

## **BSc (Hons) Management (Minor: Finance) - LM432**

### **1. Objectives**

The programme is intended for persons interested to pursue a managerial career and to have a good background in finance. The main objective is to equip participants with the necessary concepts, tools and techniques of management and finance. Moreover, it will provide a stepping stone to students who are interested in enrolling on professionally recognised qualifications such as the Chartered Financial Analyst (CFA) programme or the ICSA (International Chartered Secretaries Association). Students will also be exposed to practical training.

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

In accordance with General Entry Requirements for admission to the University for Undergraduate Degrees.

### **3. Programme Requirement**

Pass in Mathematics at “A” Level.

### **4. Programme Duration**

	<b>Normal (Years)</b>	<b>Maximum (Years)</b>
Degree:	3½ -year sandwich course (7 semesters)	5½ -year sandwich course (11 semesters)

### **5. Credits per Year**

Minimum 18 Credits, Maximum 48 Credits subject to Regulation 4.

### **6. Minimum Credits Required for Award of Degree: 114 (including 6 credits for practicums).**

Breakdown as follows:

<b>Degree</b>	<b>Core taught modules</b>	<b>Dissertation</b>	<b>Elective modules</b>	<b>General Education Module</b>	<b>Practicums</b>	<b>Total</b>
Credits	90	6	6	6	6	114

### **7. Assessment**

Each module will carry 100 marks and will be assessed as follows:

Assessment will be based on a written examination of 2-hour (for a semester module) or 3-hour (for a yearly module) duration as specified and continuous assessment carrying a range of 20% to 30% of total marks except for Module Research Methodology in Management. Continuous assessment will be based on two (2) assignments and should include at least one class test per module per year.

For a student to pass a module, an overall total of 40% for combined continuous assessment and written examination components would be required without minimum thresholds within the individual continuous assessment and written examination.

Most modules in the structure are **yearly modules** which are taught over a period of two semesters and examined at the end of the second semester only. There are continuous assessments over the period of two semesters and the written examination will be of a duration of 3 hours for a yearly module of 6 credits.

Some modules in the structure are run over 15 weeks and carry 3 credits. The assessment of such modules will consist of continuous assessment and an examination of a duration of 2 hrs at the end of the semester in which the module is run.

Written Examination and Continuous Assessment would each carry a weighting of 50% each for the **Module Research Methodology in Management (MGT 2117)**. Continuous Assessment would be based on writing literature review, developing research methodology and report writing.

## 8. Practicums

The 3½-year degree programme includes a minimum of 6 months gaining practical experience outside the university at the end of Year 2. It will normally involve working as a management trainee in industry. The advantages of taking such a “sandwich” course are that it will improve students’ maturity and skills base and will give the opportunity to students to “test” in real-life situations what they have learnt in theory. It will also enhance students’ employability skills.

Practicums will be monitored by the Department. Two reports must be produced at the end of the training period: one by the student and one by the supervisor in the workplace. Practicums of at least 6 months’ duration, accounting for 6 credits, must be satisfactorily completed for the award of the degree. Such requirement may be waived for part-time students currently in employment.

## 9. List of Modules

### CORE MODULES

Code	Module Name	Hrs/Wk	Credits
		L+P	
DFA 1020Y(1)	Accounting and Financial Analysis	3+0	6
DFA 1002Y(1)	Financial Theory and Practice	3+0	6
LAWS 1007Y(1)	Foundations of Mauritian Law	3+0	6
MGT 1111(1)	Organisation & Management	D.E.	3
MGT 1201(1)	Organisation Behaviour	D.E.	3
MGT 1226(1)	Economics for Managers	3+0	3
MGT 1203(1)	Marketing Fundamentals	3+0	3
CSE 1010e(1)	Introduction to Information Technology	O.E.	3
CSE 1021(1)	Basic Computer Applications	3+0	3
DFA 2002Y(3)	Corporate Finance	3+0	6
DFA 2012Y(3)	Portfolio Theory and Fixed Income Securities	3+0	6
MGT 2060Y(3)	Marketing Management	3+0	6
MGT 2061Y(3)	Human Resource Management	3+0	6
MGT 2062Y(3)	Operations Management	3+0	6
STAT 1100(1)	Statistics for Economists 1	3+0	3
MGT 2117(3)	Research Methodology in Management	3+0	3
DFA 3006Y(5)	International Finance	3+0	6
MGT 3058Y(5)	Strategic Management	3+0	6
MGT 3059Y(5)	International Business and Management	3+0	6
MGT 3000Y(5)	Dissertation	-	6
MGT 3099(5)	Practicums	6 mths	6

