

## **Master of Business Administration (F/T) - LM508**

### **1. Objectives**

The objectives of the MBA Programme are:

- (i) to provide advanced educational opportunities for improving the practice of management in the private and the public sectors of the economy;
- (ii) to prepare managers to assume key positions of responsibility and perform in a wide variety of specific assignments within an organisation;
- (iii) to enhance the capacity for decision making and problem-solving, innovation and creativity; and
- (iv) to enhance professionalism in *Managerial* practice through:
  - understanding the implications of an increasingly global economy and the changing legal, ethical, cultural and political environments of business;
  - acquiring knowledge of management techniques and applying them to practical situations;
  - developing the ability to identify problems and foster the skills to find solutions;
  - developing the ability to integrate knowledge acquired across functional areas and disciplines;
  - managing human and material resources in a culturally diverse and rapidly changing technological world; and
  - fostering the spirit of creativity and entrepreneurship required to cope with complex situations in a rapidly changing environment.

### **2. General Entry Requirements**

Successful completion of an undergraduate degree with

- at least a Second Class or 50%, whichever is applicable or
- a GPA not less than 2.5 out of 4 or equivalent, from a recognised higher education institution.

OR alternative qualifications acceptable to the University of Mauritius.

### **3. Programme Requirements**

A Bachelor's Degree (Honours) with at least Second Class Second Division or an acceptable equivalent.

The Faculty will conduct an entrance examination along with an interview, if necessary.

### **4. General and Programme Requirements – Special Cases**

The following may be deemed to have satisfied the General and Programme requirements for admission:

- (i) Applicants who do not satisfy any of the requirements as per Regulations 2 and 3 above but who submit satisfactory evidence of having passed examinations which are deemed by the Senate to be equivalent to any of those listed.

- (ii) Applicants who do not satisfy any of the requirements as per Regulations 2 and 3 above but who in the opinion of Senate submit satisfactory evidence of the capacity and attainments requisite to enable them to pursue the programme proposed.
- (iii) Applicants who hold a full practising professional qualification obtained by examination.

## 5. Programme Duration

	Normal	Maximum
Master's Degree:	15 months	27 months
Postgraduate Diploma:	12 months	24 months

## 6. Credits per Year: Minimum 6 credits subject to Regulation 5.

## 7. Minimum Credits Required for Awards

Master's Degree:	48 credits
Postgraduate Diploma:	42 credits (without dissertation)

## 8. Assessment

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

Assessment will be based on written examination (of 2 to 3-hour duration, as specified) and continuous assessment carrying a range of 10% to 40% of total marks.

Continuous assessment will be based on assignment(s), and/or seminar presentations.

A minimum of at least 30% should be attained in each of Continuous Assessment and Written Examination, with an overall total of 40% for a candidate to pass a module.

Each module of 45 hours carries 3 credits and each module of 90 hours carries 6 credits.

Dissertation will carry 6 credits and it is compulsory for students to attend all lectures/seminars for the module MGT 6015Y – Research Methodology for Managers. *No credit is awarded for MGT 6015Y - Research Methodology for Managers, but the module must be satisfactorily completed for the award of the Degree.*

### Submission Deadlines for Dissertation

First Draft: End of September in the Final Year.

Final Copy: Last working day of October in the Final Year.

## 9. Specific Regulations

If 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 module(s) for which Grade C or above has been obtained.

Students are allowed to repeat only once over the entire duration of the Programme of Studies.

Taught Courses will be run over the first 12 months while the remaining 3 months will be allocated to students for dissertation write up.

## 10. Important Note

The rules as stipulated in this Programme Structure and Outline Syllabus will replace all other rules and regulations.

