

OP 1/31/7

# University of KwaZulu-Natal

Faculty of

## Management Studies

Howard College Campus

2004



# THE MERGER OF THE UNIVERSITIES OF DURBAN-WESTVILLE AND NATAL

The Universities of Durban-Westville and Natal merged on 1 January 2004. This means that the university at which you have registered is the merged institution University of KwaZulu-Natal.

The merger of the two institutions is seen as an exciting opportunity to create a new, truly South African university which is committed to excellence in teaching and in research. The Mission and Vision Statement for the new institution states:

"We are committed to building a university that is academically excellent, critically engaged and demographically representative out of a regional system shaped, divided and disadvantaged by apartheid. The creation of a new institution is seen as an exciting opportunity that will allow the region to bring into being a genuinely South African university with a new culture and form, designed to meet the challenges of serving the country and the region in innovative and effective ways. This socially responsive institution will be a world-class institution and an active global player while still serving the KwaZulu-Natal and southern African region."

The new institution will continue to offer existing programmes under existing academic rules until these are amended or restructured by the new Council. This means that the existing programmes at both institutions will be offered to new students in 2004 on the same basis as they are offered at present. There will be some instances where offerings are modified by agreement between the two universities, but in these cases you will be informed of such modifications before the commencement of your studies in 2004.

It is probable that the current organization of faculties and schools will change in 2004, but all the various disciplines that constitute these faculties and schools at present will still exist. Some programmes may relocate to another campus during 2005.

What does this actually mean to you?

- That the new university is committed to ensuring excellent academic standards;
- That you will be able to obtain your degree in whichever programme of study currently on offer for which you register;
- That the new University rates students' interests of major importance and will ensure that any changes to your programme of study will be made in the interests of educational quality.

***Note: The University reserves the right from time to time to add to, withdraw or amend in any manner, its rules, and any such additions, withdrawals or amendments shall become binding upon the date of publication or upon such date as may be specified by the Senate and the Council.***



# FACULTY OF MANAGEMENT STUDIES

DURBAN

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## HANDBOOK FOR 2004

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DEAN

**Professor Anthony B Lumby**

*BCom(Hons) (Witwatersrand), PhD (Natal)*

ASSOCIATE DEAN

**Professor L Stainbank**

*BA, MCom (Natal), DCom (Unisa), CA(SA), FCCAM*

ASSISTANT DEAN

**Professor K Bhowan**

*BCom (Unisa), MBA (Witwatersrand)*

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FACULTY OF MANAGEMENT STUDIES

UNIVERSITY OF KWAZULU-NATAL

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Dean

Professor A B Lumby

BCom(Hons) (Witwatersrand), PhD (Natal)

Associate Dean

Professor L J Stainbank

BA, MCom (Natal), DCom (Unisa), CA(SA), FCCA

Assistant Dean

Professor K Bhowan

BCom (Unisa), MBA (Witwatersrand)

Enriched Management Studies (EMS) Programme

Director

J Hesketh BA, UED (Natal), PhD (Surrey)

Education, Curriculum & Learning

Senior Lecturers

C Goodier BA, BA(Hons) (Rhodes), MPhil (Reading)

Linguistics & Education

Jane Skinner MA(Hons) (Edinburgh), Cert Ed (Cantab), MEd (Natal), PhD (Natal)

Philosophy & Education

J Zikhali BCom(Hons) (Wittenberg USA)

Development Economics

Lecturer/Researcher

A Arbee BCom(Hons), M.Ed (Higher Education) (Natal)

Education & Marketing



## School of Accounting and Finance

Head of School

**Professor L D Mitchell**

### Professors

<b>R D Jackson</b> <i>BAcc (Natal), MCom (Rhodes), CA(SA)</i>	Auditing
<b>L D Mitchell</b> <i>BCom, MAcc, DEcon (Natal), CA(SA)</i>	Taxation
<b>L J Stainbank</b> <i>BA, MCom (Natal), DCom (Unisa), CA(SA), FCCA</i>	Financial Accounting
<b>F A A Vigario</b> <i>BCom (Natal), CA(SA)</i>	Managerial Accounting and Finance

### Associate Professors

<b>J D Chambers</b> <i>CTA (Natal), CA(SA)</i>	Auditing
<b>F O Skae</b> <i>MCom (Rhodes), MBA (Dunelm)</i>	Managerial Accounting and Finance
<b>M J Wells</b> <i>BCom (Natal), CA(SA)</i>	Financial Accounting
<b>N A Wood</b> <i>BCom (Natal), MBL (Unisa), CA(SA), ACMA</i>	Managerial Accounting and Finance

### Senior Lecturers

<b>C Blewett</b> <i>MCom (Natal), MCSSA</i>	Information Systems & Technology
<b>G Ford</b> <i>BCompt(Hons) (Unisa), BCom(Hons) (Natal)</i>	Information Systems & Technology
<b>L K Gibson</b> <i>BCom(Hons) (Unisa), LLB (Natal)</i>	Information Systems & Technology
<b>H Gokal</b> <i>BSc(Hons) (UDW), MCSSA, MICS</i>	Information Systems & Technology
<b>J Golding</b> <i>BCom (Natal), CA(SA)</i>	Taxation
<b>M Haiden</b> <i>BCom (Natal), NTDS3</i>	Financial Accounting
<b>J Montocchio</b> <i>BCom (Natal), CA(SA)</i>	Taxation
<b>K Naidoo</b> <i>BSc (Unisa), BSc(Hons) (UDW), Dip Datamatrix (Unisa), Dip Education (UDW)</i>	Information Systems & Technology
<b>D W Oakes</b> <i>FCCA</i>	Financial Accounting
<b>I Padayachee</b> <i>BA, UHDE, BEd, BSc(UDW), BSc(Hons), MSc(Information Systems) (Unisa)</i>	Information Systems & Technology
<b>L A Pincus</b> <i>BCom (Natal), CA(SA)</i>	Auditing
<b>R Quilling</b> <i>BSc(Hons) (Natal)</i>	Information Systems & Technology
<b>C L Service</b> <i>BCompt(Hons) (Unisa), CA(SA)</i>	Financial Accounting
<b>L Willis</b> <i>BCom (Cape Town), CA(SA)</i>	Managerial Accounting and Finance

Lecturers

<b>K Fenger</b> <i>BCom, PGDipBusMgt(Natal)</i>	Information Systems & Technology
<b>A Gordon</b> <i>BCom(Hons), PGDipBusMgt, MBA (Natal)</i>	Information Systems & Technology
<b>R Midgley</b> <i>CA(SA)</i>	Financial Accounting

Contract Lecturers

<b>D Ahmed</b> <i>BTech(DIT), PGBusMgt(Natal)</i>	Information Systems & Technology
<b>F Akal</b> <i>BCom(Natal)</i>	Financial Accounting
<b>L Cohen</b> <i>BCom, UED (Natal)</i>	Financial Accounting
<b>C N Maartens</b> <i>BCom (Natal), CA(SA)</i>	Auditing
<b>D L Seccombe</b> <i>BCom, LLB (Natal)</i>	Taxation

Honorary Professor

<b>A Meyer</b> <i>BCom, BAccSc(Hons)(Unisa), CA(SA), CPA(USA)</i>	Financial Accounting
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School of Economics and Management

Head of School  
Professor M G Holden

Professors

<b>D A L Coldwell</b> <i>BSc(Hons) (London), BA (Econ), MA, DLitt et Phil (Unisa), MIPD (UK), FIISE, RPP</i>	Business Research Methods
<b>G T Harris</b> <i>BCom, DipEd (Melbourne), MEc (La Trobe), PhD (New England)</i>	Development Economics
<b>M G Holden</b> <i>BCom(Hons) (Natal), MA, PhD (Duke)</i>	International Economics
<b>A B Lumby</b> <i>BCom(Hons) (Witwatersrand), PhD (Natal)</i>	Environmental Economics
<b>D Tewari</b> <i>BSc Ag and AH (GB Pant), MSc Ag (GB Pant), MSc, PhD (Saskatchewan)</i>	Natural Resource/Environmental Economics

Associate Professors

<b>K Bhowan</b> <i>BCom (Unisa), MBA (Witwatersrand)</i>	Strategic Marketing
<b>S Cassim</b> <i>BCom(Hons) (Unisa), MCom (Natal), UHDE (UDW)</i>	Entrepreneurship
<b>J A Fairburn</b> <i>BA (Oxford), MSc, PhD (Southampton)</i>	Microeconomics
<b>J S Hart</b> <i>BA(Hons) (Rhodes), MA, DLitt et Phil (Unisa)</i>	Macroeconomics
<b>T B Jones</b> <i>MA (Natal)</i>	Transport Economics
<b>P Msweli-Mbanga</b> <i>BSc (Wits), DipM, CIM, MBA, PhD (Exeter)</i>	Marketing and Direct Selling
<b>D R Posel</b> <i>MSocSc (Natal), PhD (Massachusetts)</i>	Development Economics

## Senior Lecturers

<b>L Dancaster</b> <i>BCom(Hons), LLM (Natal)</i>	Industrial Relations
<b>L Epstein</b> <i>BCom(Hons), LLM, PGDipIndRel (Natal), CA(SA)</i>	Labour Relations/Labour Law
<b>B Rhodes</b> <i>BA(Hons) (Nottingham Polytechnic), MSc (London), PhD (East Anglia)</i>	Environmental Economics
<b>B Stefanski</b> <i>MSc, MPhil, PhD, DSc (Warsaw)</i>	Comparative Economic Systems
<b>N Viegi</b> <i>MSc (Glasgow), PhD (Strathclyde)</i>	Applied Macroeconomics

## Lecturers

<b>C M Browne</b> <i>BSc(Economics) (London), MCom (Natal)</i>	Health Economics
<b>D Casale</b> <i>BCom(Hons), MCom (Natal)</i>	Labour Economics
<b>M J Co</b> <i>BA, BSc, MBA (DLSU, Manila)</i>	Entrepreneurship
<b>R Dias</b> <i>BCom(Hons), MCom (Natal)</i>	Macroeconomics
<b>S Donnelly</b> <i>B AgricAdmin (Stellenbosch), BCom(Hons) (Unisa)</i>	Finance
<b>K Hodnett</b> <i>BCom(Hons) (Natal)</i>	Corporate and Investment Finance
<b>M Kohler</b> <i>BCom(Hons), MCom (Natal)</i>	International Economics
<b>B Mitchell</b> <i>BA(Hons), HDE (Rhodes), BCom, MA (Unisa)</i>	Human Resource Management/Entrepreneurship
<b>H M Mkhize</b> <i>BCom(Hons) (Natal)</i>	Finance
<b>S Molony</b> <i>BA, LLB, PGDipIndRel (Natal)</i>	Labour Relations/Labour Law
<b>D Pillay</b> <i>BCom(Hons)(Natal), MTech (Natal Technikon)</i>	Entrepreneurship
<b>M Williamson</b> <i>BCom, PGradDip(Marketing) (Unisa), MBA (Heriot-Watt)</i>	Business Research Methods

## Tutors

<b>J O Bruce-Brand</b> <i>BSc(Hons), HDE (Natal)</i>	Health Economics
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**Centre for Entrepreneurship (CFE):**

## Professor &amp; Director

<b>A Bhattacharya</b> <i>MSc, PhD (Moscow)</i>
--



***Economic Research Unit (ERU):***

Professor & Director

**M G Holden** *BCom(Hons) (Natal), MA, PhD (Duke)*

***Health Economics and HIV/Aids Research Division (HEARD):***

Professor & Director

**A W Whiteside** *MA (East Anglia), DEcon (Natal)*

Researchers

**S Braimah** *Masters in Social & Economic Development (Swansea)*

**M Cakwe** *BA(Hons) (Fort Hare)*

**S Erskine** *BSocSc(Hons) (Natal), MPhil (Cambridge)*

**G George** *BA, PGDipIndRel, BCom(Hons) (Natal)*

Research Director

**T Quinlan** *PhD (UCT)*

Project Director

**S Willan** *MA(Politics) (Natal)*

Researchers

**T Zhuwau** *MSc (Development Studies) (London)*

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**GRADUATE SCHOOL OF BUSINESS**

Professor & Head

**VACANT**





## INFORMATION FOR STUDENTS

### Undergraduate qualifications/programmes available:

- (1) Bachelor of Commerce  
(Three-year full-time or four year part-time)
- (2) Bachelor of Commerce in Accounting  
(Three-year full-time or four year part-time)
- (3) Bachelor of Business Science in Actuarial Science  
(Four-year full-time)
- (4) Bachelor of Business Science in Economics  
(Four-year full-time)
- (5) Bachelor of Business Science in Entrepreneurship  
(Four-year full-time)
- (6) Bachelor of Business Science in Finance  
(Four-year full-time)
- (7) Bachelor of Business Science in Human Resource Management  
(Four-year full-time)
- (8) Bachelor of Business Science in Industrial Relations  
(Four-year full-time)
- (9) Bachelor of Business Science in Information Systems & Technology  
(Four-year full-time)
- (10) Bachelor of Business Science in Management  
(Four-year full-time)
- (11) Bachelor of Business Science in Marketing  
(Four-year full-time)

### Postgraduate qualifications/programmes available:

- (1) Bachelor of Commerce Honours  
(One-year full-time or two-year part-time)
- (2) Bachelor of Commerce Honours (Accounting)  
(One-year full-time or distance learning)
- (3) Management Advancement Diploma  
(One-year part-time course)
- (4) Postgraduate Diploma in Business Management  
(One-year full-time or two-year part-time)
- (5) Postgraduate Diploma in Human Resource Management  
(One-year full-time or two-year part-time)
- (6) Postgraduate Diploma in Industrial Relations  
(One-year full-time or two-year part-time)

- (7) Postgraduate Diploma in Management specialising in Leadership  
(One-year full-time or two-year part-time)
- (8) Postgraduate Diploma in Marketing Management  
(One-year full-time or two-year part-time)
- (9) Master of Accountancy by dissertation.
- (10) Master of Accountancy in Financial Accounting by coursework and dissertation.
- (11) Master of Accountancy (Taxation) by coursework and dissertation.
- (12) Master of Commerce by dissertation.
- (13) Master of Commerce in Economics by coursework and dissertation.
- (14) Master of Commerce in Management by coursework and dissertation.
- (15) Master of Commerce in Information Systems & Technology by coursework and dissertation.
- (16) Master of Commerce in Community Higher Education Service Partnerships by coursework and dissertation.
- (17) Master of Commerce in Organisational and Management Systems by coursework and dissertation.
- (18) Master of Commerce in Project Leadership and Management by coursework and dissertation.
- (19) Master of Commerce in Leadership Studies by coursework and dissertation.
- (20) Master of Commerce in Strategy & Organisational Dynamics by coursework and dissertation.
- (21) Master of Business Administration in Information Systems Management and E-Commerce by coursework and dissertation.
- (22) Master of Business Administration in International Business Management by coursework and dissertation.
- (23) Master of Business Administration in Management of Financial Institutions by coursework and dissertation.
- (24) Master of Business Administration in Maritime Transport Economics and Management by coursework and dissertation.
- (25) Master of Business Administration in Strategic Financial Management by coursework and dissertation.
- (26) Master of Business Administration in Strategic Human Resource Management by coursework and dissertation.
- (27) Master of Business Administration in Strategic Management Practice by coursework and dissertation.
- (28) Master of Business Administration in Strategic Marketing Management by coursework and dissertation.
- (29) Doctor of Business Administration.
- (30) Doctor of Commerce.
- (31) Doctor of Economics.
- (32) Doctor of Philosophy.

### **Accountancy Profession**

The University offers courses that enable students wishing to enter the accountancy profession to qualify for entry to the Qualifying Examination conducted by the South African Institute of Chartered Accountants (SAICA).

### **Transfer of External Credits**

Courses taken at other universities can, if approved by the Senate on application by a



candidate, be allowed as exemptions towards the Bachelor of Commerce, Bachelor of Commerce (Accounting) and Bachelor of Business Science degrees.

### **Suggested Curricula for Bachelor of Commerce**

The curriculum for the Bachelor of Commerce in Accounting is prescribed by the accountancy profession and is shown under Rule CD4(2) below. The suggested curricula for the Bachelor of Commerce with specialisation in (a) Economics; (b) Entrepreneurship, (c) Environmental Management; (d) Finance; (e) Human Resource Management; (f) Information Systems; (g) Law; (h) Management; (i) Marketing; and (j) Politics, Philosophy and Economics (PPE) are:

#### **(a) BCom towards Economics**

##### **FIRST YEAR**

1. Accounting (I) or Business Accounting (I)
2. Economics (I)
3. Maths C & Stats C/Quantitative Management 1B or Mathematics (I)
4. Commercial Law (I) or Legal Studies (I)
5. Information Systems & Technology (I)

##### **SECOND YEAR**

1. Economics (II)
2. Management (II)
3. Mathematics (II) or Information Systems & Technology (II)
4. An elective from Group B (equivalent of 1 year course)

##### **THIRD YEAR**

1. Economics (III)
2. Applied Economics (III) or Management (III)

#### **(b) BCom towards Entrepreneurship**

##### **FIRST YEAR**

1. Accounting (I) or Business Accounting (I)
2. Economics (I)
3. Maths C & Stats C/Quantitative Management 1B or Quantitative Management (I)
4. Commercial Law (I) or Legal Studies (I)
5. Psychology (I) or an elective from Group A (equivalent of 1 year course)

##### **SECOND YEAR**

1. Economics (II)
2. Management (II)
3. Commercial Law (II) or Legal Studies (II)
4. Industrial Psychology (II) or Sociology (II)

## THIRD YEAR

1. Entrepreneurship (III)
2. Economics (III) or Management (III) or Accounting (III)

**(c) BCom towards Environmental Management**

## FIRST YEAR

1. Accounting (I) or Business Accounting (I)
2. Economics (I)
3. Quantitative Management (I)
4. Commercial Law (I) or Legal Studies (I)
5. Environmental Systems 1A and Environmental Problems 1B

## SECOND YEAR

1. Economics (II)
2. Management (II)
3. Environmental Management 2A and Environmental Assessment 2A and Environment and Development in Southern Africa 2B
4. An elective from Group B (equivalent of 1 year course)

## THIRD YEAR

1. Economics (III) (Excluding Environmental Economics)
2. Sustainable Cities 3A and GIS Theory 3A and GIS Applied 3A and Environmental Economics 3B and Environmental Law 3B

**(d) BCom towards Finance**

## FIRST YEAR

1. Accounting (I) or Business Accounting (I)
2. Economics (I)
3. Maths C & Stats C/Quantitative Management 1B or Quantitative Management (I)
4. Commercial Law (I) or Legal Studies (I)
5. Information Systems & Technology (I) if Quantitative Management is not taken under (3). Otherwise a Group A elective (equivalent of 1 year course)

## SECOND YEAR

1. Economics (II)
2. Finance (II)
3. Management (II)
4. Accounting (II) or Business Information Systems & Technology (II)

## THIRD YEAR

1. Finance (III)
2. Economics (III) or Management (III)

**(e) BCom towards Human Resource Management**

## FIRST YEAR

1. Accounting (I) or Business Accounting (I)
2. Economics (I)
3. Maths C & Stats C/Quantitative Management 1B or Quantitative Management (I)
4. Commercial Law (I) or Legal Studies (I)
5. Psychology (I)

## SECOND YEAR

1. Economics (II)
2. Management (II)
3. Industrial Psychology (II) or Industrial, Organisational & Labour Studies (II)
4. Commercial Law (II) or Legal Studies (II)

## THIRD YEAR

1. Management (III)
2. Industrial Psychology (III) or Industrial, Organisational & Labour Studies (III)

**(f) BCom towards Information Systems Management**

## FIRST YEAR

1. Accounting (I) or Business Accounting (I)
2. Economics (I)
3. Maths C & Stats C/Quantitative Management 1B or Mathematics (I)
4. Commercial Law (I) or Legal Studies (I)
5. Information Systems & Technology (I)

## SECOND YEAR

1. Information Systems & Technology (II)
2. Economics (II)
3. Management (II)
4. An elective from Group B (equivalent of 1 year course)

## THIRD YEAR

1. Information Systems Technology (III)
2. E-Business 3A & Information Systems Management 3B

**(g) BCom towards Law (LLB)**

## FIRST YEAR

1. Accounting (I) or Business Accounting (I)
2. Economics (I)
3. Maths C & Stats C/Quantitative Management 1B or Quantitative Management (I)
4. Legal Studies (I)



5. Information Systems & Technology (I) if Quantitative Management is not taken under (3). Otherwise an elective from Group A (equivalent of 1 year course)

#### SECOND YEAR

1. Economics (II)
2. Management (II)
3. Legal Studies (II)
4. An elective from Group B (equivalent of 1 year course)

#### THIRD YEAR

1. Economics (III) or Management (III)
2. Legal Studies (III)

### **(h) BCom towards Management**

#### FIRST YEAR

1. Accounting (I) or Business Accounting (I)
2. Economics (I)
3. Maths C & Stats C/Quantitative Management 1B or Quantitative Management (I)
4. Commercial Law (I) or Legal Studies (I)
5. Information Systems & Technology (I) or an elective from Group A (equivalent of 1 year course)

#### SECOND YEAR

1. Economics (II)
2. Management (II)
3. Commercial Law (II) or Legal Studies (II)
4. An elective from Group B (equivalent of 1 year course)

#### THIRD YEAR

1. Management (III)
2. Economics (III) or Marketing (III)

### **(i) BCom towards Marketing**

#### FIRST YEAR

1. Accounting (I) or Business Accounting (I)
2. Economics (I)
3. Maths C & Stats C/Quantitative Management 1B or Quantitative Management (I)
4. Commercial Law (I) or Legal Studies (I)
5. Psychology (I) or an elective from Group A (equivalent of 1 year course)

#### SECOND YEAR

1. Economics (II)
2. Management (II)

3. Commercial Law (II) or Legal Studies (II)
4. Industrial Psychology (II) or Sociology (II)

#### THIRD YEAR

1. Marketing (III)
2. Economics (III) or Management (III)

### **(j) BCom towards Politics, Philosophy and Economics (PPE)**

#### FIRST YEAR

1. Accounting (I) or Business Accounting (I)
2. Economics (I)
3. Maths C & Stats C/Quantitative Management 1B or Mathematics (I)
4. Commercial Law (I) or Legal Studies (I)
5. Information Systems & Technology 1A and Politics 1B and Philosophy 1B

#### SECOND YEAR

1. Economics (II)
2. Management (II)
3. Politics (II)
4. Philosophy (II)

#### THIRD YEAR

1. Economics (III)
2. Politics (III) and PPE Seminar or Philosophy (III) and PPE Seminar

### **Definitions**

(The modules, module codes, credit point ratings and, where applicable, prerequisites and corequisites are shown in the syllabus section.)