### ELECTIVE MODULES

DFA 3012Y(5)	Options and Derivatives	3+0	6
DFA 2004Y(3)	Principles and Applications of Taxation	3+0	6
MGT 3060Y(5)	Financial Services Marketing	3+0	6
MGT 3061Y(5)	Managing Quality	3+0	6
MGT 2067Y(3)	Business Ethics and Good Governance	3+0	6
MGT 3063Y(5)	Human Resource Development and Organisation	3+0	6

	Development		
LAWS 3003Y(5)	Legal Aspects of Finance	3+0	6
ECON 2007Y(3)	Principles of Business Econometrics	3+0	6
DFA 3012Y(5)	Options and Derivatives	3+0	6
DFA 2004Y(3)	Principles and Applications of Taxation	3+0	6

#### 10. Programme Plan – BSc(Hons) Management (Minor: Finance)

##### Modules carrying asterisk(s):

\* These are 3-credit modules, which will be run and examined at the end of the first semester.

\*\* These are 3-credit modules, which will be run and examined at the end of the second semester.

#### YEAR 1

Code	Module Name	Hrs/Wk L+P	Credits
<b>CORE</b>			
DFA 1020Y(1)	Accounting and Financial Analysis	3+0	6
DFA 1002Y(1)	Financial Theory and Practice	3+0	6
LAWS 1007Y(1)	Foundations of Mauritian Law	3+0	6
MGT 1111(1)	Organisation & Management*	D.E.	3
MGT 1201(1)	Organisation Behaviour**	D.E.	3
MGT 1226(1)	Economics for Managers*	3+0	3
MGT 1203(1)	Marketing Fundamentals**	3+0	3
CSE 1010e(1)	Introduction to Information Technology*	O.E.	3
CSE 1021(1)	Basic Computer Applications**	2+2	3

#### YEAR 2

Code	Module Name	Hrs/Wk L+P	Credits
<b>CORE</b>			
DFA 2002Y(3)	Corporate Finance	3+0	6
DFA 2012Y(3)	Portfolio Theory and Fixed Income Securities	3+0	6
MGT 2060Y(3)	Marketing Management	3+0	6
MGT 2061Y(3)	Human Resource Management	3+0	6
MGT 2062Y(3)	Operations Management	3+0	6
STAT 1100(1)	Statistics for Economists 1*	3+0	3
MGT 2117(3)	Research Methodology in Management**	3+0	3

#### YEAR 3

Code	Module Name		Credits
MGT 3099(5)	Practicums	6 months	6

#### YEAR 3 + YEAR 4

Code	Module Name	Hrs/Wk L+P	Credits
<b>CORE</b>			
DFA 3006Y(5)	International Finance	3+0	6
MGT 3058Y(5)	Strategic Management	3+0	6
MGT 3059Y(5)	International Business and Management	3+0	6
MGT 3000Y(5)	Dissertation	-	6
<b>ELECTIVES CHOOSE ONE FROM</b>			
DFA 3012Y(5)	Options and Derivatives	3+0	6
DFA 2004Y(3)	Principles and Applications of Taxation	3+0	6

MGT 3060Y(5)	Financial Services Marketing	3+0	6
MGT 3061Y(5)	Managing Quality	3+0	6
MGT 2067Y(3)	Business Ethics and Good Governance	3+0	6
MGT 3063Y(5)	Human Resource Development and Organisation Development	3+0	6
LAWS 3003Y(5)	Legal Aspects of Finance	3+0	6
ECON 2007Y(3)	Principles of Business Econometrics	3+0	6