**11. List of Modules**

Code	Module Name	Hrs/Yr	Credits
<b><u>CORE MODULES</u></b>			
MGT 6010Y	Managing Human Resources	90	6
MGT 6101Y	Marketing Management and Applications	90	6
MGT 6012Y	Quantitative Methods for Business Decisions	45	3
ACF 6001Y	Accounting & Finance	90	6
MGT 6047Y	Managing Operations	45	3
MGT 6018Y	Economics for Managers	45	3
LAWS 6007Y	Business and Corporate Law	45	3
MGT 6019Y	Management Information Systems for Managers	45	3
MGT 6045Y	International Business Environment	45	3
MGT 6016Y	Quality Management	45	3
MGT 6024Y	Strategic Management for Executives	45	3
MGT 6000Y	Dissertation	-	6

**NOTE:**

The module **MGT 6015Y – Research Methodology for Managers** will be offered in the first semester. It is a non-examinable module for which no credit is awarded. It must be satisfactorily completed for the award of the Degree. The module is designed to enable students to develop the appropriate skills for the preparation of the dissertation.

**12. Programme Plan - Master of Business Administration****YEAR 1**

Code	Module Name	Hrs/Yr	Credits
<b>CORE</b>			
ACF 6001Y	Accounting & Finance	90	6
MGT 6010Y	Managing Human Resources	90	6
MGT 6101Y	Marketing Management and Applications	90	6
MGT 6012Y	Quantitative Methods for Business Decisions	45	3
MGT 6047Y	Managing Operations	45	3
MGT 6018Y	Economics for Managers	45	3
LAWS 6007Y	Business and Corporate Law	45	3
MGT 6019Y	Management Information Systems for Managers	45	3
MGT 6045Y	International Business Environment	45	3
MGT 6016Y	Quality Management	45	3
MGT 6024Y	Strategic Management for Executives	45	3
MGT 6000Y	Dissertation	-	6

### 13. Outline Syllabus

This outline syllabus is not prescriptive and is intended to serve as a guide only.

#### **ACF 6001Y - ACCOUNTING & FINANCE**

The Financial Accounting Section: Nature and Purpose of Accounting including Basic Concepts; Accounting Recording and Systems; Preparation of Financial Statements; Reporting Financial Performance.

The Cost Accounting Section: Role of management accounting in a wide range of sectors, including manufacturing and service; Cost classification and behaviour – Materials, labour, overheads; Costing Methods – Marginal and absorption, Job and contract costing, process costing; Cost volume profit analysis and relevant costing; Introduction to Budgeting and budgetary control.

The Finance Section: Consumption, investment and capital markets; Basis of financial decision making v/s role of accounting profit; Basic valuation of equities and bonds; Time Value of Money (present values and wealth); Concept of FCFs and the cost of capital; Traditional methods of investment appraisal (NPV, IRR, Payback, ARR).

#### **MGT 6000Y - DISSERTATION**

The dissertation will allow the student to explore in depth an area or an issue related to particular interests. It will draw upon relevant concepts and techniques introduced during the taught part of the course and will seek to combine the theory and practice of management through the completion of a substantial and relevant in-depth piece of work. Report of approximately 15,000 words.

#### **MGT 6007Y - BUSINESS AND CORPORATE LAW**

Origins and Sources of Commercial Law. The Law of International Trade. Aspects of Company Law: Formation and Management of Companies; Duties of Directors and Minority Protection; Winding-Up of Companies. Aspects of Employment Law: the Contract of Employment; Obligations of Employers and Employees; Termination of the Employment Relationship.

#### **MGT 6010Y - MANAGING HUMAN RESOURCES**

People in Organisations section: Organisations and Organisational Behaviour. The Psychological Contract, Personality, Intelligence, Values and Attitude, Perception and Communication Learning, Motivation, Groups and Team Building, Leadership and Empowerment, Power Politics and Conflicts. Ethics, Diversity and Governance. Managing Change. Organisation Culture, Organisation Development. Organisational Effectiveness.

Human Resource Management section: History, Evolution and Developments; Comparison between HRM and Personnel Management; HRM models; D. Guest, Harvard model, etc. Culture and Change Management in HRM; Strategic Human Resource Management. Tenets of HRM; Human Resource Strategy; Human Resource Planning; Recruitment and Selection. Tenets of HRM - Human Resource Development; Training and Development; Performance Management; Management development; Employee Development and self-development; Career development; Tenets of HRM; Employee Relations (ER); Perspectives in ER; Stakeholders in ER; ER practices; Reward management; International HRM and Comparative HRM; HRM and IT; EHR.