#### *1. Ancillary Module*

An ancillary module is one that does not form part of a major subject in a student's curriculum for a degree.

#### *2. Prerequisite Module*

A prerequisite module is one in which a student has met the requirements for the granting of a supplementary examination, or such higher mark as may be prescribed by a Faculty before admission to the module for which it is a prerequisite.

#### *3. Corequisite Module*

A corequisite module is one in which the examination must be written prior to or in the same semester as the module for which it is a corequisite.

4. Save by the permission of the Faculty Board, credit must have been obtained for all prerequisite and corequisite modules before the degree can be awarded.

### **Duly Performed Certificates**

In some courses, candidates may not present themselves for examination unless they have qualified by attendance and have duly performed the work of the class. (See Common Rule R12)

## **Centres and Venues of Courses**

All essential courses for the Bachelor of Commerce and the Bachelor of Business Science degrees are provided each year for full-time students. Most of the optional courses for the second and third years are also available each year for full-time students. All classes will be held at the Howard College campus, where the Faculty of Management Studies is located in the Denis Shepstone Building. In the case of the Graduate School of Business, senior classes will be held at the University of KwaZulu-Natal Graduate School of Business, located in Francois Road.

## **Accounting at School**

Entrants to the Faculty will usually find it to their advantage to have passed Accounting in the Matriculation or equivalent examination, but this is not an essential requirement.

## **Modules for Non-Degree Purposes**

Students who do not wish to undertake degree studies may be admitted to individual classes, provided the Head of the School concerned is satisfied that they are competent to benefit by the instruction given.

## **Careers in Commerce, Industry and Public Service**

Graduates are well equipped to benefit quickly from practical training for managerial positions and with practical experience are well equipped to take up appointments as financial secretaries, accountants or information systems developers of companies and the like. Certain fields of accounting such as management accounting, managerial accounting and finance and financial management offer attractive prospects to graduates. The municipal service offers good scope for graduates with a sound knowledge of accounting, economics and management.

In other spheres of public service, there are openings for economists and statisticians, while the demand for persons with a knowledge of marketing, statistical methods and economics, to serve as market research specialists and in other capacities in private business undertakings, is steadily developing in the country. The demand for commercial graduates with an information systems major is particularly high.

## **Proceeding to other programmes:**

### **BACHELOR OF LAWS (LLB)**

Like the Bachelor of Commerce, the undergraduate Bachelor of Laws degree is a three-year full-time degree. By arrangement with the Faculty of Law, it is possible to complete the two undergraduate degrees – Bachelor of Commerce and Bachelor of Laws – in four-and-a-half years of study. Candidates should consult with the Dean or Assistant Dean of the Faculty of Law at the time of registration so that a properly planned curriculum can be arranged.

### **ACCOUNTANCY**

If a curriculum for the degree is planned, the Bachelor of Commerce in Accounting degree can be completed in three years full-time study and thereafter the remaining requirements for Honours (Accounting) can be completed in a further year of full-time study. Transferring to other universities in the later stages of study is hazardous and often results in repetition of one or more courses at those universities.



**CHARTERED ACCOUNTANCY: CA (SA)**

All accountants' trainees in South Africa come under the control of the South African Institute of Chartered Accountants (SAICA). Under an arrangement made many years ago between the accountancy profession and certain South African universities, the University of KwaZulu-Natal, in common with selected South African universities, provides courses in accordance with the curriculum and syllabuses acceptable to SAICA. All trainees are required by SAICA to obtain credit for the prescribed courses of study at one or other of the recognised universities before submitting themselves for the Qualifying Examination conducted annually by SAICA.

**BComHons (Acc)/Postgraduate Diploma in Accounting**

Only holders of the BComHons(Acc) or the Postgraduate Diploma in Accountancy, or their equivalent, issued by one of the universities participating in the SAICA Scheme are eligible to enter the Qualifying Examination for entrance to the accountancy profession.

Where candidates for the examination are holders of the BComHons(Acc) or the Postgraduate Diploma in Accountancy, they are eligible to write the Qualifying Examination, provided that they are registered under a traineeship contract on or before the last day of February in the year in which the Qualifying Examination is to be held.

**Entrance to the Accountancy Profession**

Admission to the accountancy profession in South Africa can only be secured by a person who serves the prescribed period under an agreement of traineeship with an approved accountant or institution and who previously or simultaneously attends courses of study at one of the participating universities, leading to the award of the BComHons(Acc), the Postgraduate Diploma in Accountancy, the Bachelor of Accountancy, or its equivalent, and thereafter passes the Qualifying Examination.

There are two ways in which students may prepare themselves for admission to the accountancy profession:

1. A student may, on leaving school, enrol at the University as a full-time student and obtain a degree before entering into traineeship. For a graduate in any degree, the period of traineeship is three years. During that period the trainee attends courses at the University, as a part-time student, leading to the completion of the BComHons(Acc). On completion of these requirements, graduated students are eligible to present themselves for the Qualifying Examination. The time required to obtain both a degree and the professional qualification is not less than five years. The degree need not be a Bachelor of Commerce in Accounting, but it is advantageous to have this degree because the curriculum for that degree includes a large number of the courses required for the BComHons(Acc) degree. The remainder of the course is taken during the period of traineeship, and the Qualifying Examination written after obtaining the BComHons(Acc). Students who complete a degree during their service under a traineeship may also be granted some remission in the period of service.
2. Students may obtain their Bachelor of Commerce in Accounting degree full-time and complete the BComHons(Acc) in one extra year of full-time study. A period of traineeship would be signed once the BCom Hons(Acc) degree has been completed.

### **Traineeship**

Full particulars about traineeships and the Qualifying Examination may be obtained from the Regional Director, S A Institute of Chartered Accountants, P O Box 1098, Westville 3630.

### **Specialisation in Management Accounting**

An opportunity for specialisation for the ambitious student is the examination of the Chartered Institute of Management Accountants (CIMA). Courses given at the University cover the full requirements in some subjects and partial requirements in other subjects at these examinations. Graduates and qualified professional accountants can obtain certain exemptions. (The field is also substantially covered by Honours in Management Accounting offered in Durban.) Further particulars may be obtained from The Administrative Officer, CIMA, Box 2659 Randburg, 2125. Telephone 011-7896376, Fax 011-7871206. This Institute is an international body with its head-office in London.

### **Specialisation in Local Government Accounting: IMTA**

Students intending to work in local government are advised to study the following subjects during their BCom: Accounting (I), (II); Auditing (III); Commercial Law (I); and Economics (I). Students will be admitted to the Institute once they have graduated and passed the special course Accounting III (Local Government) with UNISA. Further information and copies of the Institute's Education and Training Regulations may be obtained from: The Secretary, Institute of Municipal Treasurers and Accountants (SA), P O Box 8652, Johannesburg. 2000

### **Specialisation as a Chartered Secretary: SA Institute of Chartered Secretaries and Administrators (CIS)**

Membership of this Institute entitles the member to appointment as an Accounting Officer in terms of the Close Corporations Act (1984). Founded in South Africa in 1909, the CIS provides one of the most broadly based business qualifications in the field of financial and administrative management. Exemptions are awarded on a subject-for-subject basis based on the subjects passed in your degree. Depending on the course structure for the BCom degree, no more than 4 additional courses are required. The student handbook is available from CIS, P O Box 331, Wits, 2050.

### **Bursaries and Scholarships**

Information concerning bursaries and scholarships generally available to university students at the University of KwaZulu-Natal, Durban, may be obtained from the Scholarships and Bursaries Office.



PRIZES

The following prizes are available to students registered for the Bachelor of Commerce, Bachelor of Business Science and Honours degrees in the Faculty of Management Studies, University of KwaZulu-Natal, Durban:

*The KwaZulu-Natal Society of Chartered Accountants Prizes*

Accounting III	Best Student
Auditing III	Best Student
Managerial Accounting and Finance III	Best Student
Taxation III	Best Student
Tom Waldeck Prize	Best Third-Year Student in the School of Accounting and Finance
Walter Fairbairn Prize	Best Student in Honours (Accounting)

*Grant Thorton Kessel Feinstein Prizes*

Advanced Accounting	Best Student
Advanced Auditing	Best Student
Advanced Taxation and Tax Planning	Best Student
Advanced Managerial Accounting and Finance	Best Student

*Deloitte & Touche Prizes*

Information Systems & Technology 1A and 1B	Best Students
Accounting II	Best Student
Accounting Information Systems II	Best Student
Top Second-Year Student in the Faculty of Management Studies.	

*Arthur Andersen & Co Prizes*

Accounting 1A and 1B	Best Students
Accounting Honours	Top Honours Student in the School of Accounting and Finance

*PricewaterhouseCoopers Prizes*

Top First-Year Student in the Faculty of Management Studies.	
Top Honours Student in the Faculty of Management Studies	
Accountance 1A and 1B	

*LexisNexis Butterworth Publishers Prizes*

Information Systems IIA and IIB	Best Students
Prize for Taxation III	Best Student
Finance IIA and IIB	Best Students
Finance IIIA and IIIB	Best Students

*UniSchool Prize*

Information Systems IIIA and IIIB	Best Students
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*Ditz Incorporated Legal Prize*

Top Student in Taxation III.	
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*Cox Yeats Taxation III Prize*

Full-Time and Part-Time Students in Taxation III.

*Silke Memorial Prizes (Sponsored by LexisNexis Butterworth Publishers)*

Best Distance-Learning Student in each Centre.

*Southern Region of Chartered Accountants Awards*

Best Distance-Learning Student in Cape Town Centre in:

Advanced Financial Accounting

Advanced Auditing

Advanced Taxation and Taxation Planning

Advanced Managerial Accounting and Finance

*National School of Accountancy Prizes*

Top Distance Learning Student in Durban

Top Distance Learning Student in Johannesburg

Top Distance Learning Student in Cape Town

*Microsoft Prize*

Major Project in Information Systems

*Accenture Prize*

Major Project in Information Systems

*Ian Muller Memorial Prizes*

Economics IA	Best Student
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Economics IIA	Best Student
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Economics IIIA	Best Student
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Honours (Economics Division)	Best Student
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Masters (Economics Division)	Best Student
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*Lyn Kirkwood Prizes*

Introduction to Economics Concepts	Best Student
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Management 2A	Best Student
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Management 3A	Best Student
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Marketing 3A	Best Student
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Management Honours	Best Student
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*Rand Merchant Bank Project Prize*

Finance Honours	Best Project
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*Proctor & Gamble Marketing and Management Prizes*

Management 2A	Best Student
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Management 3A	Best Student
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Marketing 3A	Best Student
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Management Honours	Best Student
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Marketing Honours	Best Student
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Entrepreneurship	Best Student
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Industrial Relations Honours	Best Student
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Human Resources Management Honours	Best Student
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Masters (Management Division)	Best Student
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## ACADEMIC INTEGRITY

### What is Academic Integrity?

Academic integrity is the commitment to the principles of truth and academic honesty. This commitment serves to strengthen one's self-respect and sense of worth. Academic integrity is created and maintained through the quality and honesty of the work of both staff and students.

### Why is Academic Integrity important?

Your qualification is a legally recognised guarantee that you have acquired certain skills and knowledge. Any attempt to obtain a qualification dishonestly undermines the status of all qualifications, including your own. The University of KwaZulu-Natal encourages a culture of learning, in which it seeks to promote the intellectual development of each student. This includes the realisation of the potential for creative thinking, learning and understanding among individuals in their preparation as future leaders and role models.

### Academic Integrity in the classroom

Academic integrity is essentially a behavioural issue. It is through their behaviour that students demonstrate their attitude to academic integrity. Therefore, students should take note of the following:

- Do not arrive late for classes.
- Do not enter the venue until the previous class is over.
- Do not leave the class until the lecturer or tutor indicates that it is over.
- Do not disrupt the class by talking, eating or drinking during the lecture, tutorial or practical.
- Do ask questions which relate to the lecture or tutorial material.
- Do read through your lecture or tutorial notes and all recommended readings in order to consolidate your grasp of the material.
- Do seek the advice of the lecturer or tutor if you are unclear about the lecture or tutorial material.
- Do seek the advice of the Student Counselling Centre for study skills (including short talks and work groups).

### Academic Dishonesty

Many students appear unaware of some activities that are regarded as academic dishonesty. Three of the most common forms of academic misconduct are cheating, plagiarism and the misrepresentation of academic records.

### Cheating

Cheating in examinations, class tests, essays, practicals and tutorials is punishable by the Student Disciplinary Court. Cheating includes the following:

- Having any unauthorised books or notes during an examination, even if you are not using them.
- Removing any examination answer books from the examination room.
- Talking to, or trying to talk to, other students during an examination.
- Giving or receiving answers by use of signals during an examination.
- The use of a false name or student number in an examination.
- Writing an examination for another student.
- Copying from another student during an examination.
- Paying someone else to write an examination for you.
- Obtaining a copy of an examination paper in advance.

- Changing answers on a marked assignment and submitting it for a re-mark.
- Making up data or changing data for an experiment.
- Including non-existent or irrelevant articles in your bibliography.
- Any other dishonest behaviour that may harm the status of University of KwaZulu-Natal qualifications.

### **How to avoid being accused of cheating**

- Do not take any unauthorised books, notes or other items into an examination; if in doubt, always check with the course leader first.
- Cover your answers so that other students cannot see them.
- Avoid unnecessarily looking around the examination room as this may be interpreted as suspicious behaviour.
- Do not communicate in any way with other students during an examination; all queries should be addressed to one of the invigilators.
- Do not lend your work to other students.
- Keep a copy of all your assignments, including rough copies and notes.
- Avoid submitting assignments under your lecturer's door.
- Ask your lecturer if you are allowed to work together in groups with other students on assignments.
- Do not copy from previous year's assignments or papers.

### **Plagiarism**

Plagiarism is using someone else's ideas, words or data without proper acknowledgement and presenting it as your own original work. This can happen in the following ways:

- Copying directly (word for word) from any text without the use of quotation marks and without proper referencing.
- Presenting the ideas from any text in your own words without proper referencing.

### **How to avoid plagiarism**

- Remember to always reference any work that is not originally your own ideas.
- Ask your lecturer about the required method of referencing.

### **Misrepresentation of Academic Records**

This includes:

- Changing the results on your Matriculation certificate or any other academic record, including assignments.
- Tampering with computerised records.

### **Consequences of academic dishonesty**

The University of KwaZulu-Natal prides itself in the maintenance and active pursuit of academic integrity. It thus treats any dishonest conduct as criminal. If a student is charged with academic dishonesty, they will have to appear before the Student Disciplinary Court. If found guilty of academic dishonesty, a student may receive one or more of the following punishments:

- Disqualification from entry to any examination.
- Cancellation of examination results.
- Disqualification from receiving your qualification.
- Exclusion from all institutions of higher learning.

These consequences thus jeopardise the student's career and future.



RULES FOR UNDERGRADUATE DEGREES

CD1 Qualifications

- (1) The following undergraduate degrees are conferred:
- |  |        |
|--|--------|
| Bachelor of Commerce   | BCom   |
| Bachelor of Commerce in Accounting                               | BCom   |
| Bachelor of Business Science in Actuarial Science                | BBusSc |
| Bachelor of Business Science in Economics                        | BBusSc |
| Bachelor of Business Science in Finance                          | BBusSc |
| Bachelor of Business Science in Human Resource Management        | BBusSc |
| Bachelor of Business Science in Industrial Relations             | BBusSc |
| Bachelor of Business Science in Information Systems & Technology | BBusSc |
| Bachelor of Business Science in Management                       | BBusSc |
| Bachelor of Business Science in Marketing                        | BBusSc |
- (2) The Common Rules of the University shall, where applicable, also apply to the degrees and diplomas offered in this Faculty.
- (3) Except with the permission of Senate, the following rules for degrees and diplomas offered in this Faculty shall apply.

*Note:* The University does not necessarily offer, in a particular academic year, all the courses specified where the approved curriculum for the degree permits a choice of subjects.

CD2 Admission Requirements

- (1) Candidates for the Bachelor of Commerce shall only be admitted to Mathematics (I) or Mathematics C and Statistics C if they have, prior to commencement of such courses, attained at least a D symbol in the higher grade or an A symbol in the standard grade in Mathematics at the Matriculation or equivalent examination. Candidates who do not meet this requirement may be admitted to the Bachelor of Commerce on condition that they register for Quantitative Management (I).
- (2) Candidates for the Bachelor of Commerce in Accounting who do not meet the Matriculation Mathematics requirement must obtain credit for Quantitative Management (I) before completing Mathematics C or Statistics C.
- (3) Candidates for the Bachelor of Business Science must have obtained at least a B symbol in Mathematics in the higher grade at the Matriculation or equivalent examination.

CD3 Part-Time Students

- (1) Candidates shall be regarded as part-time if they produce evidence satisfactory to the Senate that they are engaged in full-time employment for not less than three-quarters of the year.
- (2) Candidates who are unable to give their full time to the curriculum shall devote not less than the minimum prescribed period for the qualification plus one additional year of study.

## Bachelor of Commerce

### CD4(I) Structure of the Bachelor of Commerce

- (a) To qualify for the award of the Bachelor of Commerce, candidates shall obtain a minimum of 416 credits for the courses listed below.
- (b) A candidate who obtains credit for all prescribed first year courses shall be deemed to have qualified for the Undergraduate Certificate (Commerce).
- (c) A candidate who obtains credit for all prescribed first year courses as well as Economics (II), Management (II) and any two of Accounting (II), Information Systems & Technology (II), Commercial Law (II), Legal Studies (II) or Finance (II), or their equivalents, shall be deemed to have qualified for the Undergraduate Diploma (Commerce).

*Note:* The level of a course is indicated in parenthesis.