**Submission Deadline** for dissertation:

**Final copy:** Mid October in the final year of the programme.

- 1) It is compulsory for students to complete a dissertation of 10,000 to 12,000 words. This dissertation should start in Year 3 or Year 4, carrying 6 credits.
- 2) Students will have to complete a minimum of one (1) General Education Module (GEM) of six (6) Credits over the full 3½ years of Programme of Studies. List of GEMs will be posted on Faculty Notice Boards at the start of every semester.

Total number of credits: 114

Total number of Core yearly modules including dissertation: 16

Total number of Electives: 1

Total number of GEM: 1

The University reserves the right not to offer a given elective module if the critical number of students is not attained and/or for reasons of resource constraints.

## 11. Outline Syllabus

### **CSE 1010e(1) - INTRODUCTION TO INFORMATION TECHNOLOGY**

IT and Computers; Stepping in the Computer; Input and Output Devices; Secondary Storage; Programming; Systems Software; Applications Software; Systems Development; Computer Networks; The Internet; Computer Security; Software Utilities; Issues and Trends in IT.

### **CSE 1021(1) - BASIC COMPUTER APPLICATIONS**

Introduction to Database Management Systems and User Interfaces. Electronic Mail. Practical uses of Local and Wide Area Networks. Software packages.

### **DFA 1002Y(1) - FINANCIAL THEORY AND PRACTICE**

The financial system; Capital markets; An Analysis of the Mechanisms of the Financial System in the economy: Theory and Current Statistics; Time value of money; Capital Budgeting: an introduction; Valuation of Financial Assets; Bond analysis: an introduction; Risk, Return and Diversification; Efficient Market Hypothesis; Multinational Finance: an introduction; Consumption, Investment and the Capital Markets; Theory of choice: utility theory given uncertainty; State Preference Theory; Objects of choice: Mean variance uncertainty; Asset Pricing Theory, Agency Theory, Portfolio Theory.

### **DFA 1020Y(1) - ACCOUNTING AND FINANCIAL ANALYSIS**

The Role of Accounting Information; Recording and Summarising Transactions; Accounting Concepts & Preparing Final Accounts; Adjustments to Final Accounts; Capital v/s Revenue Expenditure; Bank Reconciliation Statement; Accounting Ratios & Interpretation Techniques; Introduction to Group Accounting & related issues; Accounting for Internal Decision Making Techniques; Elements of Cost; Costing Methods & Techniques; Decision Making Techniques; Accounting for Manufacturers; Budgets; Regulatory Framework for Company financial Reporting; Understanding Published Annual Reports; Corporate Failures Prediction; Forecasting & Valuing Businesses; Earnings Management.

### **DFA 2002Y(3) - CORPORATE FINANCE**

Present values and wealth; Risk and return; Capital budgeting and risk; Market Equilibrium: CAPM and APT: Theory and empirical test; Correlation structure of Security Returns; EMH and its implications in Corporate Financing; Capital Structure and Cost of Capital: Theory, Empirical Evidence and Applications; Leasing; The Dividend Policy: Theory, Empirical Evidence and Applications; Gilt-edged securities: Interest rate theory and pricing of bonds; Introduction to Options; Introduction to Financial Futures; Multinational

Finance; Hedging Strategies; Mergers, Acquisition and Restructuring: Theory and empirical evidence; Treasury Management.

**DFA 2004Y(3) - PRINCIPLES AND APPLICATIONS OF TAXATION**

Powers of Commissioners; Domicile and Residence; Taxation of individuals from various sources; Partnership; Capital Allowances; Companies; Value-added tax; Anti-avoidance provisions; International Aspects of Tax; Residence and its implications; Tax treaty system; Double Taxation relief; Assessment of Companies trading internationally, Comparative taxation system; Direct expenditure and tax expenditure; personal financial planning.