#### **MGT 6012Y - QUANTITATIVE METHODS FOR BUSINESS DECISIONS**

Analysis and Presentation of Data: Data preparation and preliminary analysis. Hypothesis Testing: tests of significance – one sample tests, two independent samples tests, two related sample tests. Measures of Association: Bivariate Correlation Analysis, bivariate linear regression, nonparametric measures of association.

#### **MGT 6015Y - RESEARCH METHODOLOGY FOR MANAGERS**

Nature of Research; Research Process; Choosing Research Topics; Developing Hypothesis and Variables; Selecting Research Methods; Quantitative Research: Surveys and Sampling-Descriptive and Inferential Statistics; Questionnaire Design, Attitude Measurement; Communication, Presenting and Writing the Research. Emphasis on Applied Methods and Learning to use Statistical Software Session on SPSS. Introduction to Multivariate Analysis: Multiple Regression, Discriminant Analysis, MANOVA, Factor Analysis, Cluster Analysis, Managerial Applications.

**MGT 6016Y - QUALITY MANAGEMENT**

An Introduction to Different Quality Approaches; Concepts, Principles and Techniques of TQM and Other Total Quality Approaches; Business Improvement Goals; Quality Systems; Process Performance Measurement; Cost of Quality Measurement; Statistical Process Control; Process Improvement Methodology; Detailed Process Analysis Techniques; Problem Solving Tools; (Pareto charts, cause and effect diagrams, force field analysis, etc.); Task Teams and Improvement Groups; Quality Circles.

**MGT 6018Y - ECONOMICS FOR MANAGERS**

Introduction to Managerial economics; Demand Analysis and Consumer Theory; Production and Costs: the Traditional Theory of the Firms; Theories of Oligopoly; Alternative Theories of the Firm; Pricing Policy and Practices; Growth of the Firm; Government Policy and Business Decision Making; Introduction to Econometrics; Forecasting Techniques; Case Studies.

**MGT 6019Y - MANAGEMENT INFORMATION SYSTEMS FOR MANAGERS**

Overview of MIS: Definition, Concept, Subsystems, user perceptions. Structure of MIS: Operating Elements; Decision Making; Organisational Function. Conceptual Foundations: Decision Making Process; Concepts of Information; Humans as Information Processors; Introduction to Decision Support Systems; Expert Systems, Planning Support Systems.

**MGT 6024Y - STRATEGIC MANAGEMENT FOR EXECUTIVES**

Defining Strategic Management: from Strategic Planning to Strategic Management; Fundamentals of Strategic Management: the S-C-P Paradigm and Transaction Cost Theory; The Strategy Management Process; The Resource Based Competence Model; Competitive Analysis and Strategic Groups; Building Competitive Advantage and Endogenous Growth; SWOT Analysis; Portfolio Analysis techniques; Growth Strategies; Competitive and Functional Strategies; Implementing Strategy: Structure & Culture; Agency Theory & Leadership; Evaluation and Control; Case Studies and/or strategic audits.

**MGT 6045Y - INTERNATIONAL BUSINESS ENVIRONMENT**

Developments in the international economy; Instability of the international environment; Insecurity of established economies hegemonies; Role of major economic players, US, Japan, the EU, the Pacific Rim; Driving forces and dynamic interaction of the world economy, competitive rivalry, globalisation, technological change.

**MGT 6047Y - MANAGING OPERATIONS**

Operations Strategy, Project management, forecasting, capacity planning, location and layout, work methods and work measurement, supply chain management, inventory management, aggregate planning, materials requirement planning (MRP), scheduling, maintenance, linear programming applications.

**MGT 6101Y - MARKETING MANAGEMENT AND APPLICATIONS**

Unit 1: The marketing concept, customer satisfaction and customer value. Topics covered will include: evolution in marketing management philosophy; the marketing environment (internal and external environment); the marketing research process; consumer and business buying behaviour; market segmentation, positioning and targeting; the marketing mix: product, price, promotion and distribution strategy of firms; social responsibility and green marketing.

Unit 2: Characteristics and types of service industries; the services marketing mix; consumer behaviour in services; customer expectations and the importance of customer perceptions of service; customer relationship management through segmentation and retention strategies; aligning strategy, service design and standards; service quality as a profit strategy.