### FIRST YEAR

- (1) Accounting (I) or Business Accounting (I)
- (2) Economics (I)
- (3) Mathematics C and Statistics C or Mathematics C and Quantitative Management 1B or Quantitative Management (I) or Mathematics (I)
- (4) Commercial Law (I) or Legal Studies (I)
- (5) Information Systems & Technology (I), if Maths C and Stats C or Maths C and Quantitative Management 1B is taken under 3 above. If Quantitative Management is taken under 3 above, then an elective from Group A totalling at least 32 credits (equivalent of 1 year course)

### SECOND YEAR

- (1) Economics (II)
- (2) Management (II) or Organisation and Management (II) and Accounting Information Systems (II) or Organisation & Management (II) and Information Systems & Technology (II)
- (3) Two Electives from Group B totalling at least 64 credits (equivalent of 2 year courses)

### THIRD YEAR

1. Accounting (III) or Information Systems & Technology (III) or Economics (III) or Management (III)
2. One Level (III) elective from Group B totalling at least 64 credits (equivalent of 1 year course)

ELECTIVE COURSES

Group A Academic Learning in English **and**

English 1B **or**

Introduction to Language Study **or**

Words and Ideas

Computer Science (I)

Environmental Management (I):

Environmental Systems 1A **and**

Environmental Problems 1B

Geography (I)

Individual, State and Society **and**

Politics 1B **or**

Sociology 1B

Information Systems & Technology (I)

Languages in a Global Context **and**

Afrikaans 1B **or**

English 1B **or**

French 1B **or**

German 1B **or**

Introduction to Language Study **or**

IsiZulu **or**

Latin **or**

Translation Studies

Language, Text and Context **and**

History 1B **or**

Media and Communication 1B **or**

Philosophy 1B **or**

Politics 1B **or**

Sociology 1B **or**

Translation Studies

Psychology (I)

Group B Accounting (II) and (III)

Accounting Information Systems (II)

Afrikaans en Nederlands (II) and (III)

Applied Economics (III)

Auditing (III)

Commercial Law (II)

Computer Science (II) and (III)



Development Studies (II) and (III)

E-Business 3A & Information Systems Management 3B

Economics (III)

Economic History (II) and (III)

English (II) and (III)

Entrepreneurship (III)

Environmental Management (II):

Environmental Management 2A **and**

Environmental Assessment 2A **and**

Environment and Development in Southern Africa 2B

Environmental Management (III):

Sustainable Cities 3A **and**

GIS Theory 3A **and**

GIS Applied 3A **and**

Environmental Economics 3B **and**

Environmental Law 3B

Finance (II) and (III)

French (II) and (III)

German (II) and (III)

History (II) and (III)

Industrial, Organisational & Labour Studies (II) and (III)

Industrial Psychology (II) and (III)

Information Systems & Technology (II) and (III)

IsiZulu (II) and (III)

Language in the Working World (II) and (III)

Legal Studies (II) and (III)

Management (II) and (III)

Managerial Accounting & Finance (III)

Marketing (III)

Mathematics (II) and (III)

Media and Communication (II) and (III)

Organisation and Management (II)

Philosophy (II) and (III)

Politics (II) and (III)

Psychology (II) and (III)

Sociology (II) and (III)

Taxation (III)

## **Bachelor of Commerce in Accounting**

### **CD4(2) Structure of the Bachelor of Commerce in Accounting**

- (a) To qualify for the award of the Bachelor of Commerce in Accounting degree, candidates shall obtain a minimum of 416 credits for the courses listed below.
- (b) Candidates with credits in Business Information Systems (II) and Management (II) will gain exemption from Accounting Information Systems (II) and Organisation and Management (II) respectively.
- (c) A pass in Accounting (III), Managerial Accounting and Finance (III), Auditing (III) and Taxation (III) are required for admission to the Bachelor of Commerce Honours (Accounting). All four courses may be taken in the third year on condition that candidates have already completed all first and second year courses.
- (d) A candidate who obtains credit for all prescribed first year courses shall be deemed to have qualified for the Undergraduate Certificate (Commerce).
- (e) A candidate who obtains credit for all prescribed first year courses, as well as Economics (II), Accounting Information Systems (II) and Organisation & Management (II) and any two of Accounting (II), Information Systems & Technology (II), Commercial Law (II), Legal Studies (II) or Finance (II), or their equivalents, shall be deemed to have qualified for the Undergraduate Diploma (Commerce).

### **FIRST YEAR**

- 1. Accounting (I)
- 2. Economics (I)
- 3. Maths C and Stats C or Mathematics C and Quantitative Management 1B
- 4. Commercial Law (I)
- 5. Information Systems & Technology (I)

### **SECOND YEAR**

- 1. Accounting (II)
- 2. Economics (II)
- 3. Organisation & Management (II) and Accounting Information Systems (II)
- 4. Commercial Law (II)

### **THIRD YEAR**

- 1. Accounting (III)
- 2. Auditing (III) or Managerial Accounting and Finance (III) or Taxation (III)

## **Bachelor of Business Science**

### **CD4(3) Structure of the Bachelor of Business Science**

- (a) To qualify for the award of the Bachelor of Business Science degree, candidates shall obtain a minimum of 592 credits (except for the Actuarial Science programme) for the courses shown in the programmes listed below.
- (b) A candidate who obtains credit for all prescribed first year courses shall be deemed to have qualified for the Undergraduate Certificate (Business Science).

- (c) A candidate who obtains credit for all prescribed first year and second year courses shall be deemed to have qualified for the Undergraduate Diploma (Business Science).
- (d) With the exception of the Actuarial Science programme, a Bachelor of Business Science candidate who does not meet the requirements for progression to the fourth year of study, but meets the requirements for the Bachelor of Commerce, shall be deemed to have qualified for the Bachelor of Commerce degree.

### **(i) ACTUARIAL SCIENCE PROGRAMME:**

#### **FIRST YEAR**

- 1. Economics (I)
- 2. Financial Reporting (I)
- 3. Mathematics (I) (MATH 1S1 and MATH 1S2)
- 4. Statistics (I) (STAT 1S1 and STAT 1S2)
- 5. Integrated Business Studies 1a and Actuarial Science 1 (ACSC 1A2)

#### **SECOND YEAR**

- 1. Economics (II)
- 2. Finance (II)
- 3. Mathematics 2X1 (MATH 2A1 and MATH 2C1)
- 4. Statistics (II) (STAT 2A1 and STAT 2B2)

#### **THIRD YEAR**

- 1. Financial Mathematics 2A and Actuarial Mathematics 2B (ACSC 2F1 and ACSC 2A2)
- 2. Finance (III)
- 3. Linear Models 3A and Random Processes 3B (STAT 3L1 and STAT 3R2)

#### **FOURTH YEAR**

- 1. Economics (III) or Applied Economics (III) or Probability Theory 3A and Applied Statistics 3B (STAT 3P1 and STAT 3A2)
- 2. Stochastic Modelling 3A and Financial Economics 3B (ACSC 3S1 and ACSC 3A2)
- 3. Strategic Management (IV)

#### **Note:**

- (1) In order to promote Actuarial Science, the Institute of Actuaries in the United Kingdom implemented an exemption procedure in terms of which a student who performs sufficiently well in an appropriate set of university-based modules may apply for exemptions from certain Institute subjects.
- (2) To qualify as an actuary with the Institute of Actuaries in the United Kingdom, one is required to pass 14 subjects covering a wide range of material including Economics, Accounting, Statistics and Finance.
- (3) Precise equivalencies are still under review by the Institute, but it is expected that exemption from Subject 101 will be considered for those obtaining good results in Mathematics I (Maths 1S1 and 1S2), Statistics I (Stat 1S1 and 1S2) and Statistics II (Stat 2A1 and Stat 2B2); and exemptions will be considered from Subject 107 for Economics (Economics 1A and 1B), from Subject 102 for Financial Mathematics (Acsc 2F1) from



Subject 103 for Stochastic Modelling (Acsc 3S1), from Subject 108 for Financial Reporting (1A and 1B) and from Subject 109 for Survival Models (Acsc 3V2) (when the latter is introduced).

- (4) The attention of prospective students is drawn to the fact that, to register for Actuarial Science 1A and then for the Actuarial Science II module in Financial Mathematics (Acsc 2F1) the prerequisite Level 1 modules in Mathematics and Statistics must have been passed at an acceptable high level at the first attempt.

## **(ii) ECONOMICS PROGRAMME:**

### **FIRST YEAR**

1. Accounting (I)
2. Economics (I)
3. General Mathematics (I)
4. Information Systems & Technology (I)
5. Integrated Business Studies 1A and Philosophy 1B or Politics 1B

### **SECOND YEAR**

1. Business Statistics 2B
2. Economics (II)
3. Finance (II)
4. Management (II)
5. One Group B elective totalling 32 credits (equivalent of 1 year course)

### **THIRD YEAR**

1. Economics (III)
2. Applied Economics (III)

### **FOURTH YEAR**

1. Economics Honours modules (IV)
2. Strategic Management (IV)

## **(iii) FINANCE PROGRAMME:**

### **FIRST YEAR**

1. Accounting (I)
2. Economics (I)
3. General Mathematics (I)
4. Information Systems & Technology (I)
5. Integrated Business Studies 1A and Philosophy 1B or Politics 1B

### **SECOND YEAR**

1. Business Statistics 2B
2. Economics (II)
3. Finance (II)

4. Management (II)
5. One Group B elective totalling 32 credits (equivalent of 1 year course)

### THIRD YEAR

1. Finance (III)
2. Economics (III) or Management (III)

### FOURTH YEAR

1. Finance Honours modules (IV)
2. Strategic Management (IV)

### **(iv) HUMAN RESOURCE MANAGEMENT PROGRAMME:**

#### FIRST YEAR

1. Accounting (I)
2. Economics (I)
3. General Mathematics (I)
4. Information Systems & Technology (I)
5. Psychology (I)

#### SECOND YEAR

1. Business Statistics 2B
2. Economics (II)
3. Industrial Psychology (II)
4. Integrated Business Studies 1A and Philosophy 1B or Politics 1B
5. Management (II)

#### THIRD YEAR

1. Management (III)
2. Industrial Psychology (III)

#### FOURTH YEAR

1. Combination of Human Resource Management and Industrial Psychology Honours modules (IV)
2. Strategic Management (VI)

### **(v) INDUSTRIAL RELATIONS PROGRAMME:**

#### FIRST YEAR

1. Accounting (I)
2. Economics (I)
3. General Mathematics (I)
4. Information Systems & Technology (I)
5. Integrated Business Studies 1A and Philosophy 1B or Politics 1B

**SECOND YEAR**

1. Business Statistics 2B
2. Economics (II)
3. Industrial, Organisational & Labour Studies (II)
4. Management (II)
5. One Group B elective totalling 32 credits (equivalent of 1 year course)

**THIRD YEAR**

1. Management (III)
2. Industrial, Organisational & Labour Studies (III)

**FOURTH YEAR**

1. Industrial Relations Honours modules (IV)
2. Strategic Management (IV)

**(vi) INFORMATION SYSTEMS & TECHNOLOGY PROGRAMME:****FIRST YEAR**

1. Accounting (I)
2. Economics (I)
3. General Mathematics (I)
4. Information Systems & Technology (I)
5. Integrated Business Studies 1A and Philosophy 1B or Politics 1B

**SECOND YEAR**

1. Business Statistics 2B
2. Economics (II)
3. Information Systems & Technology (II)
4. Management (II)
5. One Group B elective totalling 32 credits (equivalent of 1 year course)

**THIRD YEAR**

1. Information Systems & Technology (III)
2. E-Business 3A & Information Systems Management 3B

**FOURTH YEAR**

1. Information Systems and Technology Honours modules (IV)
2. Strategic Management (IV)

**(vii) MANAGEMENT PROGRAMME:****FIRST YEAR**

1. Accounting (I)
2. Economics (I)



3. General Mathematics (I)
4. Information Systems & Technology (I)
5. Integrated Business Studies 1A and Philosophy 1B or Politics 1B

## SECOND YEAR

1. Business Statistics 2B
2. Economics (II)
3. Finance (II)
4. Management (II)
5. One Group B elective totalling 32 credits (equivalent of 1 year course)

## THIRD YEAR

1. Management (III)
2. Economics (III) or Finance (III) or Marketing (III)

## FOURTH YEAR

1. Management Honours modules (IV)
2. Strategic Management (IV)

### **(viii) MARKETING PROGRAMME:**

## FIRST YEAR

1. Accounting (I)
2. Economics (I)
3. General Mathematics (I)
4. Information Systems & Technology (I)
5. Integrated Business Studies 1A and Philosophy 1B or Politics 1B

## SECOND YEAR

1. Business Statistics 2B
2. Economics (II)
3. Finance (II)
4. Management (II)
5. One Group B elective totalling 32 credits (equivalent of 1 year course)

## THIRD YEAR

1. Marketing (III)
2. Economics (III) or Management (III)

## FOURTH YEAR

1. Marketing Honours modules (IV)
2. Strategic Management (IV)

### **CD5 Restrictions**

- (1) Credit shall not be given for more than one course in any language at Level (I).

- (2) Credit shall not be given for both Mathematics C and Mathematics (I).
- (3) Credit shall not be given for both Managerial Accounting and Finance (III) and Finance (III).
- (4) Credit shall not be given for both Information Systems & Technology (II) and Accounting Information Systems (II).
- (5) Credit shall not be given for both Management (II) and Organisation & Management (II).
- (6) Credit shall be obtained in at least one of the following:  
Information Systems & Technology (I)  
Computer Science (I)  
Quantitative Management (I)

### **CD6 Prerequisites and Corequisites**

- (1) Except where the prerequisite rules allow, candidates shall not enter upon the work of a second, third or fourth qualifying course in a subject until they have been exempted from, or obtained credit for, the first, second or third qualifying course respectively.
- (2) Candidates taking a course in another Faculty shall be required to comply with the prerequisite and corequisite rules of the other Faculty.

### **CD7 Number of Credits Per Year**

- (1) Candidates who are unable to give their full time to their studies shall not register for courses totalling more than 96 credits in any one year.
- (2) Full-time candidates shall not register for more than 160 credits in the first and second year and 128 credits in the third year, provided that applications by full-time candidates to register for additional courses may be granted only with the permission of the Dean.

### **CD8 Oral Examinations**

Candidates for examination in any course may be required by the examiners to present themselves for viva voce questioning in addition to such written and practical examinations as are prescribed by the Senate.

### **CD9 Supplementary Examinations**

Candidates who obtain between 40 percent and 49 percent in any undergraduate module in the previous ordinary examinations shall be awarded supplementary examinations in that module.

### **CD10 Progression and Exclusion**

- (1) Candidates for the Bachelor of Commerce who fail to maintain the following minimum rate of progress shall be excluded from the Faculty:
  - (a) After one year of full-time study, credit for a minimum of 4 semester modules. In the case of part-time students, credit for a minimum of 2 semester modules.
  - (b) After two years of full-time study, credit for a minimum of 10 semester modules. In the case of part-time students, credit for a minimum of 6 semester modules.
  - (c) After three years of full-time study, credit for a minimum of 14 semester modules. In the case of part-time students, credit for a minimum of 10 semester modules.
  - (d) After 4 years of full-time study, credit for a minimum of 18 semester modules. In the case of part-time students, credit for a minimum of 16 semester modules.
  - (e) After 5 years of full-time study, credit for a minimum of 22 semester modules. In the case of part-time students, credit for a minimum of 20 semester modules.
  - (f) After 6 years of part-time study, credit for a minimum of 22 semester modules.

- (2) Candidates for the Bachelor of Business Science shall:
  - (a) Obtain credit for all compulsory and optional modules prescribed for each year of study before proceeding to the next year of study.
  - (b) Candidates who obtain credit for a minimum of six semester modules in the first or second year of study may, on the recommendation of Faculty Board, be permitted to proceed to the next year of study on a revised curriculum approved by the Dean.
  - (c) Candidates must obtain a minimum overall mark of 60 percent for the intended Honours modules to proceed to the 4th year of study.
- (3) Where modules are not semesterised, credit for a year course will constitute the equivalent of credit for 2 semester modules.
- (4) Candidates who are granted credit for any modules passed while registered in another Faculty or at another University shall, for the purposes of progression and exclusion, be deemed to have completed a number of years of study as determined by the Dean.
- (5) Candidates excluded in terms of the above rule may apply to the Dean for readmission, which shall be granted only in special circumstances and subject to such terms and conditions as the Senate may prescribe.

### **CD11 Certificate in the Theory of Accountancy**

A candidate who has been awarded the Certificate in the Theory of Accountancy of the University and who completed Economics (I) and English C or Afrikaans (I) as part of the requirements of the Certificate, may be exempted from the courses prescribed for the degree of Bachelor of Commerce except Economics (II) and Management (II).

### **CD12 Cum Laude**

- (1) The degree of Bachelor of Commerce may be awarded cum laude if the candidate:
  - (a) completes, without failing a module, the degree in the minimum prescribed period;
  - (b) obtains at least an upper second class pass in the equivalent of nine year courses, of which at least five must be passed in the first class; and
  - (c) passes at least two of the equivalent of third-year courses in the first class.
- (2) The degree of Bachelor of Commerce may be awarded summa cum laude if the candidate:
  - (a) completes, without failing a module, the degree in the minimum prescribed period;
  - (b) obtains at least 75 percent for the final modules in all majors or equivalent; and
  - (c) obtains a weighted average of 75 percent for all other modules in the degree.
- (3) The degree of Bachelor of Business Science may be awarded cum laude if the candidate:
  - (a) completes, without failing a module, the degree in the minimum prescribed period;
  - (b) obtains at least an upper second class pass in the equivalent of thirteen year courses, of which at least seven must be passed in the first class;
  - (c) passes the Honours modules in the fourth year with a minimum overall mark of at least 75 percent.
- (4) The degree of Bachelor of Business Science may be awarded summa cum laude if the candidate:
  - (a) completes, without failing a module, the degree in the minimum prescribed period;
  - (b) obtains at least 75 percent for the final modules in all majors as well as a minimum overall mark of 75 percent for the Honours modules in fourth year; and
  - (c) obtains a weighted average of 75 percent for all other modules in the degree.



## RULES FOR POSTGRADUATE DEGREES AND DIPLOMAS

### CD13 Qualifications

(1) The following postgraduate degrees are conferred and diplomas awarded:

Bachelor of Commerce Honours (Accounting)	BComHons(Acc)
Bachelor of Commerce Honours in Economics	BComHons
Bachelor of Commerce Honours in Finance	BComHons
Bachelor of Commerce Honours in Human Resource Management	BComHons
Bachelor of Commerce Honours in Industrial Relations	BComHons
Bachelor of Commerce Honours in Information Systems & Technology	BComHons
Bachelor of Commerce Honours in Management Accounting	BComHons
Bachelor of Commerce Honours in Management	BComHons
Bachelor of Commerce Honours in Marketing	BComHons
Management Advancement Diploma	MgtAdvDip
Postgraduate Diploma in Business Management	PGDipBusMgt
Postgraduate Diploma in Human Resource Management	PGDipHRMgt
Postgraduate Diploma in Industrial Relations	PGDipIndRel
Postgraduate Diploma in Management specialising in Leadership	PGDipMgt
Postgraduate Diploma in Marketing Management	PGDipMktgMgt
Master of Accountancy (by dissertation)	MAcc
Master of Accountancy in Financial Accounting	MAcc
Master of Accountancy (Taxation)	MAcc(Tax)
Master of Commerce (by dissertation)	MCom
Master of Commerce in Economics	MCom
Master of Commerce in Information Systems & Technology	MCom
Master of Commerce in Management	MCom
Master of Commerce in Community Higher Education Service Partnerships	MCom
Master of Commerce in Organisational & Management Systems	MCom
Master of Commerce in Project Leadership & Management	MCom
Master of Commerce in Leadership Studies	MCom
Master of Commerce in Strategy & Organisational Dynamics	MCom
Master of Business Administration in Information Systems Management and E-Commerce	MBA
Master of Business Administration in International Business Management	MBA
Master of Business Administration in Management of Financial Institutions	MBA
Master of Business Administration in Maritime Transport Economics & Management	MBA
Master of Business Administration in Strategic Financial Management	MBA
Master of Business Administration in Strategic Human Resource Management	MBA
Master of Business Administration in Strategic Management Practice	MBA
Master of Business Administration in Strategic Marketing Management	MBA
Doctor of Business Administration	DBA
Doctor of Commerce	DCom
Doctor of Economics	DEcon
Doctor of Philosophy	PhD

- (2) The Common Rules of the University shall, where applicable, also apply to the degrees and diplomas offered in this Faculty.
- (3) Except with the permission of Senate, the following rules for degrees and diplomas offered in this Faculty shall apply.