**DFA 2012Y(3) - PORTFOLIO THEORY AND FIXED INCOME SECURITIES**

Types of securities; The Mauritian Fund Management Industry; The Global Fund Management industry; Price volatility characteristics of Fixed Income Securities; bond rating; bond strategy; immunization strategies; Global bond portfolio management; Portfolio Theory, Portfolio Selection; Fundamental analysis; Technical Analysis; Implications of the EMH; Active v/s Passive strategy, Asset Allocation (Strategic Asset Allocation; Tactical Asset Allocation); Managed Portfolio, Performance measurement; Ethics in Finance; Applied Portfolio Models using Excel.

**DFA 3006Y(5) - INTERNATIONAL FINANCE**

The International Monetary System; Using Balance of Payments Data; The Foreign Exchange Market; International Parity Conditions; Foreign Currency Options; Measuring and managing foreign exchange exposure; Internal and external techniques of exposure management; Interest rate exposure; Capital and Ownership structure; Global cost of capital; Capital markets and other sources of funding for the global firm; Corporate strategy and Foreign Investment Decisions; Taxation issues; Political Risk Management; Managing Multinational Operations; Working Capital Management; Import and export Financing; issues in International Finance.

**DFA 3012Y(5) - OPTIONS AND DERIVATIVES**

Option markets; Properties of option pricing; The option pricing models (the binomial model, B-S model; alternative models for option pricing); options on stocks, stock indices and currencies; option based trading strategies; exotic option; Management of risks using options (delta, theta, gamma, vega, rho); portfolio insurance; Financial Futures; Swaps (Currency, interest rate, asset); Value-at-Risk; Applied options models using Excel.

**ECON 2007Y(3) - PRINCIPLES OF BUSINESS ECONOMETRICS**

Simple and Multiple Regression Models: Assumptions, Estimation and Inference; Alternative Functional Forms; Breakdown of Classical Assumptions: Multicollinearity, Autocorrelation, Heteroscedasticity; Dummy Variables; Introduction to Time Series Models and Business Forecasting; Applications include: Business Projections, Seasonality in Business, CAPM.

**LAWS 1007Y(1) - FOUNDATIONS OF MAURITIAN LAW**

The Historical Background of Mauritian Law – Impact of English Law and French Law and other Legal Systems – Features of a mixed law system. Various branches of law – Public law and Private Law and sub division thereof; Civil Process and Criminal Process; Organisation of Courts; The legal profession and Judiciary; Meaning of Law; Nature of law; Law and Social Sciences; Law and Morality and other Normative System; Sources of Law; Constitution, Legislation, Subsidiary legislation, Customs, Books of Authority, Common Law and Equity; Case-law – Interpretation of cases; Statutory interpretation; Legal Thoughts and Legal Reasoning; Les droits subjectifs – les droits patrimoniaux et les droits extrapatrimoniaux, les sources de droits; Les personnes physiques et les personnes morales; Introduction au droit des contrats et à la responsabilité délictuelle.

**LAWS 3003Y(5) - LEGAL ASPECTS OF FINANCE**

Law relating to Banking, Insurance and Trade Finance; The Regulatory Framework: Financial Services Development Act. Bank-Client relationship. The Bills of Exchange Act. Negotiable Instruments. Legal Aspects of e-Banking. Contracts of Insurance. Hire Purchase Contracts. Offshore Business Activities: Legal Regulation. Offshore companies and Trusts. Protected Cell Companies. Double Taxation Treaties Securities, Prospectus Requirements, The Listing Rules, The Stock Exchange Act 1988; Insider Dealing; Offences. Financial Aspects of Corporate Governance. Legislative Control of Money Laundering.

**MGT 1111(1) - ORGANISATION & MANAGEMENT**

Management Concepts and Functions. Development of Management Theories. The Internal and External Environments of the Organisation. Social Responsibility and Ethics in Management. Managerial Decision Making. The planning process. The nature of Organisation Structure. Organisational Control. Contemporary issues in Management. Management in Future.

