OUBS008124/QMBUS100 - Quantitative Methods for Business

Module Aim: The objective of this module is to help learners to understand issues in the collection and analysis of quantitative data for supporting management decision making. Learners will learn how to apply a range of basic statistical methods which are relevant to managerial decisions.

- Unit 1: Data: Nature and Presentation
- Unit 2: Probability & Probability Distribution
- Unit 3: Measures of Location and Spread
- Unit 4: Sampling Part I: Sampling Strategies, Sampling Part II: Sampling Distribution and Estimation
- Unit 5: Statistical Inference
- Unit 6: Correlation Analysis
- Unit 7: Simple Linear Regression Analysis
- Unit 8: Time Series Analysis of Data
- Unit 8: Revision

OUBS008125/IT100 - IT Essentials

Module Aim: The module provides an introduction to information technology, computers, and computer networks and their application. Learners will also learn how communications systems can help boost productivity.

- Unit 1: Impact and History of Computers
- Unit 2: Computer Hardware
- Unit 3: Software
- Unit 4: File and Data Management
- Unit 5: Input and Output Devices
- Unit 6: Communications and Connectivity

OUBS008211/HRM100 - Human Resource Management

Module Aim: The objective of this module is to introduce concepts relating to the effective utilization and maximum development of human resources.

- Unit 1: Evolution of HRM
- Unit 2: Human Resource Planning
- Unit 3: Job Design and Team Working
- Unit 4: Human Resource Development (HRD)
- Unit 5: Employee Relations
- Unit 6: Organisation Culture
- Unit 7: Organisation Development (OD)
- Unit 8: International Human Resource Management

OUBS008212- Employee Resourcing and Development

Module Aim: The aims of the module are to introduce

1. Both the internal and external context for developing strategic R&D systems;
2. Contemporary theoretical and applied perspectives to the design, implementation and evaluation of R&D strategies and methodologies;
3. Approaches for managing shared and divergent stakeholder interests in R&D;
4. Strategies for creating both cost effective and added value R&D contributions to individual and organisational capability and performance; and
5. Issues identified in the individual application of current and emergent areas of R&D practice using a critical and reflective mode of professional enquiry and development.

- Unit 1: Employee Resourcing and Development (ER&D)
- Unit 2: Human Resource Planning (HRP)
- Unit 3: Recruitment and Selection
- Unit 4: Employee Development
- Unit 5: Learning
- Unit 6: Performance Management System (PMS) and Reward Management
- Unit 6: Future Directions of Employee Resourcing and Development

OUBS008213/EMPREL100 - Employment Relations

Module Aim: This module aims at presenting an in-depth overview to Employee and Labour Relations. Employee and Labour Relations is the functional area of Human Resource Management whose primary focus is to develop and maintain effective working relationships with employees. At a minimum, it is the task of managers and HR professionals to have the knowledge and ability to adhere to organizational policy and state labour law. However, to be competitive, managers and

HR professionals must strive to advance beyond the minimum standards and focus on the development and retention of their employees as well.

- Unit 1: Introduction to Employment Relations
- Unit 2: Conflict at Work
- Unit 3: Trade Unions and Employer Associations
- Unit 4: Role of Government
- Unit 5: Employee Communication
- Unit 6: Employee Participation
- Unit 7: Collective Bargaining
- Unit 8: Roles of International Organisations
- Unit 9: Diversity Management
- Unit 10: International Trends

OUBS008214/CULORG100 - Culture and Organisations

Module Aim: The rationale of the module is 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. This manifests itself particularly in relation to the challenges of the management of these organisations and institutions generally and specifically in the relationships with internal and external environments and stakeholders.

- Unit 1: The organization & Organizational Theories
- Unit 2: National Culture
- Unit 3: Organisations
- Unit 4: Globalization & Ethics
- Unit 5: Managing Global Operations
- Unit 6: Critiques of Organization

OUBS008215- e-Human Resource Management

Module Aim: The rationale of the module is to develop a coherent understanding of the issues relating to e-Human Resource Management and e-Workplace.

- Unit 1: E-HR and the E-Workplace
- Unit 2: Virtual Organisation
- Unit 3: E-HR Faces – HR Shared Services, HR Call Centre and ESS/MSS
- Unit 4: E-Recruitment and Selection
- Unit 5: Training and E-Learning
- Unit 6: HR Outsourcing
- Unit 7: Technology Adoption and Computer Mediated Workplace

OUBS008221/RESMETH100 - Research Methods

Module Aim: The objective of this module is to introduce the key elements of a research project and the key concepts related to research design. It will prepare learners to design and carry out business research studies for their dissertation in a consistent and scientific manner.