Note: The University does not necessarily offer, in a particular academic year, all elective modules where the approved curriculum permits a choice.

## **Bachelor of Commerce Honours**

### **CD14 Entrance Requirements**

Candidates may not be admitted to any programme for the degree of Bachelor of Commerce Honours until:

- (1) they have satisfied the requirements for the degree of Bachelor of Commerce or Bachelor of Commerce (Accounting) in the University or have been admitted to the status thereof; or
- (2) they have been admitted in terms of Common Rule R33.

### **CD15 Period of Enrolment**

- (1) Candidates shall attend the University as a registered student for not less than one academic year after satisfying the requirements for admission to the degree of Bachelor or after admission to status thereof.
- (2) Part-time candidates shall devote not less than two years to the work of the course.

### **CD16 Restrictions**

- (1) The Senate may refuse to admit candidates to an Honours course in any subject or subjects if the standard of proficiency that they have previously attained in the subject(s) of the course is not sufficiently high.
- (2) Candidates holding the degree of Bachelor of Arts Honours, Bachelor of Social Science Honours or Bachelor of Science Honours may not pursue courses for the degree of Bachelor of Commerce Honours in the same branch of study in which they were examined for the Honours degree already awarded.

### **CD17 Prerequisites**

- (1) A candidate for the degree of Bachelor of Commerce Honours shall pursue advanced study in one of the under-mentioned fields, and shall complete the prerequisite courses shown in parenthesis before admission to the relevant Honours programme.
  - (a) Accounting (Prerequisite: Accounting (III), Managerial Accounting and Finance (III), Auditing (III) and Taxation (III))
  - (b) Computer Science (Prerequisite: see Faculty of Science Handbook)
  - (c) Finance (Prerequisite: Finance (III))
  - (d) Economic History (Prerequisite: Economic History (III))
  - (e) Economics (Prerequisite: Economics (III))
  - (f) Entrepreneurship (Prerequisite: Entrepreneurship (III))
  - (g) Financial Management (Prerequisite: Accounting (III) and either Managerial Accounting and Finance (III) or Finance (III))
  - (h) Human Resource Management (Prerequisite: one of Industrial Psychology (III), Industrial & Labour Studies (III), Management (III), Psychology (III))



- (i) Industrial Psychology (Prerequisite: see Faculty of Community and Development Disciplines Handbook)
- (j) Industrial, Organisational & Labour Studies (Prerequisite: see Faculty of Human Sciences Handbook)
- (k) Industrial Relations (Prerequisite: one of Economics (III), Industrial Psychology (III), Industrial & Labour Studies (III), Management (III), Political Science (III), Psychology (III), Sociology (III))
- (l) Information Systems and Technology (Prerequisite: Information Systems & Technology (III))
- (m) Management (Prerequisite: Management (III))
- (n) Management Accounting (Prerequisite: Accounting (II) and Managerial Accounting and Finance (III))
- (o) Marketing (Prerequisite: Marketing (III))
- (p) Mathematics (Prerequisite: Mathematics (III))
- (q) Psychology (Prerequisite: see Faculty of Community and Development Disciplines Handbook)
- (r) Sociology (Prerequisite: see Faculty of Human Sciences Handbook)
- (2) A candidate may pursue advanced study in a combination of subjects.
- (3) Candidates wishing to satisfy the requirements for admission to SAICA's examinations must have passed, or been exempted from, the courses listed in Rule CD4(2).

### **CD18 Ancillaries**

The Senate may require a candidate for the Honours degree to take a course in any prescribed subject as ancillary to any subject offered by the candidate for the degree.

### **CD19 Examination**

- (1) All examined modules and, where applicable, the dissertation must be passed individually. There is no linking of courses, except in the case of Honours (Accounting).
- (2) Full-time candidates must present themselves for examination in all of the examined modules by the end of the first year of registration, and must complete the dissertation to the satisfaction of the supervisor by no later than 15 January of the year following their registration for the Honours degree.
- (3) Part-time candidates must present themselves for examination in half of the examined modules by the end of the first year of registration, and for the remaining examined modules by the end of the second year of registration. The dissertation must be completed to the satisfaction of the supervisor by no later than 15 January in the year following their second year of registration for the Honours degree.
- (4) Notwithstanding the provision of Rule CD19(2) and (3) above, a Head of School may, under exceptional circumstances, allow the Honours dissertation to be submitted by a date not later than 15 February in the year following which the dissertation is due. Submission by 15 February may preclude the candidate from graduating in that year.
- (5) Candidates who obtain between 40 and 49 percent in any of the Honours modules in the previous ordinary examinations shall be awarded supplementary examinations in those modules.
- (6) Candidates who are unable to comply with the provisions of Rule CD19 (2) or (3) by reason of exceptional circumstances acceptable to the Board may, subject to the permission of Senate, be permitted to present themselves for examination in a later year.
- (7) The examiners may require candidates to present themselves for viva voce questioning in addition to such written and practical examinations as may be prescribed by the Senate.
- (8) A candidate who completes 96 credit points in any of the Honours programmes offered by the Faculty, with the exception of the Honours (Accounting) programme, shall be deemed to have qualified for the Postgraduate Certificate in the programme concerned.



**CD20 Bachelor of Commerce Honours (Accounting)**

- (1) Candidates wishing to satisfy the requirements for admission to the SAICA examinations must comply with Rule CD4(2).
- (2) Candidates may not proceed to the modules prescribed for Honours (Accounting) until they have obtained credit for, or have been exempted from, the modules listed in CD4(2).
- (3) Candidates who fail to qualify for the award of Honours (Accounting) on three occasions shall be required to pass an entrance examination.
- (4) Candidates from any recognised university who wish to enrol for Honours (Accounting) shall be required to provide written proof that they are eligible to enrol for Honours (Accounting), or its equivalent, at that university. If candidates are not so eligible, they shall be permitted to enrol for Honours (Accounting) at the University only if they pass an entrance examination.
- (5) To qualify for the award of Honours (Accounting), a candidate shall complete the following two Parts:

Part I: Advanced Accounting (1/2 course)

Advanced Managerial Accounting and Finance (1/4 course)

Advanced Taxation and Tax Planning (1/4 course)

Part II: Advanced Auditing

- (6) Credit for Part I and Part II listed in CD20(5) shall not be given unless both Parts are passed simultaneously or one of the Parts is passed at the year-end examinations and the other Part at the supplementary examination of the same academic year.
- (7) On the recommendation of the Board of Faculty, candidates for Honours (Accounting) may be permitted to present themselves for supplementary examinations in Part I or Part II listed in CD20(5) provided that (a) in the year-end examinations the student wrote both Part I and Part II of the examination, passed Part I or Part II and obtained a sub-minimum of 40 percent for the Part that was not passed; and (b) credit for both Part I and Part II shall not be given for Part I and/or Part II unless both Parts are passed in the same academic year.
- (8) A candidate who has passed either Part I or Part II of the Bachelor of Commerce Honours (Accounting) shall be deemed to have qualified for the Postgraduate Certificate in Accounting or the Postgraduate Certificate in Auditing respectively.

**CD21 Exclusion**

Candidates whose progress is deemed by the Senate to be unsatisfactory shall be refused permission to continue their studies for the degree.

**CD22 Cum Laude**

- (1) The results of the examinations for the degree of Bachelor of Commerce (Honours) shall be graded in one of four classes, to be described as first class (75-100%); upper second class (68-74%); lower second class (60-67%); third class (50-59%); and fail (0-49%). Candidates whose Honours degrees are awarded cum laude must obtain a minimum overall mark of 75 percent.
- (2) Where a candidate has chosen to study Advanced Accounting, Advanced Managerial Accounting and Finance, Advanced Auditing and Advanced Taxation and Tax Planning, the award of the degree cum laude requires a pass in the first class in at least one Part and a pass in the other Part with at least an upper second class.

## Master of Commerce

### CD23 Entrance Requirements

The following shall be eligible for the Master of Commerce:

- (1) A Bachelor of Business Science or a Bachelor of Commerce Honours graduate of the University who has been a registered student of the University for not less than one academic year after satisfying the requirements for that degree.
- (2) A graduate of any other recognised university admitted to the status of Bachelor of Business Science or Bachelor of Commerce Honours in the University who has attended as a registered student of the University for not less than one academic year after admission to the status of that degree.
- (3) A graduate of any other recognised university who has been admitted to the status of the degree of Bachelor of Commerce or Bachelor of Commerce (Accounting) in the University and who has attended as a registered student of the University an approved course of study for not less than two academic years after admission to the status of either of these degrees; provided that a candidate who has proved to the satisfaction of the Senate that his/her previous attainments are substantially equivalent to those required for admission to the degree of Bachelor of Commerce Honours in the University may, by special permission of the Senate, be exempted from one year of such registration and attendance.

### CD24 Supervision

A candidate shall prosecute advanced research, or a combination of advanced research and study, under the guidance of a supervisor approved by the Senate.

### CD25 Examination

- (1) Candidates shall not proceed to the examination for the degree before the end of the academic year in which they enter upon the work of the degree.
- (2) The examination for the degree shall consist of a dissertation, or a dissertation and four (4) or more written papers at the discretion of the Director of the Programme.
- (3) A candidate who completes 80 credit points in any of the Coursework Masters programmes offered by the Faculty shall be deemed to have qualified for the Advanced Postgraduate Certificate in the programme concerned.

### CD26 Dissertation

- (1) Every dissertation submitted shall show acquaintance with the methods of research, make a contribution to knowledge, and be satisfactory as regards literary presentation.
- (2) Every dissertation submitted must be accompanied by a declaration to the satisfaction of the Senate stating that it has not been submitted for a degree in any other university.
- (3) Five copies of every dissertation shall be submitted and, if the degree is awarded, each copy of a dissertation so submitted shall remain in the keeping of the University and may be made accessible for consultation. In special cases, the Senate may, in respect of material other than the text, allow relaxation of the rule requiring submission of five copies.

### CD27 Restrictions

Candidates for the degree may not present themselves for examination more than once, except for special reasons to be approved in each particular case by the Senate. It shall, however, be



competent for the examiners to recommend, and for the Senate to approve, that a dissertation be referred back to the candidate for revision or extension.

### **CD28 Cum Laude**

The degree of Master of Commerce may be awarded cum laude. In the case of Coursework Masters degrees, a minimum overall mark of 75 percent must be obtained as well as 75 percent for the dissertation.

## **Master of Accountancy and Master of Accountancy (Taxation)**

### **CD29 Entrance Requirements**

The following shall be eligible for the degree of Master of Accountancy or Master of Accountancy (Taxation):

- (1) A graduate of the University, or a graduate of another recognised University who has been admitted to the status of Bachelor in the University, who either holds a Postgraduate Diploma in Accountancy or an Honours in Accountancy or a Postgraduate Diploma in Management Accounting or an Honours in Management Accounting or a Postgraduate Diploma in Taxation of the University or who is a Chartered Accountant (South Africa) or who is a Chartered Management Accountant; and who has been a registered student for not less than one academic year after satisfying any of these requirements.
- (2) A person who has been admitted as a research student under special conditions in terms of Common Rule R33.
- (3) The Senate may decline admittance to any candidate whose previous academic attainments are, in its opinion, not sufficiently high.

### **CD30 Supervision**

A candidate for the Master of Accountancy or the Master of Accountancy (Taxation) shall prosecute advanced research, or a combination of advanced research and study, under the guidance of a supervisor approved by the Senate.

### **CD31 Examination**

- (1) Candidates shall not be permitted to proceed to the examination for the degree before the end of the academic year in which they enter upon the work of the degree.
- (2) The examination for the Master of Accountancy shall consist of a dissertation, or a dissertation and four (4) or more written papers, or a collection of scholarly essays on some central theme, at the discretion of the Director of the Programme; while the examination for the Master of Accountancy (Taxation) shall consist of a dissertation and four (4) or more written papers, at the discretion of the Director of the Programme.
- (3) The examiners may require candidates for the degree to present themselves for viva voce questioning, in addition to such other examinations as may be prescribed by the Senate.
- (4) Candidates for the Master of Accountancy in Financial Accounting or the Master of Accountancy (Taxation) who complete the prescribed coursework but who do not complete the dissertation shall be deemed to have qualified for the Advanced Postgraduate Certificate in the area of specialisation.

### **CD32 Dissertation**

- (1) Every dissertation for the degree must be accompanied by a declaration to the satisfaction of the Senate stating that it has not been submitted for a degree in any other university.



- (2) Five copies of every dissertation for the degree shall be submitted and, if the degree is awarded, each copy of a dissertation so submitted shall remain in the keeping of the University, and may be made accessible for consultation. In special cases, the Senate may, in respect of material other than the text, allow some relaxation of the rule requiring submission of five copies.

### **CD33 Restrictions**

Candidates for the degree may not present themselves for examination more than once, except for special reasons to be approved in each particular case, and on conditions to be determined by the Senate. It shall, however, be competent for the examiners to recommend, and for the Senate to approve, that a dissertation be referred back to the candidate for revision or extension.

### **CD34 Cum Laude**

The degree of Master of Accountancy or Master of Accountancy (Taxation) may be awarded cum laude, for which a minimum overall mark of 75 percent must be obtained as well as 75 percent for the dissertation.

## **Master of Business Administration**

### **CD35 Entrance Requirements**

The following shall be eligible for the degree of Master of Business Administration:

- (1) A graduate of the University, or a graduate of another recognised University who has been admitted to the status of Bachelor in the University, who holds the Postgraduate Diploma in Business Management.
- (2) A graduate of the University, or a graduate of another recognised University who has been admitted to the status of Bachelor in the University, who has appropriate working experience.
- (3) Notwithstanding CD35 (1) & (2) above, entry into the programme will be at the discretion of the Dean of the Faculty of Management Studies, to whom application should be made.

### **CD36 Examination**

- (1) The examination for the degree shall consist of six (6) written papers and a research dissertation completed under the guidance of a supervisor approved by the Senate.
- (2) The examiners may require candidates for the degree to present themselves for viva voce questioning, in addition to such other examinations as may be prescribed by the Senate.
- (3) Candidates for the Master of Business Administration who complete the prescribed coursework but who do not complete the dissertation shall be deemed to have qualified for an Advanced Postgraduate Certificate in the chosen area of specialisation.

### **CD37 Cum Laude**

The degree of Master of Business Administration may be awarded cum laude, for which a minimum overall mark of 75 percent must be obtained as well as 75 percent for the dissertation.

## **Doctor of Business Administration**

### **CD38 Entrance Requirements**

The following shall be eligible for the degree of Doctor of Business Administration:

- (1) Any Master of Business Administration of the University of not less than two years' standing.
- (2) A graduate of any recognised university who has been admitted to the status of Master of Business Administration and who has been a registered student of the University for not less than two years after admission to the status of that degree.
- (3) The Common Rules for the degree of Doctor of Philosophy in all Faculties shall also be of effect where applicable.

### **CD39 Supervision**

Candidates for the degree of Doctor of Business Administration shall pursue advanced research, or a combination of advanced research and study, under the guidance of a supervisor approved by the Senate.

### **CD40 Examination**

The examination for the degree of Doctor of Business Administration shall consist of a dissertation, or a dissertation and four (4) or more papers, at the discretion of the Director of the Programme.

## **Doctor of Commerce**

### **CD41 Entrance Requirements**

The following shall be eligible for the degree of Doctor of Commerce:

- (1) A Bachelor of Commerce of the University of not less than six years' standing.
- (2) A graduate of another recognised university who has been admitted to the status of Bachelor of Commerce in the University and who has held the qualification by virtue of which such admission has been granted for not less than six years.

### **CD42 Application**

An intending candidate shall submit a formal application for admission.

### **CD43 Examination**

- (1) The degree is awarded only for work in the form of articles, pamphlets, or books that have been accessible to relevant experts and critics for at least one year.
- (2) A candidate shall be permitted to submit, in partial fulfilment of the requirements for the degree, any thesis previously accepted for a research degree, provided that the work has been published and accessible to relevant experts and critics for at least one year.
- (3) Candidates submitting any conjoint work for examination shall state fully their own share in such work; provided that the degree shall not be conferred in respect of conjoint work only.
- (4) A candidate shall submit at least six copies of each of such articles, pamphlets, or books as are presented for examination; and, if the degree is awarded, the University shall retain all such copies.
- (5) A candidate shall certify which portion of the work, if any, has been submitted for a degree at another university.



- (6) The Senate shall appoint three judges, at least two of whom shall be external to the University and all of whom shall be experts in the general field of learning in which the candidate has won distinction. Having considered the work submitted by the candidate, the judges shall report thereon to the Senate and, in making their reports, the judges shall state whether the work constitutes an original contribution to the advancement of knowledge of such substance and distinction as to give the candidate an authoritative status in his/her particular field of research.

## **Doctor of Philosophy**

### **CD44 Entrance Requirements**

The following shall be eligible for the degree of Doctor of Philosophy:

- (1) Any Master of Commerce, Master of Economics, Master of Accountancy or Master of Business Administration of the University of not less than two years' standing.
- (2) Any Bachelor of Commerce Honours or Bachelor of Economics Honours of the University of not less than three year's standing whom the Senate has specially exempted from the Master's examination.
- (3) A graduate of any other recognised university who has been admitted to the status of Master of Commerce or Master of Economics, and who has held the qualification by virtue of which such admission has been granted for not less than two years, or who has been admitted to the status of Bachelor of Commerce Honours or Bachelor of Economics Honours, and who (i) has held the qualification by virtue of which such admission has been granted for not less than three years, and (ii) has been specially exempted by the Senate from the Master's examination.
- (4) The Common Rules for the degree of Doctor of Philosophy in all Faculties shall also be of effect where applicable.

## **Doctor of Economics**

### **CD45 Entrance Requirements**

The following shall be eligible for the degree of Doctor of Economics:

- (1) A Bachelor of Commerce or a Bachelor of Economics of the University of not less than six years' standing.
- (2) A graduate of another recognised university who has been admitted to the status of Bachelor of Commerce or Bachelor of Economics in the University and who has held the qualification by virtue of which such admission has been granted for not less than six years.

### **CD46 Application**

An intending candidate shall submit a formal application for admission.

### **CD47 Examination**

- (1) The degree is awarded only for work in the form of articles, pamphlets, or books that have been accessible to relevant experts and critics for at least one year.
- (2) A candidate shall be permitted to submit, in partial fulfilment of the requirements for the degree, any thesis previously accepted for a research degree, provided that the work has been published and accessible to relevant experts and critics for at least one year.
- (3) Candidates submitting any conjoint work for examination shall state fully their own share



in such work; provided that the degree shall not be conferred in respect of conjoint work only.

- (4) A candidate shall submit at least six copies of each of such articles, pamphlets, or books as are presented for examination; and, if the degree is awarded, the University shall retain all such copies.
- (5) A candidate shall certify which portion of the work, if any, has been submitted for a degree at another university.
- (6) The Senate shall appoint three judges, at least two of whom shall be external to the University and all of whom shall be experts in the general field of learning in which the candidate has won distinction. Having considered the work submitted by the candidate, the judges shall report thereon to the Senate and, in making their reports, the judges shall state whether the work constitutes an original contribution to the advancement of knowledge of such substance and distinction as to give the candidate an authoritative status in his/her particular field of research.

## **Postgraduate Diploma in Business Management**

### **CD48 Entrance Requirements**

The following shall be eligible for admission to the Postgraduate Diploma in Business Management:

- (1) Any graduate of the University or any other recognised university.
- (2) Any holder of the University's Management Advancement Diploma.

### **CD49 Duration of Study**

The curriculum for the Diploma shall extend over one year of full-time study or over a longer period on a part-time basis.