**MGT 1201(1) - ORGANISATION BEHAVIOUR**

Introduction to Organisational. Foundations of Individual Behaviour. Designing Motivating Jobs. Job Satisfaction. Power and Politics. Foundations of Group Behaviour. Communication and Decision Making. Conflict Management. Organisational Culture. Organisational Change and Development.

**MGT 1203(1) - MARKETING FUNDAMENTALS**

Introduces the foundation of marketing and its key concepts: 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 Organisational buying behaviour; Market segmentation, positioning and targeting; The Marketing mix: product, price, promotion and distribution strategy of firms; Social Responsibility and green marketing.

**MGT 1226(1) - ECONOMICS FOR MANAGERS**

Basic tools of Economics; Microeconomics: Scarcity and Allocation, Demand and Supply, Elasticity, Long and short run costs, Labour & Factor Markets, Market Mechanisms, Economic Systems; Macroeconomics: Introduction and Measurement of National Income, Long run macro, short run macro, Money and Monetary Policy, Fiscal policy. International Economics; Microeconomics of Trade, Macroeconomics of Trade.

**MGT 2060Y(3) - MARKETING MANAGEMENT**

Nature and Scope of Marketing, the Marketing Environment, Marketing Research and Marketing Information Systems, Buyer Behaviour – the buying behaviour of consumers and organizations, Segmentation, Targeting and Positioning Framework, Marketing Mix – the 4P's, Product and Services, Place (channel decisions and channel intermediaries), Price (pricing considerations and pricing methods), Promotion (Advertising, Personal Selling, Public Relations, Sales Promotion, Direct Marketing & Sponsorship), The extended marketing mix, Services Marketing, Broadening the Scope of marketing, Social Responsibility, Green Marketing, Ethics, Customer Relationship Management, Marketing Plan, Marketing Audit, Analysing Industry Attractiveness, BCG Model, Strategic Planning & Control, Review of Marketing Mix Strategies.

**MGT 2061Y(3) - HUMAN RESOURCE MANAGEMENT**

Evolution of HRM, HRM policy goals, SHRM - HRM and organizational performance, Individual performance - attitudes and behaviour, Organisational citizenship behaviour and organisational culture, Psychological contracts, Organisational justice, Job redesign and team working, Human resource planning, Recruitment and selection, Performance appraisal and management, Reward management, Training and development, Employee relations. International human resource management - management of expatriates, cross cultural management, Comparative human resource management (US, EU, Japan, Asia-Pacific, etc.), Public sector HR (New public management), Criticisms of HRM, Case Study and seminars.

**MGT 2062Y(3) - OPERATIONS MANAGEMENT**

Introduction to Operations Management. Types and characteristics of manufacturing and service systems. Production planning and control – Forecasting, Capacity planning and operations scheduling, Inventory Management, MRP I and MRP II. Project scheduling – Network Analysis. Quality Control. Layout designs. Location selection. Work study. Just-In-Time. Supply-Chain Management. People and work systems. Types of Maintenance.

**MGT 2067Y(3) - BUSINESS ETHICS AND GOOD GOVERNANCE**

Compatibility between business and ethics – why moral questions arise (communitarians versus individualists) – morality and human nature – the moral law of duty – philosophies of ethics (teleology, deontology, justice theories) – Socratic ethics – Aristotle and commonsense ethics – the social contract – Marx and economic determinism – notions of absolutism versus relativism – moral relativism – cultural relativism – individual ethics versus corporate ethics – dimensions to social responsibility (economic, legal,

ethical, philanthropic) – codes of ethics – ethical decision-making – stakeholder and stockholder theory – the social duty of business – profit maximisation vs. other corporate objectives – implications of Friedman’s theory – personal vs. corporate ethics – whistle blowing – impact of poor governance on business – bribery in the context of business.