- Unit 1: Introduction to research in Business: Primary and Secondary Research
- Unit 2: Research Proposal and Dissertation
- Unit 3: Literature Review
- Unit 4: Quantitative and Qualitative Research Methods
- Unit 5: Sampling Strategies
- Unit 6: Questionnaire Design

Unit 7: Quantitative Data Analyses
Unit 8: Introduction to SPSS
Unit 9: Univariate Data Analysis
Unit 10: Bivariate Data Analysis
Unit 11: Qualitative Data Analysis
Unit 12: Ethics in Research

OUBS008222- Human Resource Development and Organisation Development

Module Aim: The course unit provides a basic introduction to Organisation Development (OD) as well as to the concepts of HRD but also intends to raise the agenda for 'growing' the concept within organizations. It is thus suitable for those who are new to the field, but also enables those with experience of HRD to explore ways in which application of concepts may be made more effective and contribute to transformation in organizations. The aim of this module is to

- explore current and emergent themes in the field of HRD as relating to individuals and to the organization they work for
- provide an understanding of the contribution of HRD in enabling the individual and the organization to learn and develop for the future.
- provide an understanding of the diagnostic tools, techniques and other supporting processes and concepts that characterise the field.

PART I - HUMAN RESOURCE DEVELOPMENT (HRD)

Unit 1: Introduction
Unit 2: Assessing HRD Needs
Unit 3: HRD Techniques
Unit 4: Future of HRD

PART II - ORGANISATION DEVELOPMENT (OD)

UNIT 1: OD: Reinventing the Corporation
UNIT 2: Organisation Renewal: The Challenges of Change
UNIT 3: The Diagnostic Process
UNIT 4: OD Intervention Strategies
UNIT 5: Employee Empowerment and Personal Interventions
UNIT 6: Organisation Transformation: Strategy Interventions
UNIT 7: OD: The Challenges and the Future

OUBS008223/INTPSY100 - Introduction to Psychology

Module Aim: The module provides an introduction to the 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. Students will be introduced to 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

This module will deliver material from 4 key perspectives within the discipline of psychology and provide an understanding of how biological responses, social development, cognitive processes and social interactions all contribute to human behaviour.

Unit 1: Psychology in Context
Unit 2: The Biological Approach.
Unit 3: The Behaviourist Approach
Unit 4: The Cognitive Approach
Unit 5: The Psychodynamic Model
Unit 6: The Humanistic Approach
Unit 7: Developmental Psychology
Unit 8: Social Psychology

OUBS008224 - Talent and Knowledge Management

This module presents a comprehensive overview of how to effectively develop a talent management strategy. It also presents the concepts of Knowledge Management.

Module Aim:

The module aims to

- Determine talent management strategies to support an organization's objectives;
- Conduct a workforce analysis;
- Identify how to build a talent pipeline to meet an organization's human capital needs;
- Define critical elements of a successful performance management program;
- Develop a career management strategy for an organization;
- Create a succession planning process and implementation plan;
- Outline an approach to engage and retain employees;
- Advise on how to successfully create a diverse talent pool;
- Introduce Knowledge Management; and
- Explain how to get people in an organization to use what they know.

Unit 1: Talent Management (TM) and Knowledge Management(KM)

Unit 2: Talent Management(TM): Evolution

Unit 3: Talent Management (TM) process

Unit4: Introduction to Knowledge Management (KM)

Unit 5: Knowledge Management framework and tools

Unit 6: KM : cases and issues

Unit 7: TM and KM in the future

OUBS008225/PERFMGT100 - Performance and Reward Management

Module Aim: The module delivers a systematic and coherent body of knowledge concerning performance management as well as the role and function of employee rewards and relationships. The development of core skills in the design and implementation of rewards and relations strategies is matched by the consideration of competing imperatives: from labour and product markets; and from the interests of the parties to the employment relationship.