### **CD50 Structure of Programme**

To qualify for the award of the Diploma, a candidate shall complete the following modules:

- (1) Business Management Science
- (2) General Management
- (3) Economic Principles, Issues and Policy
- (4) Management Accounting and Business Finance
- (5) People Management
- (6) Marketing Management

### **CD51 Examination**

- (1) To obtain credit for any course in any year, candidates shall complete at least two courses, except where they have fewer than two courses outstanding to complete the curriculum for the Diploma.
- (2) The examiners may require candidates to present themselves for viva voce questioning in addition to such written and practical examinations as may be prescribed by the Senate.
- (3) On the recommendation of the Board of the Faculty, a candidate may be permitted to write a supplementary examination in any course that has been failed with a mark of not less than 40 percent.

### **CD52 Cum Laude**

The Postgraduate Diploma in Business Management shall be awarded cum laude if a candidate:

- (1) does not fail a course in the curriculum;
- (2) obtains first class passes in at least four of the six courses prescribed;
- (3) obtains at least upper second class passes in the remaining two courses.

## **Management Advancement Diploma**

### **CD53 Entrance Requirements**

Any person of at least twenty-five (25) years of age with at least five years' working experience, and who holds an acceptable post-Matriculation qualification in an area of business studies from a recognised educational institution or professional institute shall be eligible for admission to the Management Advancement Diploma.

### **CD54 Duration of Study**

The Management Advancement Diploma shall extend over a period of one year of part-time study.

### **CD55 Structure of Programme**

- (1) To qualify for the award of the Management Advancement Diploma, candidates shall complete the following modules:
  - (a) The Organisation and its Environment.
  - (b) Operations Management.
  - (c) Introduction to Human Resource Management.
  - (d) Principles of Management.
  - (e) Introduction to Strategic Management.
  - (f) Entrepreneurship.
  - (g) Principles of Financial Accounting.
  - (h) Principles of Managerial Accounting.
  - (i) Principles of Business Finance.
  - (j) Philosophy of Marketing.
  - (k) Marketing Strategy & Consumer Behaviour.
  - (l) Specific Topics in Marketing.
- (2) Candidates must also complete an Applied Research Field Project.

### **CD56 Examination**

Candidates who obtain between 40 and 49 percent in any of the modules listed in CD55 in the previous ordinary examinations shall be awarded supplementary examinations in those modules.

## **Postgraduate Diploma in Industrial Relations**

### **CD57 Entrance Requirements**

The following shall be eligible for admission as candidates for the Postgraduate Diploma in Industrial Relations: Any graduate of the University or any other recognised university, provided the candidate has completed any one of Economics (III), Industrial Psychology (III), Industrial, Organisation and Labour Studies (III), Management (III), Political Science (III), Sociology (III) or Legal Studies (III) or their equivalent.

**CD58 Duration of Study**

The curriculum for the Diploma shall extend over one year of full-time study or at least two years of part-time study.

**CD59 Structure of Programme**

- (1) To qualify for the award of the Diploma, a part-time candidate shall complete the following modules:

**Year 1**

- (1) Management of Human Resources
- (2) Industrial Relations
- (3) Organisational Behaviour

**Year 2**

- (1) Individual Employment Law
- (2) Collective Employment Law
- (3) Labour Dispute Resolution
- (4) Contemporary Issues in Human Resource Management
- (5) Equity in Employment
- (2) A full-time candidate shall register for all modules simultaneously.

**CD60 Examination**

- (1) Part-time candidates may not present themselves for the final examination in more than four modules in any academic year, while full-time candidates may attempt all eight modules.
- (2) To obtain credit for any course in any year, candidates shall complete at least two modules, except where they have fewer than two modules outstanding to complete the curriculum for the Diploma.
- (3) The examiners may require candidates to present themselves for viva voce questioning in addition to such written and practical examinations, as may be prescribed by the Senate.
- (4) On the recommendation of the Board of the Faculty, a candidate may be permitted to write a supplementary examination in any module that has been failed with a mark of not less than 40 percent.

**CD61 Cum Laude**

The Postgraduate Diploma in Industrial Relations shall be awarded cum laude if a candidate:

- (1) completes the Diploma in the minimum period, viz., one year for full-time students and two years for part-time students, and does not fail a module in the curriculum;
- (2) obtains first class passes in at least six of the eight modules prescribed, of which at least two must be second-year modules as defined in CD59;
- (3) obtains at least upper second class passes in the remaining two modules.

## **Postgraduate Diploma in Human Resource Management**

**CD62 Entrance Requirements**

The following shall be eligible for admission: Any graduate of the University or any other recognised university, provided the candidate has completed any one of Economics (III), Industrial Psychology (III), Industrial, Organisational and Labour Studies (III), Management (III), Political Science (III), Sociology (III) or Legal Studies (III) or their equivalent.



**CD63 Duration of Study**

The curriculum for the Diploma shall extend over one year of full-time study or at least two years of part-time study.

**CD64 Structure of Programme**

- (1) To qualify for the award of the Diploma, a part-time candidate shall complete the following modules:

Year 1

- (1) Management of Human Resources
- (2) Industrial Relations
- (3) Organisational Behaviour

Year 2

- (1) Strategic Human Resource Management
- (2) Training and Development of Human Resources
- (3) Administration of Human Resources
- (2) A full-time candidate shall register for all modules simultaneously.

**CD65 Examination**

- (1) Part-time candidates may not present themselves for the final examination in more than four modules in any academic year, while full-time candidates may attempt all modules.
- (2) To obtain credit for any module in any year, candidates shall complete at least two modules, except where they have fewer than two modules outstanding to complete the curriculum for the Diploma.
- (3) The examiners may require candidates to present themselves for viva voce questioning in addition to such written and practical examinations, as may be prescribed by the Senate.
- (4) On recommendation of the Board of the Faculty, a candidate may be permitted to write a supplementary examination in any module that has been failed with a mark of not less than 40 percent.

**CD66 Cum Laude**

The Postgraduate Diploma in Human Resource Management shall be awarded cum laude if a candidate:

- (1) completes the Diploma in the minimum period, viz., one year for full-time students and two years for part-time students, and does not fail a module in the curriculum;
- (2) obtains first class passes in at least four of the six modules prescribed, of which at least two must be second-year modules as defined in CD64;
- (3) obtains at least upper second class passes in the remaining two modules.

## **Postgraduate Diploma in Marketing Management**

**CD67 Entrance Requirements**

Any graduate of the University or any other recognised university shall be eligible for admission at the discretion of the Programme Director.

**CD68 Duration of Study**

The curriculum for the Diploma shall extend over one year of full-time study or at least two years of part-time study.

**CD69 Structure of Programme**

- (1) To qualify for the award of the Diploma, a part-time candidate shall complete the following modules:

**Year 1**

- (1) Economics and Management
- (2) Strategic Marketing
- (3) Two elective modules (see syllabus section)

**Year 2**

- (1) IT and Finance for Marketers
- (2) Marketing Management
- (3) Two elective modules (see syllabus section)
- (2) A full-time candidate shall register for all modules simultaneously.

**CD70 Examination**

- (1) Part-time candidates may not present themselves for the final examination in more than four modules in any academic year, while full-time candidates may attempt all eight modules.
- (2) To obtain credit for any module in any year, candidates shall complete at least two modules, except where they have fewer than two modules outstanding to complete the curriculum for the Diploma.
- (3) The examiners may require candidates to present themselves for viva voce questioning in addition to such written and practical examinations, as may be prescribed by the Senate.
- (4) On recommendation of the Board of the Faculty, a candidate may be permitted to write a supplementary examination in any module that has been failed with a mark of not less than 40 percent.

**CD71 Cum Laude**

The Postgraduate Diploma in Marketing Management shall be awarded cum laude if a candidate:

- (1) completes the Diploma in the minimum period, viz., one year for full-time students and two years for part-time students, and does not fail a module in the curriculum;
- (2) obtains first class passes in at least six of the eight modules prescribed, of which at least two must be compulsory modules as defined in CD69;
- (3) obtains at least upper second class passes in the remaining two modules.

## **Postgraduate Diploma in Management (specialising in Leadership)**

**CD72 Entrance Requirements**

Any graduate of the University or any other recognised university shall be eligible for admission at the discretion of the Programme Director.

**CD73 Duration of Study**

The curriculum for the Diploma shall extend over one year of full-time study or at least two years of part-time study.

**CD74 Structure of Programme**

To qualify for the award of the Diploma, a candidate shall complete modules 1, 2, 3, 4 and

7. Modules 5 and 6 may be replaced by any available and appropriate modules from one of the Bachelor of Commerce (Honours) programmes.

- (1) Leadership & Learning in Community Contexts
- (2) Managing Projects in Community Contexts
- (3) Partnerships in Community Contexts
- (4) Organisational & Staff Development
- (5) Contemporary Issues in Professional Practice
- (6) Contemporary Issues in Service Delivery
- (7) Action Research

### **CD75 Examination**

- (1) Part-time candidates may not present themselves for the final examination in more than three modules in any academic year, while full-time candidates may attempt all six modules.
- (2) To obtain credit for any module in any year, candidates shall complete at least two modules, except where they have fewer than two modules outstanding to complete the curriculum for the Diploma.
- (3) The examiners may require candidates to present themselves for viva voce questioning in addition to such written and practical examinations, as may be prescribed by the Senate.
- (4) On recommendation of the Board of the Faculty, a candidate may be permitted to write a supplementary examination in any module that has been failed with a mark of not less than 40 percent.

### **CD76 Cum Laude**

The Postgraduate Diploma in Management shall be awarded cum laude if a candidate:

- (1) completes the Diploma in the minimum period, viz., one year for full-time students and two years for part-time students, and does not fail a module in the curriculum;
- (2) obtains first class passes in at least four taught modules;
- (3) obtains at least upper second class passes in the remaining two modules;
- (4) obtains at least 70 percent for the Action Research module.

## **Interdisciplinary Master in Development Studies**

### **CD77 Entrance Requirements**

- (1) In order to register for the degree, a candidate must be a graduate of the Faculty of have been admitted to status, and have a sufficiently high standard in their previous academic record.
- (2) Candidates already in possession of an appropriate Honours degree of a sufficiently high academic standard may be permitted to enter the second year of the programme.

### **CD78 Duration of Study**

- (1) The curriculum is offered as either a full-time or part-time programme.
- (2) Candidates who do not complete all the prescribed courses in five years shall be refused permission to re-register.
- (3) Candidates will have to apply for re-admission if they do not successfully complete all first-year courses at the end of their first year, or second year in the case of part-time students.



### **CD79 Structure of Programme**

- (1) Candidates shall complete the following modules in the first (Honours) year:
  - International Development Problems and Policies
  - South African Development Problems and Policies
  - Development Organisations: Planning and Management
  - Research Methods
  - Research Paper
  - Plus one of the following options:
    - Development Economics
    - Gender and Development
    - Social Policy and Development
    - Special Study (A)
    - Special Study (B)
- (2) Candidates shall complete the following modules in the second (Masters) year:
  - Development Problems and Policies
  - Dissertation
  - Plus two of the following options:
    - Rural Development
    - Development of Local Economics
    - Urban Studies and Development
    - Economics of Development
    - Community Development
    - Regional Planning and Development
    - Housing and Development
    - Project Management
    - Social Policy and Development
    - Special Study (A)
    - Special Study (B)

### **CD80 Examination**

- (1) Candidates who fail a course may be granted one supplementary examination if they obtain between 40 and 49 percent in that course.
- (2) Candidates who fail the Research Paper and/or Research Proposal shall be permitted to make only one further submission.
- (3) Candidates who do not submit a Research Paper and/or Research Proposal shall be deemed to have failed these modules and can make only one further submission.
- (4) Candidates completing the first year of the programme successfully will be awarded an Honours Degree.

### **CD81 Restriction**

Candidates may not repeat an elective more than once.

## SYLLABUSES

- (1) The syllabuses and prerequisites of certain modules in the undergraduate and postgraduate qualifications listed in CD1 and CD13 above are not set out below. They can be found in the handbooks of the appropriate Faculties.
- (2) Module codes consist of seven digits as follows:
  - (a) One letter to identify the sub-centre:  
D = Durban  
E = Edgewood  
M = Medical School  
P = Pietermaritzburg
  - (b) Two letters to identify the Discipline or School.
  - (c) One numeral to indicate the level at which the module is taught.
  - (d) Two letters to identify the module.
  - (e) One letter or numeral to indicate when the module is normally taught:  
1 for first semester  
2 for second semester  
Y for year course
- (3) Numbers in parenthesis after the module code number indicate the numbers of Lectures - Tutorials - Practicals - Seminars - Weeks and credit point value, in that order, applicable to the module concerned.
- (4) DP and sub-minimum requirements: The requirements for individual modules in respect of 'duly performed' certificates and sub-minimum examination requirements are available from the Schools concerned.

## UNDERGRADUATE MODULES

### SCHOOL OF ACCOUNTING AND FINANCE

#### ACCOUNTING INFORMATION SYSTEMS

##### **Accounting Information Systems 2B**

(DAC2IS2)

(29L-8T-0P-0S-50H-59R-0F-14A-13W-16C)

*Prerequisite:* Business Information Systems 1A and 1B or Computer Science 1A and 1B and Business Information Systems 1B.

*Content:* The objective of this module is to provide students who plan to become Chartered Accountants with the basis on which to build the knowledge of business computing required by the profession. The module comprises accounting package software, controls in computer-based systems and managing information systems resources.

*Assessment:* 2 tests (40%), 1 three-hour examination (60%)

## AUDITING

### Auditing 3

(DAC3AUY)

(58L-39T-0P-0S-155H-60R-0F-8A-26W-32C)

*Prerequisite:* Credit for Accounting 2 and concurrent registration for Accounting 3 or credit for Accounting 3

*Content:* An introduction to auditing and the auditing profession. Ethics, professional conduct and the powers, duties and responsibilities of accountants and auditors registered with major accounting bodies such as the South African Institute of Chartered Accountants. General comprehension and application of company and close corporation legislation and corporate governance. An overview of the audit process, introductory concepts and general principles. The basics of computer auditing, including general and application controls and computer assisted auditing techniques. The functions, documentation, risks, internal controls, audit objectives and procedures, and computer aspects of the operating cycles. An introduction to the various aspects of completing the audit and audit reports.

*Assessment:* 3 tests and designated module projects (33%), 1 three-hour examination (67%)

*DP Requirement:* In order to write the final examination, students must attend 80% of tutorials (with set work satisfactorily prepared), write all tests on the stipulated dates and submit satisfactory attempts (as defined in the Student's Guide for Auditing 3) for any module projects that may be set.

## FINANCIAL ACCOUNTING

All students will register for Accounting 1A. Those who pass this examination will be permitted to register for either Accounting 1B or Accounting 1C. Students should note that Accounting 1A and 1B are prerequisites for Accounting 2. Accounting 1A and 1C constitute a terminal course in Business Accounting (I).

### Accounting 1A

(DAC1AC1)

(29L-15T-0P-0S-85H-26R-0F-5A-13W-16C)

*Prerequisite:* Nil

*Content:* The course aims to equip the student with a framework for the preparation and evaluation of financial statements and with the information and knowledge of the principles and concepts underlying the historic cost model. Topics are structured to equip the student with a background to the business world and to introduce the bookkeeping principles used in business.

*Assessment:* 1 Test (25%), 1 two-hour examination (75%)

*DP Requirement:* In order to write the final examination, students must attend 6 of the 9 tutorials set for this semester.

### Accounting 1B

(DAC1AC2)

(29L-13T-0P-0S-87H-26R-0F-5A-13W-16C)

*Prerequisite:* A minimum mark of 40% in Accounting 1A

*Content:* To introduce the student to the financial statements of partnerships including the creation and dissolution thereof, branch accounting, production concern, non-profit organisations and companies. Topics covered take cognisance of the Company and GAAP in the preparation and presentation of Financial Statements.



*Assessment:* 1 test (25%), 1 two-hour examination (75%)

*DP Requirement:* In order to write the final examination, students must attend 6 of the 9 tutorials set for this semester.

### **Accounting 1C**

(DAC1BA2)

(29L-12T-0P-0S-87H-26R-0F-6A-13W-16C)

*Prerequisite:* A minimum mark of 40% in Accounting 1A

*Content:* The objectives of the course are to provide students with the business knowledge necessary to formulate a successful business plan; to expose students to sound business controls and tools for the running of a successful business; and to introduce students to basic taxation in a small business.

*Assessment:* 1 test (10%), 1 project (20%), 1 three-hour examination (70%)

*DP Requirement:* To attend 80% of tutorials, submit the project and write one of the two tests.

### **Accounting 2**

(DAC2ACY)

(78L-39T-0P-0S-405H-106R-0F-12A-26W-64C)

*Prerequisite:* Accounting 1A and 1B

*Content:* On completion of the module, students should be able to prepare financial statements of an entity in accordance with Statements of Generally Accepted Accounting Practice and the Companies' Act. The student's understanding of the principles and requirements included in the Statements of Generally Accepted Accounting Practice and the Companies Act should enable appropriate decision making resulting in good financial reporting and the ability to deal with a large variety of complex transactions.

*Assessment:* 3 tests (40%), 1 three-hour examination (60%)

*DP Requirement:* To attend 75% of tutorials and obtain a minimum year mark of 35%

### **Accounting 3**

(DAC3ACY)

(58L-39T-0P-0S-435H-100R-0F-8A-26W-64C)

*Prerequisite:* Accounting 2

*Content:* On completion of the course, the student should be able to prepare general purpose financial statements (primary and group) in compliance with selected South African statements of generally accepted accounting practices (GAAP).

*Assessment:* 2 tests, a written report and a presentation (30%), 1 three-hour examination (70%)

*DP Requirement:* Attend 80% of the tutorials, complete and submit at least 90% of homework exercises and obtain a year mark of at least 40%.

## **FINANCIAL REPORTING**

### **Financial Reporting 1A**

(DAC1FR1)

(39L-8T-4P-0S-65H-40R-0F-4A-13W-16C)

*Prerequisite:* Nil

*Content:* This module provides an understanding of the meaning and dimensions of entrepreneurship, as well as a theoretical and practical knowledge of accounting principles and the role of accounting in business management. Topics include: the entrepreneurial process; strategy and entrepreneurship; encouraging intrapreneurism; succession in the entrepreneurial

business; the theory of financial accounting; generally accepted accounting principles and practices; recording of financial transactions; and preparation of basic financial statements.

*Assessment:* 2 tests (30%), 1 three-hour examination (70%)

### **Financial Reporting 1B**

(DAC1FR2)

(39L-8T-4P-0S-65H-40R-0F-4A-13W-16C)

*Prerequisite:* Nil

*Content:* This module provides a theoretical and practical knowledge of managerial accounting and business finance, and develops the application thereof in terms of the major decisions facing the financial manager. Topics include: reporting and analysis of costs in an organisation; managerial accounting principles; cost-volume-profit analysis; costing systems and their application; the financial environment; the time value of money; risk and return; the financing decision; the dividend decision; and short-term working capital decisions.

*Assessment:* 2 tests (30%), 1 three-hour examination (70%)

## **INFORMATION SYSTEMS & TECHNOLOGY**

### **Information Systems & Technology 1A**

(DAC1ST1)

(39L-13T-10P-0S-54H-40R-0F-4A-13W-16C)

*Prerequisite:* Nil

*Content:* The purpose of this module is to introduce information system & technology concepts to novice users, to develop skills to effectively use standard knowledge work software packages, and to provide students with an understanding of the importance of information systems & technology to information knowledge workers. This module comprises basic IT concepts involving hardware & software, networks & data communications, and security & recovery. Practical applications include word processing, spreadsheets, databases, presentation tools, e-mail & Internet and file management.

*Assessment:* 3 one-hour tests (45%), 1 two-hour examination (55%)

### **Information Systems & Technology 1B**

(DAC1ST2)

(39L-13T-19P-0S-51H-35R-0F-4A-13W-16C)

*Prerequisite:* A minimum mark of 40% for Information Systems & Technology 1A **OR** a minimum mark for Computer Science 1A and co-registration with Computer Science 1B

*Content:* The purpose of this module is to examine the implications of using information systems and technology in business. This module comprises organizational information systems, e-commerce & leading technologies, information systems development activities (including management of the systems development process and interpersonal & communication skills) and algorithmic design and the fundamentals of programming.