### **MGT 2117(3) - RESEARCH METHODOLOGY IN MANAGEMENT**

Introduction to Social Research-Perspectives and Varieties of Social Research-Defining the Research Problem-The Research Design and Process-The Literature Review-Sampling and Scaling Techniques-Data Collection-Processing and Analysis of Data-Analysis and Interpretation- Hypothesis Testing, Chi Square Tests-Analysis of Variances- Quantitative Analysis-Report Writing-SPSS

### **MGT 3000Y(5) - DISSERTATION**

### **MGT 3058Y(5) - STRATEGIC MANAGEMENT**

The international environment from 1890 to now: a critical analysis; An assessment of the evolution of the Mauritian economy since 1968; History of strategy since the 19<sup>th</sup> century: from industrial capitalism to financial capitalism; Strategic segmentation: The different levels of decision making in the Strategy Management Process, SWOT analysis: The Resourced Based Theory of the Firm and the definition of competitive advantage; Clusters and the new economics of competition; Decision tools; Growth strategies, competitive strategies & functional strategies; Strategy implementation and the organisational structure; Conflict management; The benchmarking process: Implementing change & gaining commitment; Identity of the firm, The Agency Theory, Corporate Governance, Social Responsibility & Ethics, Leadership, Crisis management; Evaluation & control, Case study techniques.

### **MGT 3059Y(5) - INTERNATIONAL BUSINESS AND MANAGEMENT**

The International Business Environment - Introduction to International Business, The Emerging Global Economy, The Role of Technological Forces in the Globalisation Process, Differences in Political Economies The Concept of National Competitiveness, Emerging Markets in the Global Economy. Cross-Border Management - The International Marketing environment as influenced by Political, Legal and Cultural dimensions. Foreign Market Analysis, Selecting and Managing Entry Modes to Foreign Markets, Assessing the Impact of Exporting, Importing and Counter-Trade. International Market Research and Multinational Marketing Information Systems. International Marketing Mix decisions Managing Diversity and Cross Cultural Differences. Current Issues in International Business and Management.

### **MGT 3060Y(5) - FINANCIAL SERVICES MARKETING**

Understanding services, types of financial services, the service offer, the service encounter, the financial services environment, the financial service consumer, services buying processes, identifying and targeting financial prospects, service development and design, traditional channels of distribution, technology-driven delivery channels, pricing for financial services, communication and promotion, direct marketing of financial services, relationship marketing and customer loyalty, handling customer complaints and managing service recovery, the financial and economic effect of services, service quality, the integrated gaps model of service quality, internal marketing, retail banking, marketing of specific financial products such as credit cards, funds marketing, etc.

### **MGT 3061Y(5) - MANAGING QUALITY**

Introduction to Quality. Total Quality Management concept and philosophies. Kaizen. Total Quality Culture. Leadership for Quality. Planning for Quality. Organising for Quality. Business Excellence Model – MBNQA, EFQM, Deming Prize. Quality Management Systems: ISO 9000. Quality System Audit. Quality tools and techniques for process improvement. Quality of Services. Teamwork for Quality. Communications and training for Quality. Benchmarking. Cost of Quality. Statistical Process Control. Implementing TQM.

### **MGT 3063Y(5) - HUMAN RESOURCE DEVELOPMENT AND ORGANISATION DEVELOPMENT**

Part 1: HRM/HRD nexus, HRD model and HRD lattice; SHRD; Learning Organisation; Learning to learn; Managing Training and Development; Workplace learning; Performance Management; Managing Careers; Management Development; Actors in HRD; Mauritian HRD framework and Comparative National HRD frameworks. Case study and seminars.

Part 2: Organisation Development (OD). Introduction to OD, History and Values of OD, Organisational Change, Models of OD; Diagnosis; Data Collection and Analysis; Individual, Team and Organisational Interventions; Power, Politics and Ethics in OD; Evaluating OD effectiveness; Trends and future directions.

**STAT 1100(1) - STATISTICS FOR ECONOMISTS I**

Collection, Organisation and Presentation of Data. Averages. Sample Designs and Surveys. Dispersion and Skewness. Probability. Index Numbers. Time Series Analysis. Correlation and Regression.