The module also aims at developing a broad knowledge of the multi-dimensional aspects of performance management in today's workplace. The primary focus will be on understanding the concepts of performance management as it relates to the individual, team and organization. It also aims at providing a practical understanding of performance management including performance planning, measurement, assessment, appraisal and execution

Unit 1: Introduction to Performance Management

Unit 2: Approach to Performance Management

Unit 3: Performance Management System – Definitions, Aims and Purpose

Unit 4: Performance Management System – Process

Unit 5: Performance Appraisal

Unit 6: 360 degree Feedback

Unit 7: Managing Under-Performers, Organisational Performance and Team Performance

Unit 8: Developing Performance Management System

Unit 9: Performance Management and Reward Strategies

Unit 10: Compensation and Benefits

OUBS008311/INTHRM100 - International Human Resource Management

Module Aim: The objective of this module is to
Encourage students to adopt an objective approach to the discussion of issues in the management of people in organisations predominantly in an international context; and
Enable students to adopt a critical and analytical approach to issues relating to elements of the management of people and the human resource management cycle within organisations predominantly in an international context

Unit 1: Introduction to International HRM (IHRM)
Unit 2: Culture and IHRM
Unit 3: Approaches to IHRM
Unit 4: IHRM Recruitment and Selection
Unit 5: IHRM Training and Development
Unit 6: IHRM Performance Management System
Unit 7: IHRM Reward Management
Unit 8: IHRM Repatriation ,Career issues and Employment Relations
Unit 9: Employee Relations

OUBS008312/STRAHRM100- Strategic Human Resource Management Management

Module Aim: The objective of this module is to encourage students to adopt a strategic approach to HRM.

Unit 1: Introduction to Strategic HRM
Unit 2: SHRM in Context
Unit 3: The Strategic Role of the HR Function
Unit 4: HR Strategy
Unit 5: SHRM and Performance
Unit 6: SHRM and Resourcing
Unit 7: Linking SHRM to Talent Management
Unit 8: Linking SHRM to HRD
Unit 9: Linking SHRM and Employment Relations

OUBS008313/MIS100 - Management Information System

Module Aim: To provide learners knowledge on the role played by information systems in the running of organizations. Learners will learn issues relating to information systems in the functional areas of organizations.

Unit 1: Foundation of Information Systems
Unit 2: Strategic Information Systems and Enterprise Systems
Unit 3: Strategic Role of Information Systems
Unit 4: Managing Information in Organisations
Unit 5: Evaluating Strategies for Information System and E-Commerce
Unit 6: Contemporary Information System and E-Business Culture

OUBS008314/ADVQUAL100 - Advanced Quality Management

Module Aim: To provide learners with an understanding the full range of quality concepts. Learners will learn the dynamic characteristics of business management and the correlation between quality practices and corporate performance.

- Unit 1: Introduction to Quality.
- Unit 2: Total Quality Management Concept and Philosophies
- Unit 3: 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

OUBS008321- Human Resource Management in Practice

Module Aim: This module aims at enabling students to apply their learning in order to make a productive contribution in an organisational context; providing a student-centred approach for students to develop a critical and constructive evaluation of human resource management practices and problems in an organisational context; encouraging students to develop an informed approach towards HRM issues in business organisations; and supporting students to develop their independent research skills.

- Unit 1: The HR Practitioner =: Practical Hr=r Skills
- Unit 2: Recruitment and Selection
- Unit 3: Training and Development Interactions
- Unit 4: Performance Evaluation and Appraisal
- Unit 5: Equality and Diversity
- Unit 6: Communication and Presentation Skills
- Unit 7: Absenteeism, Grievances and Discipline
- Unit 8: Counselling and Mediation
- Unit 9: Employee Relations
- Unit 10: HRM in Practice
- Unit 11: HRM in Supporting Change

OUBS008322- Labour Legislations

Module Aim: This module aims at presenting an in-depth overview of Labour Legislations.

- Unit 1: Introduction to Labour Legislation
- Unit 2: Laws on Working Conditions including Labour Laws
- Unit 3: Employment Relations Act and Regulations
- Unit 4: Wages and Labour Laws including National Remuneration Orders
- Unit 5: Laws and Labour Welfare and Social Security
- Unit 6: Employees Superannuation Fund Act
- Unit 7: ILO Conventions ratified by Mauritius

OUBS008323/CORGOV100 - Corporate Governance and Ethics

Module Aim: The objective of this module is to provide learners with a foundation knowledge on corporate governance as well as ethical issues in its economic, political and legal context. In addition, the module will cover comparative international models of corporate governance.

- Unit 1: Origins of Ethics
- Unit 2: Ethical principles in business
- Unit 3: Objectives of Corporate Governance
- Unit 4: Corporate Governance in Mauritius
- Unit 5: Social Responsibility, Internal Control and Financial Reporting
- Unit 6: Code of Ethics for Professional Accountants

OUBS008324-Dissertation

The research project will allow the learner to examine thoroughly an area or a problem related to businesses. The project will draw upon significant concepts and techniques introduced during the taught part of the programme and will look at how to merge the theory and practice of management through the achievement of a considerable and related in-depth piece of work. The review of the final year project will be based on the compliance of a report which should be in the range of 10,000–12,000 words.