*Assessment:* 3 one-hour tests (45%), 1 two-hour examination (55%)



**Information Systems & Technology 2A**

(DAC2ST1)

(39L-13T-20P-0S-41H-40R-0F-10A-13W-16C)

*Prerequisite:* Information Systems Technology 1A **and** 1B **or** Computer Science 1A **and** 1B*Content:* The objective of this semester module is to provide the theoretical foundation and practical application of data management and programming in both procedural and non-procedural languages. The module comprises database modelling & design, the Structured Query Language (SQL), and program development using a fourth generation language.*Assessment:* Assignment/theory test/practical test (40%), 1 two-hour examination (60%)**Information Systems & Technology 2B**

(DAC2ST2)

(52L-10T-10P-0S-35H-52R-0F-6A-13W-16C)

*Prerequisite:* Information Systems Technology 1A **and** 1B **or** Computer Science 1A **and** 1B **and** Information Systems Technology 1B*Content:* This module provides comprehensive details on the theory and practice of Systems Analysis & Design and Systems Implementation. In addition, students are provided with an in-depth knowledge of data communications and networking requirements including networking and telecommunications technologies, hardware, and software. This module comprises Systems Analysis and Design, Systems Implementation, and Networks & Telecommunications.*Assessment:* 3 tests (45%), 1 three-hour examination (55%)**Information Systems & Technology 3A**

(DAC3ST1)

(39L-10T-0P-0S-245H-60R-0F-4A-13W-36C)

*Prerequisite:* Information Systems & Technology 2A and 2B*Content:* This module is designed to provide students with an in-depth knowledge of the current application of computers in the commercial environment, to enable them to be proficient at the specification of user requirements of business information & technology systems. The module comprises analysis, human computer interface, web design, project management, team & interpersonal communications, and the analysis & specification of a live system (major project).*Assessment:* Major project (40%), 1 three-hour examination (60%)**Information Systems & Technology 3B**

(DAC3ST2)

(52L-13T-0P-0S-230H-60R-0F-4A-13W-36C)

*Prerequisite:* Business Information Systems 2A and 2B*Content:* This module is designed to provide students with an in-depth knowledge of the current application of computers in the commercial environment, to enable them to be proficient at the design & implementation of business information & technology systems. The module comprises advanced programming, advanced software development, database management, security & the design and implementation of a live system (major project).*Assessment:* Major project 40%, 1 three-hour examination 60%



**E-Business 3A**

(DAC3EB1)

(52L-3T-2P-0S-252H-48R-0F-3A-13W-36C)

*Prerequisite:* Information Systems & Technology 2A and 2B*Corequisite:* Information Systems & Technology 3A

*Content:* This module examines internet based commerce in particular information technology strategy and technological solutions for enabling effective business processes within and between organisations. The module comprises e-business strategy, architecture and design, network security including internet security, running IS business & advanced web design.

*Assessment:* Semester Mark (Tests & Assignments) 50%, 1 three-hour examination 50%.

**Information Systems Management 3B**

(DAC3IM2)

(52L-0T-0P-0S-250H-55R-0F-3A-13W-36C)

*Prerequisite:* Information Systems & Technology 2A and 2B*Corequisite:* Information Systems & Technology 3B

*Content:* This module is to enable learners to develop the knowledge and skills required to effectively manage and control the use of information technology within a business organisation. The module comprises change management, management decision tools, IS planning & selection & emerging technological issues for management.

*Assessment:* Semester Mark (Tests & Assignments) 50%, 1 three-hour examination 50%

**MANAGERIAL ACCOUNTING AND FINANCE****Managerial Accounting and Finance 3**

(DAC3MFY)

(58L-39T-0P-0S-435H-100R-0F-8A-26W-64C)

*Prerequisite:* (a) Accounting 2 **or** a final result of least 40% in Accounting 2 in a previous year and concurrent registration for Accounting 2; and (b) Maths C and Stats C **or** Maths C and Quantitative Management 1B. Concurrent registration will be permitted for one subject only for either of these two options provided that a final result of at least 40% in that subject has been obtained in a previous year.

*Content:* The course aims to develop the student's ability to provide information for both short- and long-term management control and decision-making and to equip the student with the knowledge and skills needed to provide relevant information for an organisation's investment, financing and dividend decisions.

*Assessment:* 3 tests (33%), 1 three-hour examination (67%)

*DP Requirement:* Students have to attend 80% of the tutorials set for the course.

**TAXATION****Taxation 3**

(DAC3TXY)

(78L-19T-0P-0S-493H-40R-0F-10A-26W-64C)

*Prerequisite:* Accounting 2 or a year mark of at least 40% in Accounting 2 in a previous year and concurrent registration for Accounting 2

*Content:* General comprehension and application of fiscal legislation. The calculation of the different types of taxes contained in the Income Tax Act. The calculation of the taxes

contained in the Estate Duty Act, Value-Added Tax Act and the Joint Services Board Act.

*Assessment:* Assignments and tests (25%), 1 four-hour examination (75%)

*DP Requirement:* In order to write the final examination, students must attend 80% of tutorials, submit 80% of prescribed assignments, and write all tests on the stipulated dates.

## SCHOOL OF ECONOMICS AND MANAGEMENT

### BUSINESS MANAGEMENT

#### Business Management

(DBA3BM1)

(39L-0T-0P-0S-78H-40R-0F-3A-13W-16C)

*Prerequisite:* Nil

*Content:* This module provides an introduction to the theoretical knowledge of the principles of general management, marketing, management of human resources and financial management.

*Assessment:* Assignments and tests (30%), 1 three-hour examination (70%)

### BUSINESS STATISTICS

#### Business Statistics 2

(DEC2BSM)

(29L-15T-0P-0S-56H-54R-0F-6A-13W-16C)

*Prerequisite:* General Mathematics 1 or equivalent

*Content:* From techniques for data description and analysis, this module covers the basic concepts of probability; the binomial, normal and other distributions; decision-making; sampling distributions; and techniques for drawing conclusions about large populations with often limited samples of data. Forecasting, using time-series analysis, and prediction, using regression techniques, are applied to common finance and marketing problems, such as tracking trends in financial measures over time, or predicting the relationship between a company's advertising spending and its sales.

*Assessment:* Assignments/tests (33%), 1 three-hour examination (67%).

### ECONOMICS

#### Economics 1A

(DEC1EC1)

(39L-0T-0P-0S-75H-40R-0F-6A-13W-16C)

*Prerequisite:* Nil

*Content:* Introductory economic concepts including the principles of supply and demand, the efficient production of goods, market structures under perfect competition and monopoly. The markets for labour, capital and land are analysed and the manner in which income and wealth is distributed.

*Assessment:* 1 essay (10%), 3 tests (30%), 1 three-hour examination (60%)



**Economics 1B**

(DEC1EC2)

(39L-0T-0P-0S-75H-40R-0F-6A-13W-16C)

*Prerequisite:* Nil

*Content:* An introduction to macroeconomics. The operation of the money market is examined, and the main components of expenditure (consumption, investment, government spending and net exports) are used to build simple macroeconomic models. Fiscal and monetary policy tools and their ability to influence key macroeconomics concerns of inflation, unemployment and growth are assessed.

*Assessment:* 3 tests (40%), 1 three-hour examination (60%)

**Economics 2A**

(DEC2EC1)

(38L-4T-0P-0S-62H-50R-0F-6A-13W-16C)

*Prerequisite:* Economics 1B

*Content:* Intermediate macroeconomics. Theories of income determination and employment are examined via analysis of goods and money markets and in an aggregate demand/aggregate supply framework. Fiscal and monetary policies and their impact on output, employment and prices are analysed, as are trade-offs between inflation and unemployment. Key macroeconomic issues are assessed in the context of developed and developing economies.

*Assessment:* 2 tests (33%), 1 three-hour examination (67%)

**Economics 2B**

(DEC2EC2)

(39L-4T-0P-0S-61H-50R-0F-6A-13W-16C)

*Prerequisite:* Economics 1A

*Content:* Intermediate microeconomics. Consumer behaviour is analysed in terms of ordinal utility theory and revealed preference. Production and optimisation is examined. Firm behaviour in imperfectly competitive markets is examined in the context of South African industry. Efficiency implications are assessed. An introduction to welfare economics is provided.

*Assessment:* 2 tests (33%), 1 three-hour examination (67%)

**Economics 3**

Students can proceed to third-level modules after completing Economics 2A or 2B. To major in economics, students must complete the compulsory module in Macroeconomic Policy in South Africa, plus three additional elective modules, to give a total of 64 credit points at the third level. Students are advised to combine their electives along the following broad lines of specialisation, since these conform to the major sectors in which graduate economists are likely to find employment:

**Banking & Finance**

International Economics  
Industrial Organisation  
Public Finance  
Economic Modelling

**Trade & Industry**

International Economics  
Industrial Organisation  
Maritime Transport Econ.  
Environmental Economics  
Labour Economics

**Public Sector & Policy**

Industrial Organisation  
Public Finance  
Labour Economics  
Economic Modelling  
Economics of Africa  
Environmental Econ.



As the full range of courses may not always be offered, please consult with the Head of School.

### **Applied Economics 3 (Co-requisite: Economics 3)**

Students in both the Bachelor of Business Science and Bachelor of Commerce may complete a specialisation in economics at the third-level of study by registering for Economics 3 and Applied Economics 3. To complete Applied Economics 3, students must take the compulsory module in Economic Modelling (DEC3EM1), plus three elective modules in addition to modules completed in Economics 3, to give a total of 64 credit points at the third level. The double major in Economics therefore requires students to complete a total of eight modules (or 128 credit points) at the third level of study in economics. Students may only register for Applied Economics 3 if they are currently registered for (or have completed the requirements for) Economics 3, hence the latter serves as a co-requisite for Applied Economics 3.

The following list shows the modules in Economics 3 and Applied Economics 3 available to students.

#### **Macroeconomic Policy in South Africa**

(DEC3SA2)

(38L-4T-0P-0S-62H-50R-0F-6A-13W-16C)

*Prerequisite:* Economics 2A

*Content:* The theoretical foundations of macroeconomics are used to understand the objectives of and conflicts in macroeconomic policy. The module will examine monetary policy and the S.A. financial system, as well as fiscal and budgetary policy. Open-economy macroeconomic issues will be analysed, as will the co-ordination between monetary, fiscal and balance of payments policies.

*Assessment:* 3 assignments/tests (40%), 1 three-hour examination (60%)

#### **Industrial Organisation**

(DEC3IO1)

(30L-10T-0P-0S-76H-40R-0F-4A-13W-16C)

*Prerequisite:* Economics 2B

*Content:* This module studies the meaning, measurement and promotion of effective competition as it has been studied in the field of industrial organisation. This requires the study of competition and monopoly. The module therefore involves the concepts and analytical methods that clarify markets and assesses the data on markets. Market structure and competition policy as it is applied in South Africa forms the nucleus of this course.

*Assessment:* 3 assignments/tests (40%), 1 three-hour examination (60%)

#### **International Economics**

(DEC3IT1)

(30L-10T-0P-0S-76H-40R-0F-4A-13W-16C)

*Prerequisite:* Economics 2A and 2B

*Content:* The main focus of this module is on international trade theory and commercial policy, including tariff and non-tariff barriers. The module also includes a briefer coverage of international finance and exchange rate policy. Questions of economic integration are covered and a brief review of illegal international transactions is included.

*Assessment:* 4 assignments/tests (50%), 1 three-hour examination (50%)

**Maritime Transport Economics**

(DEC3ME1)

(30L-10T-0P-0S-76H-40R-0F-4A-13W-16C)

*Prerequisite:* Economics 2B

*Content:* This module will examine the organisation of the sea transport industry and the major factors affecting its demand, supply, price and cost in the context of the extreme volatility that has characterised this dominant international transport mode in recent decades. Maritime transport policies and their impact on markets are a particular focus of attention. The module is set in the context of Southern Africa and the Indian Ocean Rim.

*Assessment:* 3 assignments/tests (40%), 1 three-hour examination (60%)

**Economic Modelling**

(DEC3EM1)

(30L-10T-0P-0S-76H-40R-0F-4A-13W-16C)

*Prerequisite:* Economics 2A and 2B

*Content:* This module will cover the essential elements of the application of economic theory to real-world data using the tools of mathematics and econometrics at a basic level. A brief introduction to the necessary mathematical tools lays the foundation for the estimation and interpretation of single-equation models with continuous dependent variables. The emphasis will be on practical application rather than theory.

*Assessment:* 3 assignments/tests (40%), 1 three-hour examination (60%)

**Economics of Africa**

(DEC3EA1)

(30L-10T-0P-0S-76H-40R-0F-4A-13W-16C)

*Prerequisite:* Economics 2A

*Content:* This module in applied economics introduces students to the analysis of crucial issues in development in all African regions. It focuses on both the causes of the present economic crisis and on comparative studies of strategies of development. The potential major players in economic co-operation with South Africa are discussed in detail.

*Assessment:* 3 assignments/tests (40%), 1 three-hour examination (60%)

**Environmental Economics**

(DEC3EE2)

(30L-10T-0P-0S-76H-40R-0F-4A-13W-16C)

*Prerequisite:* Economics 2B

*Content:* This module addresses the nature and causes of modern environmental problems and the application of microeconomic analysis to these problems, with particular reference to natural resource depletion and pollution. Ecology and sustainable development are examined, while environmental issues in South Africa receive particular attention.

*Assessment:* 3 assignments/tests (40%), 1 three-hour examination (60%)

**Labour Economics**

(DEC3LE2)

(30L-10T-0P-0S-76H-40R-0F-4A-13W-16C)

*Prerequisite:* Economics 2B

*Content:* Key issues in the South African labour market are addressed, including wage determination, inequality and discrimination, affirmative action, unemployment, labour relations and globalisation. The module examines critically the tools that economists have



used to analyse these issues and explores current policy initiatives and policy debates in the South African economy.

*Assessment:* 2 assignments/tests (40%), 1 three-hour examination (60%)

### **Public Economics**

(DEC3PE2)

(30L-10T-0P-0S-76H-40R-0F-4A-13W-16C)

*Prerequisite:* Economics 2B

*Content:* This module examines the broad role of the state in modern mixed economies. It addresses the theory and effects of government expenditure, taxes and transfer payments. Both efficiency and equity considerations of the public sector budgets are assessed.

*Assessment:* 3 assignments/tests (40%), 1 three-hour examination (60%)

### **Special Topics**

(DEC3SPM)

(30L-10T-0P-0S-76H-40R-0F-4A-13W-16C)

*Prerequisite:* Economics 2A and 2B

*Content:* Topics of current interest from theoretical and policy perspectives may be offered.

*Assessment:* 3 assignments/tests (40%), 1 three-hour examination (60%)

## **ENTREPRENEURSHIP**

### **Entrepreneurship**

(DBA2EPM)

(13L-0T-0P-0S-44H-20R-0F-3A-13W-8C)

*Prerequisite:* Nil

*Content:* This is a stand-alone module intended to stimulate entrepreneurial thinking and behaviour. It will thus conscientise students into the potential of self-employment. The module will attempt to equip students with the knowledge, skills and attributes needed to identify and pursue business opportunity even beyond the resources available to them.

*Assessment:* Project/ assignment/test (30%), 1 three-hour examination (70%)

### **Contemporary Issues in Entrepreneurship**

(DBA2ESM)

(13L-0T-0P-0S-44H-20R-0F-3A-13W-8C)

*Prerequisite:* Nil

*Content:* This is a stand-alone module that expands the overview of the field of entrepreneurship and investigates small business management. This is undertaken in preparation for the effective management of the entrepreneurial organization. The module attempts to equip students with the knowledge, skills and attributes required to manage the entrepreneurial organization and its various management functions.

*Assessment:* Project/ assignment/test (30%), 1 three-hour examination (70%)

### **Entrepreneurship 3A**

(DBA3EP1)

(39L-10T-0P-0S-185H-80R-0F-6A-13W-32C)

*Prerequisite:* Management 2A & 2B (or equivalent)

*Content:* The objective of this module is to familiarize students with the behavioural aspects of entrepreneurship and key issues involved in establishing a small enterprise. The module also



explains the role of various governmental and non-governmental support system working for entrepreneurship development, classification of small businesses and status of entrepreneurship development process in South Africa.

*Assessment:* Assignments/tests(50%), 1 three-hour examination(50%)

### **Entrepreneurship 3B**

(DBA3EP2)

(39L-10T-0P-0S-185H-80R-0F-6A-13W-32C)

*Prerequisite:* Management 2A &2B (or equivalent)

*Content:* The objective of this module is to teach students how to identify business opportunities and work towards starting their own business ventures. It also deals with start-up strategy formulation and business plan preparation. In this course the students will have to prepare their individual business plans.

*Assessment:* Assignments/tests(50%), 1 three-hour examination(50%)

## **FINANCE**

### **Finance 2A**

(DEC2FI1)

(29L-15T-0P-0S-56H-54R-0F-6A-13W-16C)

*Prerequisite:* Economics 1A or 1B

*Content:* This course serves as an introduction to the financial environment in which investors and financial managers operate, the types of decisions made by both investors and managers, and the fundamental concepts of valuation of securities. The course covers the following topics: (1) introduction to finance; (2) financial markets, institutions and instruments; (3) using financial statement information; (4) valuation of securities, risk and return; and (5) long-term investment decisions.

*Assessment:* 2 tests (33%), 1 three-hour examination (67%)

*DP Requirement:* Attend 75% of all tutorials, write all tests & submit all projects.

### **Finance 2B**

(DEC2FI2)

(29L-15T-0P-0S-56H-54R-0F-6A-13W-16C)

*Prerequisite:* Economics 1A or 1B

*Content:* This course further expands on the major decisions facing a corporate financial manager and briefly reviews some of the problems encountered by small businesses. The course covers the following topics: (1) long-term financing decision – sources of finance, cost of capital, capital structure and dividend decisions; (2) short-term financial planning and management; and (3) small business management.

*Assessment:* 2 tests (33%), 1 three-hour examination (67%)

*DP Requirement:* Attend 75% of all tutorials, write all tests and submit all projects.

### **Finance 3A: Investment Finance**

(DEC3FI1)

(39L-26T-0P-0S-136H-113R-0F-6A-13W-32C)

*Prerequisite:* Finance 2A and 2B

*Content:* The aim of this course is to use the theory of finance to value financial instruments, and to consider the role of these instruments in investment portfolios. The course covers the following topics: (1) the South African financial environment; (2) security analysis; (3) risk

and return–portfolio theory, the capital asset pricing model and arbitrage pricing theory; and (4) derivative instruments–options, futures, hedging strategies.

*Assessment:* 2 tests (33%), 1 three-hour examination (67%)

*DP Requirement:* Attend 75% of all tutorials, write all tests and submit all projects.

### **Finance 3B: Corporate Finance**

(DEC3FN2)

(39L-26T-0P-0S-136H-113R-0F-6A-13W-32C)

*Prerequisite:* Finance 2A and 2B

*Content:* The aim of this course is to develop an understanding of the more complex problems that face financial decision-makers in the corporate environment. The course covers the following topics: (1) the firm's investment decision under conditions of uncertainty; (2) international business finance; (3) long-term financing, expansion and restructuring (including mergers and acquisitions); (4) fixed income securities, interest-rate risk and the management of financial risk with derivatives; and (5) the efficient market hypothesis.

*Assessment:* 2 tests (26%), 2 case studies (7%), 1 three-hour examination (67%)

*DP Requirement:* Attend 75% of all tutorials, write all tests and submit all projects.

## **MANAGEMENT**

### **Management 2A**

(DBA2MA1)

(39L-10T-0P-0S-65H-40R-0F-6A-13W-16C)

*Prerequisite:* Economics 1A or 1B

*Content:* An introduction to the theoretical base and practical applications of the principles and concepts underlying general management, the management of human resources, entrepreneurship and small business development, corporate social responsibility and contemporary issues in management.

*Assessment:* Assignments and tests (30%), 1 three-hour examination (70%)

### **Management 2B**

(DBA2MA2)

(39L-10T-0P-0S-65H-40R-0F-6A-13W-16C)

*Prerequisite:* Economics 1A or 1B

*Content:* An introduction to the theoretical base and practical applications of the principles and concepts that underlie marketing, finance and operations management.

*Assessment:* Assignments and tests (30%), 1 three-hour examination (70%)

### **Management 3A**

(DBA3MA1)

(39L-10T-0P-0S-185H-80R-0F-6A-13W-32C)

*Prerequisite:* Management 2A and 2B

*Content:* To provide a basic understanding of the theory and practice of business research methods and a comprehensive understanding of the theory and practice of corporate strategy and entrepreneurship.

*Assessment:* Assignments and tests (30%), 1 three-hour examination (70%)

**Management 3B**

(DBA3MA2)

(39L-10T-0P-0S-185H-80R-0F-6A-13W-32C)

*Prerequisite:* Management 2A and 2B

*Content:* To provide the theoretical and practical knowledge to understand and competently manage business resources. Emphasis is placed on the management of human resources, business resources, business projects and the practice of industrial relations in South Africa.

*Assessment:* Assignment, project and tests (30%), 1 three-hour examination (70%)

**MARKETING****Marketing 3A**

(DBA3MT1)

(39L-3T-0P-0S-180H-93R-0F-5A-13W-32C)

*Prerequisite:* Management 2A and 2B

*Content:* To develop an understanding of the theory and practice in consumer behaviour, advertising, retailing and contemporary issues in marketing in South Africa. Global, database, relationship and services marketing and commerce are studied.

*Assessment:* Assignments and tests (30%), 1 three-hour examination (70%)

**Marketing 3B**

(DBA3MT2)

(39L-3T-0P-0S-180H-93R-0F-5A-13W-32C)

*Prerequisite:* Management 2A and 2B

*Content:* To develop an understanding of the theory and practice of marketing strategy, market research and services marketing. Selected contemporary issues – such as creativity for marketing, ethics and e-commerce – are also included.

*Assessment:* Assignments and tests (30%), 1 three-hour examination (70%)

**MARKETING COMMUNICATIONS****Marketing Communications**

(DBA2MCM)

(39L-10T-0P-0S-65H-40R-0F-6A-13W-16C)

*Prerequisite:* Nil.

*Content:* To provide an overview of the theoretical, strategic and tactical decision making processes that underlie marketing communications. Topics include: the identification of audiences, construction of communication and the selection of messages through all aspects of marketing, including branding, packaging, pricing, advertising.

*Assessment:* Assignments/tests (30%), 1 three-hour examination (70%)

**ORGANISATION AND MANAGEMENT****Organisation and Management**

(DBA2OM1)

(39L-10T-0P-0S-48H-60R-0F-3A-13W-16C)

*Prerequisite:* Economics 1A or 1B

*Content:* An introduction to the theory and practice of general management, personnel management, industrial relations and marketing with a strong emphasis on their interface with finance and accounting.

*Assessment:* Assignments and tests (30%), 1 three-hour examination (70%)



## QUANTITATIVE MANAGEMENT

### Quantitative Management 1A

(DEC1QT1)

(30L-9T-9P-0S-68H-37R-0F-7A-13W-16C)

*Prerequisite:* Nil

*Content:* The objective of this module is to develop a proficiency in basic mathematical skills, such as matrix algebra, differential and integral calculus and financial mathematics, which are relevant for students in the broad management disciplines. In addition, a series of weekly sessions in the computer laboratory are used to familiarise students with leading spreadsheet and word processing packages.

*Assessment:* 2 one-hour class tests (DP requirement), 1 three-hour exam (100%).

### Quantitative Management 1B

(DEC1QT2)

(36L-8T-4P-0S-68H-39R-0F-5A-13W-16C)

*Prerequisite:* Nil

*Content:* The objective of this module is to introduce students to an array of statistical techniques, emphasising their applied use to describe and analyse patterns in data, to measure relationships and to test hypotheses. For those who have not completed Quantitative Management 1A, sessions in the computer laboratory are provided to familiarise students with leading spreadsheet and word processing packages.

*Assessment:* 2 one-hour class tests (30%), 1 three-hour examination.

## STRATEGIC MANAGEMENT

### Strategic Management 4A

(DEC4SM1)

(39L-10T-0P-0S-65H-40R-0F-6A-13W-16C)

*Prerequisite:* Completion of third-level modules in Business Science programme

*Content:* This module, which will be available from the 2002 academic year, will integrate the content of the core disciplines covered in the first three years of the Business Science programme into a capstone course focussing on effective management in its broadest sense. Principles and theories in the managerial process will be combined with case studies to highlight the strategic planning process as well as the implementation and evaluation of business strategy.

*Assessment:* 3 assignments/tests per semester (40%), 1 four-hour examination per semester (60%)

### Strategic Management 4B

(DEC4SM2)

(39L-10T-0P-0S-65H-40R-0F-6A-13W-16C)

*Prerequisite:* Completion of third-level modules in Business Science programme

*Content:* This module, which will be available from the 2002 academic year, will integrate the content of the core disciplines covered in the first three years of the Business Science programme into a capstone course focussing on effective management in its broadest sense. Principles and theories in the managerial process will be combined with case studies to highlight the strategic planning process as well as the implementation and evaluation of business strategy.

*Assessment:* 3 assignments/tests per semester (40%), 1 four-hour examination per semester (60%)

## ENRICHED MANAGEMENT STUDIES (EMS) PROGRAMME

### INTEGRATED BUSINESS STUDIES

#### Integrated Business Studies

(DEMIIB1)

(39L-10T-0P-0S-65H-40R-0F-6A-13W-16C)

*Prerequisite:* Nil

*Content:* The course takes current business practice as a basis for developing basic business knowledge, critical thinking, and effective language skills, within an integrated, interdisciplinary core module. Students also debate topical business issues and gain skills of negotiation, communication and presentation. (N.B. this course is available only to BBusSci and EMS students in 2003)

*Assessment:* Continuous assessment. (Only students gaining 40 – 50% write an examination).

## POSTGRADUATE SYLABUSES

### SCHOOL OF ACCOUNTING AND FINANCE

### HONOURS PROGRAMMES

#### HONOURS (ACCOUNTING)

*Prerequisite:* See Rules CD17(1)(a) and CD20

Students are required to pass the Advanced Auditing module (at least 50 percent) and average at least 50 percent on a weighted combination of Advanced Financial Accounting, Advanced Taxation and Advanced Managerial Accounting & Finance.

#### Advanced Auditing

(DAC7AAY)

(35L-35T-5P-0S-147H-85R-0F-13A-26W-32C)

*Content:* Advanced Auditing builds on the foundation laid in undergraduate auditing in respect of the audit of accounting cycles and the product of those cycles. More complex issues in computer audit, for example, electronic transfer systems are introduced. Specific types of audit evidence are covered as well as certain aspects of the Companies Act not dealt with at the undergraduate level. The course is supplemented by 'practical' audit sessions presented by members of the accounting profession as well as guest lecturers on topical issues.

#### Advanced Financial Accounting

(DAC7AMY)

(35L-35T-5P-0S-147H-85R-0F-13A-26W-32C)

*Content:* Advanced Accounting builds on the concepts acquired during the three levels of undergraduate Accounting to comprehensively prepare students for professional Accounting examinations. All South African Institute of Chartered Accountants' pronouncements are covered in depth, as well as other general topics including group financial statements and changes in entity structure. The course also includes the analysis of financial statements.



**Advanced Managerial Accounting and Finance**

(DAC7AMY)

(35L-35T-5P-0S-147H-85R-0F-13A-26W-32C)

*Content:* The efficient management accounting techniques used for decision making as well as understanding the financial components of a company that give rise to value. On completion of this module a student should be able to apply management accounting techniques in decision making; set standards of managerial performance, evaluate actual performance and advise on corrective action; distinguish between financial accounting and managerial accounting reporting, as well as reconciling the two; give advice on appropriate methods of finance; evaluate capital projects; recommend appropriate methods of valuation and carry out the valuation of a company and give advice on how financial resources should be best utilised and controlled.

**Advanced Taxation**

(DAC7AMY)

(35L-35T-5P-0S-147H-85R-0F-13A-26W-32C)

*Content:* A study at an advanced level of normal tax; secondary tax on companies; donations tax; estate duty and value-added tax. On completion of this module, students should be able to calculate any one of the above taxes payable by various classes of taxpayers and where possible to minimise the tax payable through the application of efficient tax planning opportunities.

**Assessment**

Students completing the Bachelor of Commerce Honours (Accounting) are assessed as follows:

1. On tests of four-hour duration (one hour allocated to each of the four modules).
2. On half-year examinations (one in respect of each of the four modules).
3. On four final examinations of four-hour duration (one in respect of each of the four modules).

Overall Assessment: Year work (20%), final examinations (80%).

**HONOURS in INFORMATION SYSTEMS & TECHNOLOGY**

*Prerequisite:* See Rules CD14 and CD17(1)

**Information Systems Management**

(DAC4ISY)

(20L-4T-0P-0S-143H-70R-0F-3A-13W-24C)

*Content:* This module provides students with an expose to some of the reasons why managing in the Information Systems and Technology environment is complex. Time is spent focussing on the central issues of measurement, productivity, the use of project teams and the changing roles of the people involved in the IT industry.

*Assessment:* 2 assignments (15%), 1 three-hour open book examination (85%)

**Software Engineering**

(DAC4SEY)

(4L-26T-13P-0S-144H-50R-0F-3A-13W-24C)

*Content:* The module includes the inherent and accidental problems associated with software development, specifics of software portability and reuse, development methodology selection issues, estimation metrics, research on topics of current interest, in addition to the specific aspects of software development.

*Assessment:* 1 three-hour examination (100%).



**Human Issues in Computing & Computer Security**

(DAC4HCY)

(4L-20T-6P-0S-184H-22R-0F-4A-13W-24C)

*Content:* This module exposes students to human issues in computing. The Human Issues topics included are ethics in information technology, human issues, and the human machine interface. The Security topic deals with physical, hardware, software, data communication, and personnel security, as well as disaster recovery.

*Assessment:* Human Issues – 2 assignments (50%), 1 project (50%); Computer Security - 5 papers (25%), 1 four-hour open book examination (75%).

**Research and Current Trends**

(DAC4CTY)

(4L-20T-76P-0S-140H-0R-0F-0A-13W-24C)

*Content:* This module exposes students to formal research within information systems. The first part of the module is spent on qualitative and quantitative research methodologies. The second part involves the student using one or both of these methodologies while researching various topical issues within information systems.

*Assessment:* 5 assignments (100%)

**Honours Research Dissertation**

(DAC7RE1/2)

(0L-10T-0P-0S-310H-0R-0F-0A-13W-32C)

*Content:* This module enables students to develop and demonstrate their ability to share knowledge of the IT discipline within the framework of acceptable research methodologies as they build a foundation for further postgraduate studies.

*Assessment:* Research Dissertation (100%)

**COURSEWORK MASTERS PROGRAMMES****HONOURS in MANAGEMENT ACCOUNTING****Financial Strategy**

(DAC7FSY)

(26L-26T-0P-26S-143H-71R-0F-28A-13W-32C)

*Content:* This course provides an understanding of the principles and practice of Financial Strategy, and prepares students to write the Stage 4 CIMA examination in this subject. Topics covered include: financial strategy, formulation; treasureship; investment and decision-making; financial analysis and forecasting.

*Assessment:* 1 assignment (15%), 2 tests (20%), 1 three-hour examination (65%)

**Business Strategy**

(DAC7BUY)

(26L-26T-0P-26S-143H-71R-0F-28A-13W-32C)

*Content:* This course provides an understanding of the principles and practice of Business Strategy, and prepares students to write the Stage 4 CIMA examination in this subject. Topics covered include: appraising the environment; establishing corporate objectives; position appraisal and analysis; strategy in the market place; corporate social responsibility and professional ethics.

*Assessment:* 1 assignment (15%), 2 tests (20%), 1 three-hour examination (65%)

**Information Strategy**

(DAC7ISY) (26L-26T-0P-26S-143H-71R-0F-28A-13W-32C)

*Content:* This course provides an understanding of the principles and practice of Information Strategy, and prepares students to write the Stage 4 CIMA examination in this subject. Topics covered include: information resource management; information strategy; systems development; management of information systems and technology, social dimensions of information.

*Assessment:* 1 assignment (15%), 2 tests (20%), 1 three-hour examination (65%)

**Strategic Management Accounting Case Studies**

(DAC7CSY) (26L-26T-0P-26S-143H-71R-0F-28A-13W-32C)

*Content:* This course provides an understanding of the practical application of the principles of Business, Financial, and Information Strategies, and prepares students to write the Stage 4 CIMA Case Study examination. Topics covered include: evaluation of financial strategies; business valuations; identification and assessment of financial risks; cost management strategies; changing technologies; performance measurement; information as an organisational resource; competitive and strategic use of information.

*Assessment:* 1 assignment (35%), 1 three-hour examination (65%)

**MASTER OF ACCOUNTANCY in FINANCIAL ACCOUNTING**

For the entry requirements into the Coursework Master of Accountancy in Financial Accounting programme, see Rule CD29.

The Coursework Master of Accountancy in Financial Accounting is a two-year programme. It consists of a research dissertation (48 credits) together with the following four papers:

1. Research methodology (16 credits)
2. Presentation of financial statements (32 credits)
3. Reporting financial positions (16 credits)
4. Reporting financial performance (16 credits)

Candidates who complete papers 1, 2, 3 and 4 – a total of 80 credits – but who do not complete the dissertation shall be deemed to have qualified for the Advanced Postgraduate Certificate in Financial Accounting.

**POSTGRADUATE MODULES****Presentation of Financial Statements**

(DAC8FSM) (26L-26T-0P-26S-142H-72R-0F-28A-13W-32C)

*Content:* A study of the financial reporting requirements in South Africa as determined by legislation and regulatory bodies. To benchmark this module, specific reference will be made to the reporting requirements in certain leading Western countries. Specific topics dealt with in this module include the presentation of financial statements, corporate governance, and the other reports which may be found in financial statements and which may or may not use financial information for their preparation.

*Assessment:* Presentations (20%), one examination (80%)



### **Reporting Financial Positions**

(DAC8FRM)

(13L-13T-0P-13S-71H-36R-0F-14A-13W-16C)

*Content:* The conceptual framework has taken a balance sheet point of view that has been followed in most South African Statements of Generally Accepted Accounting Practice (GAAP). This module studies those statements that measure liabilities (and their associated assets) with specific emphasis on those areas that are still subject to international debate (for example, measurement bases, intangible assets etc.).

*Assessment:* Presentations (20%), one examination (80%)

### **Reporting Financial Performance**

(DAC8RFM)

(13L-13T-0P-13S-71H-36R-0F-14A-13W-16C)

*Content:* Certain GAAP statements guide the recognition of revenue (and associated expenses), the presentation of certain items within the format of the income statement, and the presentation and calculation of certain performance indicators (for example, earnings per share). This module studies those particular GAAP statements with specific emphasis on those areas that are still subject to international debate (eg. measurement bases and income measurement).

*Assessment:* Presentations (20%), one examination (80%)

### **Research Methodology**

(DAC8MEM)

(13L-13T-0P-13S-71H-36R-0F-14A-13W-16C)

*Content:* This module deals with the following topics: addressing problems with scientific thinking, types of research, the problem statement, stating research hypothesis, ethics in research, sources and collection of data, statistical techniques in research, the research proposal, methods of citation, and analysis and presentation of data.

*Assessment:* Assignments (30%), and a working research proposal (70%)

### **Masters Research Dissertation**

(DAC8MR1/2)

(0L-40T-0P-0S-440H-0R-0F-0A-0W-48C)

*Content:* A research dissertation consisting of at least 20 000 words on an aspect of financial accounting approved by the Programme Director.

*Assessment:* Research Dissertation (100%)

## **MASTER OF ACCOUNTANCY (TAXATION)**

For the entry requirements into the Master of Accountancy (Taxation) programme, see Rule CD29.

The Masters of Accountancy (Taxation) is a two-year programme. It consists of a research dissertation (32 credits) together with the following four papers:

1. Income Tax (32 credits)
2. Donations Tax/Estate Duty (8 credits)
3. Income Tax/Estate Planning (24 credits)
4. Special Topics (32 credits)



The research dissertation (32 credits) is also expected to be completed in the second year of the degree.

Candidates who complete papers 1, 2, 3 and 4 (a total of 96 credits) but who do not complete the dissertation shall be deemed to have qualified for the Advanced Postgraduate Certificate (Taxation).

## POSTGRADUATE MODULES

### Income Tax

(DAC8ITY) (26L-26T-0P-26S-142H-72R-0F-28A-13W-32C)

*Content:* A study of the meaning of received by or accrued to, deemed accruals, capital vs. revenue, true source and deemed source, cash or otherwise, special inclusions, the general deduction formula, and special deductions and allowances. It also includes a study of the principle of interpretation fiscal legislation, the so-called new approach of interpretation, special board, special court and high court, assessments, objection and appeal, estimated and agreed assessments, additional assessments, preservation of secrecy, discretionary powers, additional taxes, refunds, and review.

*Assessment:* Assignments and tests (20%), one examination (80%)

### Donations Tax and Estate Duty

(DAC8DTY) (10L-10T-0P-10S-36H-7R-0F-7A-8W-8C)

*Content:* A study of who is liable for donations tax, the rate, the definitions, when a donation takes effect, deemed donations, exemptions, donations by spouses married in community of property, donation by corporate bodies, payment, assessment and valuation. It also includes a study of the dutiable amount of an estate, property, property deemed to be property, valuation, allowable deductions, marriage in community of property, and estate accounts.

*Assessment:* Assignments and tests (20%), one examination (80%)

### Income Tax and Estate Planning

(DAC8TPY) (20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* A study of the anti-avoidance provisions, deferred compensation schemes, manufacturing buildings, manufacturing plant, ordinarily resident and carrying on a business, damages and compensation, restraint of trade awards, fringe benefits, taxation of property transactions, farming, insurance, trading stock, the tax implications of employment, international taxation and double tax agreements, and royalties. It also includes a study of the legal and other considerations of estate planning, mechanisms to reduce estate duty, and anti-avoidance provisions.

*Assessment:* Assignments and tests (20%), one examination (80%)

### Special Topics

(DAC8RMY) (26L-26T-0P-26S-142H-72R-0F-28A-13W-32C)

*Content:* Topics of current interest from theoretical and policy perspective are offered.

*Assessment:* Assignments and tests (20%), one examination (80%)

**Masters Research Dissertation**

(DAC8RD1/2)

(0L-40T-0P-0S-280H-0R-0F-0A-13W-32C)

*Content:* A research dissertation consisting of at least 20 000 words on an aspect of taxation approved by the Programme Director.

*Assessment:* Research Dissertation (100%)

**MASTER OF COMMERCE in INFORMATION SYSTEMS & TECHNOLOGY**

The general aim of the programme is to provide candidates with an in-depth assessment of the underlying theories of current management, development practices and relevant research relating to key management challenges facing the IT industry (with particular emphasis on the South African IT industry), so that graduates will be in a position to provide leadership in their field.

The programme format is one year full-time (or two years part-time). The degree will comprise three core IST topics, a core topic in research methodology, a research report (dissertation) and one elective topic. Those candidates who gain credits in the core topics and two elective modules, but who do not complete the dissertation will be deemed to have qualified for the Advanced Postgraduate Certificate in IST.

**POSTGRADUATE MODULES****Management of Knowledge**

(DAC8MKM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This core module is designed to help develop a sound understanding of the managerial challenges facing the IT industry. Students will be able to compare and contrast the conceptual frameworks that underpin the ability to effectively locate, manage and use information and knowledge in organisations. Topics in this module include the theory of information, the uses of information in business, current knowledge management techniques and the learning organisation.

*Assessment:* Assignment (10%), presentation (30%) and 1 three-hour exam (60%)

**Management of IT Staff**

(DAC8MSM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* The purpose of this core topic is to enable students to assess the theories of current management practices in the IT industry and to appraise the methods of managing IT staff. Topics will include IT job descriptions and classification, alternative IT governance methods, compensation management for IT staff and measuring the performance of IT staff.

*Assessment:* Assignment (10%), presentation (30%) and 1 three-hour exam (60%)

**Management of Information Systems Development**

(DAC8MDM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* The third core module is designed to enable students to understand the managerial challenges facing the IT industry by being able to evaluate the current managerial and technical methodologies used to analyse, develop and maintain computer-based information systems. Topics will include the life cycle and maturity models for IS organisational, the



economics of IT, information systems project management and the role of IT in organisational change.

*Assessment:* Assignment (10%), presentation (30%) and 1 three-hour exam (60%)

### **Management of Current Trends in IT**

(DAC8CTM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This elective is designed to enable students to evaluate the methods of managing current trends in the IT industry, particularly in the South African context. Topics will include contemporary hardware, software and development technologies, technological trends and social change, methods of introducing new technologies into organisations and the evaluation of open systems and proprietary solutions.

*Assessment:* Assignment (10%), presentation (30%) and 1 three-hour exam (60%)

### **Management of Human Issues of IT**

(DAC8MHM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* The objective of this elective module is to enable students to understand the effect that IT has on people. To achieve this, the module is designed to assess the methods of managing the actual and potential impact of IT on people in the IT industry, in organisations that use IT, and on society as a whole (particularly in South Africa). Topics will include human-computer interaction (HCI), the social impact of IT and ethical issues associated with the use of IT.

*Assessment:* Assignment (10%), presentation (30%) and 1 three-hour exam (60%)

### **Research Methodology**

(DAC8MEM)

(13L-13T-0P-13S-71H-36R-0F-14A-13W-16C)

*Content:* This module deals with the following topics: addressing problems with scientific thinking, types of research, the problem statement, stating research hypothesis, ethics in research, sources and collection of data, statistical techniques in research, the research proposal, methods of citation, and analysis and presentation of data.

*Assessment:* Assignments (30%), and a working research proposal (70%)

### **Research Dissertation**

(DAC8DI1/2)

(0L-40T-0P-0S-440H-0R-0F-0A-13W-48C)

*Content:* The aim of completing the dissertation is to provide students with the opportunity to develop and demonstrate an ability to share knowledge within the framework of acceptable scientific methods to solve a research problem. The topic of the dissertation will be chosen by the student and agreed by the member of staff who has been appointed to supervise the research programme. This exercise will help to lay the foundations on which further postgraduate studies can be built.

*Assessment:* Research dissertation (100%)

## **RESEARCH MASTERS AND PhD PROGRAMMES**

The School of Accounting and Finance offers Research Masters and PhD programmes. Please consult the Head of School.



## SCHOOL OF ECONOMICS AND MANAGEMENT

### POSTGRADUATE DEGREE PROGRAMMES

#### ECONOMICS

Postgraduate study in Economics is designed to prepare students to pursue careers as economists in academia, government and the private sector.

This objective is met by developing the ability to think logically and creatively, analyse economic data through the application of appropriate theory and quantitative techniques, and to present research in seminars and written dissertations. The Honours and Coursework Master's programmes in Economics are designed as a two-year sequence, where students receive the Honours degree after the first year of study. For detailed rules refer to the booklet "Postgraduate Studies in Economics 2004".

#### ECONOMICS HONOURS PROGRAMME

Entry into the Honours programme requires an Economics major in the first degree with a minimum pass of 60% in the final year of study in Economics in order to be **considered** for a place in the programme. Performance in earlier years will also be taken into account. Acceptance is at the discretion of the Head of School.

The Honours programme of 128 credit points consists of four core modules:

1. Basic Econometrics
2. Macroeconomics
3. Mathematics for Economists
4. Microeconomics

In addition, two optional modules can be chosen from the following:

- Advanced Econometrics
- Cost Benefit Analysis or Economic Evaluation in Health Care
- Development Economics
- Economics of Conflict and Security
- Economics of Health Care
- Economics of Ports and Harbours
- Economics of Transition
- Environmental Economics
- Financial Economics and Investment Finance
- Health Econometrics
- Industrial Organisation
- Intermediate Econometrics
- International Trade
- Quantitative Techniques of Trade and Competition Policy
- Special Topics
- Sustainable Resource Usage in South Africa

One optional module may be chosen from outside the School with the consent of the Schools involved. Successful completion of the Honours degree requires a dissertation written under the supervision of a School staff member. Candidates will be exempted from the module in Basic Econometrics provided that they have completed Economic Modelling (or its equivalent) as part of their undergraduate programme. In this case, they will be required to take an additional option.

## **ECONOMICS COURSEWORK MASTERS PROGRAMME**

The Master's programme is a continuation of the Honours programme that enables the student to specialise further and develop a deeper understanding of the core material while at the same time acquiring a sound knowledge of the South African economy. Successful completion of the programme develops the capacity to apply theory and sophisticated econometric tools to the solving of economic problems. Graduates from the two-year programme are well placed to function as economists in academia, government and the private sector.

Students who (i) have an Honours degree in economics with an average of at least 60%; (ii) have acquired a satisfactory level of achievement in the requisite quantitative skills, as determined by the Head of School; and (iii) possess the necessary linguistic skills to deal with the material of the course will be considered for a place in the Master's programme. Acceptance is at the discretion of the Head of School.

The Master's programme of 128 credit points consists of two core modules selected from the following:

1. New Developments in Microeconomics
2. Open Economy Macroeconomics
3. Intermediate Econometrics or Health Econometrics

Plus three modules to be selected from the following options:

- Advanced Econometrics
- Cost Benefit Analysis or Economic Evaluation in Health Care
- Development Economics
- Economic Evaluation in Health Care
- Economics of Conflict and Security
- Economics of Health Care
- Economics of Ports and Harbours
- Economics of Transition
- Environmental Economics
- Financial Economics and Investment Finance
- Industrial Organisation
- International Trade
- Quantitative Techniques of Trade and Competition Policy
- Special Topics
- Sustainable Resource Usage in South Africa

One optional module may be taken from outside the School with the consent of the Schools involved. Candidates who have already completed Intermediate Econometrics or Health Econometrics will be required to take the other two core modules. Successful completion of the Master's degree requires a dissertation written under the supervision of a School staff member.



**POSTGRADUATE MODULES****Mathematics for Economists**

(DEC4DT1)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Basic Econometrics of Economic Modelling (or its equivalent) was not completed at third-year level. The course covers the application of differential and integral calculus to a range of economic problems such as comparative statics, constrained and unconstrained optimisation, and dynamics of economic systems. It then considers the economic applications of differential and difference equations.

*Assessment:* Assignments and 1 test (30%), 1 three-hour examination (70%)

**Basic Econometrics**

(DEC4EM1)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module provides the quantitative skills to apply and test economic theory using real-world data at a basic level. The principles underlying econometric models and least squares methods of estimation are identified and the problems typically encountered when estimating single-models with continuous dependent variables using economic data are studied. The course includes a brief introduction to differential calculus and the necessary statistical background.

*Assessment:* Short assignments (10%), 1 Class test (10%), project (20%), 1 three-hour examination (60%)

**Intermediate Econometrics**

(DEC4EM2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Prerequisite:* A 60% pass in Economic Modelling or Basic Econometrics or their equivalent.

*Content:* This module provides the quantitative skills to apply and test economic theory using real-world data at an intermediate level. Maximum-likelihood techniques, generalised least squares, seemingly unrelated and simultaneous equation systems and limited dependent variables are covered. In addition, the newer theory and methods for dealing with time series data, including cointegrated variables and panel data estimation, are studied.

*Assessment:* Class exercises (11%), project (22%), 1 three-hour examination (67%)

**Microeconomics**

(DEC4MI1)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Provides a rigorous theoretical coverage of microeconomic theory and its applications to real-world problems. This includes the theories of consumer behaviour and estimation of these models; the theories of production and the behaviour of firms; theories of factor markets; general equilibrium; market failure and decision making under conditions of risk. Selected case studies are used to demonstrate these theories.

*Assessment:* Problem set and term paper (40%), 1 three-hour examination (60%)



**Macroeconomics**

(DEC4MA1)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* The module analyses the economic fundamentals that drive the behaviour of the macro economy. It seeks to explain the behaviour of key macroeconomic variables such as output, employment and inflation and analyses the environment in which macroeconomic policy in South Africa is conducted.

*Assessment:* 3 tests (25%), 1 three-hour examination (75%)

**Financial Economics and Investment Finance**

(DEC4FE2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module is designed to provide an understanding of the principles of financial economics, and the application of those principles within the setting of investment finance and portfolio management. The concepts of risk, return, the efficient market hypothesis and related investment models and their application in investment management are explored. Topics include security analysis and market efficiency; portfolio theory and asset pricing; and the use of derivative instruments in investment management.

*Assessment:* Three term papers (30%) and one three-hour examination (70%)

**Development Economics**

(DEC4DE2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module starts by examining what we mean by development, the objectives of development policy and how development can be measured. We then discuss theories of economic development. A large part of the course is devoted to the question: How can countries develop in an international economy? We trace the debate between development schools that support inward-led industrialisation and those that advocate export-oriented growth, the reasons for, and effects of, the debt crisis, the economic policy reform of structural adjustment programmes, and the effects of globalisation on developing countries.

*Assessment:* Seminar presentation and paper/s (40%), 1 four-hour examination (60%)

**Economics of Conflict and Security**

(DEC4CS2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* The course commences by examining the meanings and economic implications of conflict, violence and insecurity. It then covers four major themes: the effects of military expenditure, the costs of armed conflict, recovery from armed conflict and the economics of criminal activity. It concludes by evaluating alternative ways of achieving security.

*Assessment:* Essay (20%), project (30%), 1 three-hour examination (50%)

**Economics of Port and Harbours**

(DEC4PH2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Provides an understanding of the economic role and function of ports in the widest sense, whereby ports are assessed not only as simple intermodal interfaces, but also as facilitators of commodity trade and as energisers of economic activity both in their immediate host economies and in their wider hinterlands.

*Assessment:* 3 term papers (40%), 1 three-hour examination (60%)

**Economics of Transition**

(DEC4ET2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Provides an advanced background for studying the most recent developments in economic theory as well as the policy implications for South Africa of economic transformations in over 30 countries with total populations of well over 1.5 billion.

*Assessment:* Class presentation (25%), project (25%), 1 three-hour examination (50%)

**Environmental Economics**

(DEC4EN2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Provides an advanced understanding of the application of economic theory to environmental issues with particular reference to the economics of cost-benefit analysis in environmental impact assessment.

*Assessment:* 3 seminar papers & 2 case studies (33%), 1 three-hour exam (67%)

**International Trade**

(DEC4IN2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Provides an understanding of the theory and empirics of international trade in a rapidly changing global environment. Developments in the theory determining the composition and direction of trade are examined with application to South Africa. The growth in preferential trading agreements and the practice of trade policy within the context of the World Trade Organisation are studied.

*Assessment:* Term paper(s) (30%), 1 three-hour examination (70%)

**Economics of Health Care**

(DEC4HC2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* The application of economics (mainly microeconomics) to health care, recognising the importance of scarcity and incentives as applied to the demand for and supply of health-care services. Medical insurance, production of health services, cost of technology, equity, access and need, and the role of government will be analysed.

*Assessment:* Term paper (33%), 1 three-hour examination (67%)

**Health Econometrics**

(DEC4HE2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Prerequisite:* Economic Modelling or Basic Econometrics or their equivalent.

*Content:* This module specialises in the use of econometrics in a health-care setting. Maximum-likelihood techniques, generalised least squares and limited dependent variables, random and fixed-effect models and panel data methods are covered.

*Assessment:* Class exercises (11%), project (22%), 1 three-hour examination (67%)

**Special Topics**

(DEC4SP1/2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Topics depending on interest and availability of specialised staff will be offered.

*Assessment:* Term paper (30%), 1 three-hour examination (70%)



**Honours Research Dissertation**

(DEC7D11/2)

(0L-10T-0P-0S-310H-0R-0F-0A-13W-32C)

*Prerequisite:* attendance at the Dissertation Writers's School*Content:* A dissertation of 10 000 words on an approved topic written under the supervision of a member of the School.*Assessment:* Research Dissertation (100%)**Advanced Econometrics**

(DEC8AE2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Prerequisite:* Economic Modelling or Basic Econometrics or their equivalent.*Content:* This course provides the quantitative skills to apply and test economic theory using real-world data at an advanced level: maximum-likelihood techniques, generalised least squares, seemingly unrelated and simultaneous equation systems and categorical dependent variables, as well as the newer theory and methods for dealing with time series data, including cointegrated variables and panel data estimation.*Assessment:* Class exercises (11%), project (22%), 1 three-hour examination (67%)**New Developments in Microeconomics**

(DEC8MC2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Prerequisite:* Microeconomics at the Honours level*Content:* Provides an in-depth study of specific topics in microeconomics. The main areas of study are welfare economics, regulatory economics and experimental economics. Topics will vary in order to be at the frontier of the discipline.*Assessment:* Presentations and papers (50%), 1 three-hour examination (50%)**Open Economy Macroeconomics**

(DEC8OM1)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Prerequisite:* Macroeconomics and Econometrics at the Honours level*Content:* Theoretical and empirical coverage of the field of macroeconomics in the open economy: nature and performance of foreign exchange markets, types of exchange rate regimes and determination of exchange rates form the nucleus of the course. Monetary integration, international co-ordination, international debt within the context of globalisation and liberalisation are examined.*Assessment:* Term paper (34%), 1 three-hour examination (66%)**Cost-Benefit Analysis**

(DEC8CB2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module provides an advanced understanding of the application of economic theory to environmental issues with particular reference to the economics of cost-benefit analysis in environmental impact assessment. Particular attention will be paid to such issues as ethics, the choice of the discount rate, the incorporation of risk and uncertainty, distributional effects and environmental auditing.*Assessment:* 3 papers and 2 case studies (33%), 1 three-hour examination (67%)



**Valuation Techniques**

(DEC8VT2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module provides an advanced understanding of value theory and the need to assign economic values to environmental assets, including non-market assets that may provide indirect benefits through optional or existence values. Particular attention will be paid to selectively applicable valuation techniques, including hedonic pricing, travel cost methods and contingent valuation.

*Assessment:* 3 papers and 2 case studies (33%), 1 three-hour examination (67%)

**Sustainable Resource Usage in South Africa**

(DEC8SU2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module provides an assessment of the nature and causes of modern environmental problems and the application of microeconomic analysis to these problems, with particular reference to natural resource depletion and pollution. The contribution of ecology and physics to sustainable development are examined, while environmental issues in South Africa receive close attention (with particular reference to agriculture, mining, industry and energy).

*Assessment:* 3 assignments/tests (40%), 1 three-hour examination (60%)

**Economic Evaluation in Health Care**

(DEC8EE2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module provides a detailed understanding of applying economic evaluation techniques (based on cost-benefit analysis) in the field of health care. Actual case studies will be used as examples.

*Assessment:* 3 papers and 2 case studies (33%), 1 three-hour examination (67%)

**Industrial Organisation**

(DEC8IO2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* The meaning, measurement and promotion of effective competition as applied to the field of industrial organisation. It also includes the behaviour of firms facing barriers to entry, contestable markets and the discipline of competition with imports. Game theory is used to understand interactions between firms.

*Assessment:* Term paper (33%), 1 three-hour examination (67%)

**Quantitative Techniques - Trade & Competition**

(DEC8TT2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module examines the quantitative techniques available to judge the implications of different trade policies, including effective protection, domestic resource-cost estimation and revealed comparative advantage. This is followed by an introduction to computable general equilibrium modelling in partial and general equilibrium settings. Thereafter, an essentially econometric approach deals with policy questions in respect of relevant markets, exercise of market power and the application of competition policy. The module ends with a South African case study.

*Assessment:* Case study and presentation (50%), 1 three-hour examination (50%)

**Masters Dissertation**

(DEC8DM1/2)

(0L-40T-0P-0S-440H-0R-0F-0A-13W-48C)

*Prerequisite:* attendance at the Dissertation Writers's School*Content:* A dissertation of 20 000 words on an approved topic written under the supervision of a member of the School.*Assessment:* Research Dissertation (100%)**HONOURS in FINANCE***Prerequisite:* See Rules CD14 and CD17**Corporate Finance**

(DEC4CFY)

(3L-39T-26P-0S-0H-136R-110F-6A-13W-24C)

*Content:* This course examines the financial decisions facing the firm in respect of both the use and the acquisition of its funds. Topics: agency theory; corporate governance; economic value added; financial ratios and systematic risk; cash and credit management; mergers; economic evaluation; divestures and restructuring; capital budgeting; multi-period uncertainty; agency costs of debt; the capital structure decision and the cost of capital; the dividend decision; managing financial risk.*Assessment:* 4 assignments (33%), 1 three-hour examination (67%)**Investment Finance**

(DEC4IFY)

(3L-39T-26P-0S-0H-136R-110F-6A-13W-24C)

*Content:* This course provides an understanding of the principles of portfolio analysis and management by providing an examination of the concepts of risk and return, the efficient market hypothesis and related investment models. The course also provides an awareness of the unique factors to be considered within the global investment environment. Topics: security analysis and market efficiency; portfolio theory and asset pricing; foreign exchange markets; risk management; and the management of investment portfolios.*Assessment:* 4 assignments (33%), 1 three-hour examination (67%)**Professional Investment Management**

(DEC4FEY)

(3L-39T-26P-0S-0H-136R-110F-6A-13W-24C)

*Content:* This course emphasises the ethical and professional standards expected of finance professionals, as well as the fiduciary duties and responsibilities of investment managers. Further topics are covered, enabling students to write the first level of the Chartered Financial Analyst examination scheme. Topics covered include: ethical conduct and professional obligations; corporate governance; accounting and corporate finance, asset valuation and portfolio management techniques.*Assessment:* 4 assignments (33%), 1 three-hour examination (67%)**Quantitative Methods in Finance**

(DEC4QMY)

(39L-0T-0P-26S-120H-50R-0F-5A-13W-24C)

*Content:* This course is designed to provide students with the knowledge required to effectively apply quantitative tools to analyse, understand and solve problems relevant to the disciplines of investment finance and corporate finance. Topics: time value of money;



probability theory; sampling theory; statistical inference; regression and correlation tools; qualitative or dummy variables in financial modelling; model validation; time-series analysis; performance indicators; and multivariate techniques.

*Assessment:* Course work (33%), 1 three-hour examination (67%)

### **Honours Research Dissertation**

(DEC7RD1/2)

(0L-10T-0P-0S-310H-0R-0F-0A-13W-32C)

*Content:* This course provides an opportunity to develop and demonstrate a student's ability to share knowledge within the framework of acceptable research methodologies and to build a foundation to continue with further postgraduate studies. The topic of the research dissertation is chosen by the student and agreed to by a member of staff involved with the Finance Honours programme.

*Assessment:* Research Dissertation (100%)

## **MANAGEMENT**

### **HONOURS PROGRAMMES**

One-year full-time and two-year part-time Honours programmes are offered in the fields of Industrial Relations, Management, Marketing and Personnel Management. These programmes provide students with an understanding of the theory and practice of management, the opportunity to specialise in a managerial discipline and the skills to conduct business-oriented research. The Honours and Coursework Masters programmes in the various Management disciplines are designed as a two-year sequence, where students receive the Honours degree after the first year of study.

In order to obtain credit for any module, candidates must pass the examination with a sub-minimum mark of at least 50% and an overall mark of at least 50% to pass a subject. To be awarded a supplementary exam, Rule CD19(5) will apply.

### **HONOURS in HUMAN RESOURCE MANAGEMENT (128C)**

*Prerequisite:* See Rules CD14 and CD17(1)

All of the following modules are compulsory:

1. Human Resources Management
2. Labour Relations
3. Personnel Administration
4. Training and Development
5. An Honours Research Dissertation on an approved topic supervised by a member of the School.

### **HONOURS in MANAGEMENT/ENTREPRENEURSHIP (128C)**

*Prerequisite:* See Rules CD14 and CD17(1)

Honours in Management consists of the following modules:

1. Corporate Strategy
2. A choice of THREE modules from the following:



Business Behaviour  
Change Management  
Comparative Enterprise Analysis \*  
Contemporary Issues in Entrepreneurship \*  
Enterprise Growth Management \*  
Operations Management  
Organisation and Career Management  
Project Management

An approved Honours module in Accounting and Finance, Business Information Systems, Economics, Industrial Relations, Marketing, Mathematics and Statistics, provided the relevant prerequisites have been met.

*\* students interested in specializing in Entrepreneurship are advised to take these three electives.*

3. An Honours Research Dissertation on an approved topic supervised by a member of the School.

### **HONOURS in INDUSTRIAL RELATIONS (128C)**

*Prerequisite:* See Rules CD14 and CD17(l)

All of the following modules are compulsory:

1. International Labour Relations
2. Labour Relations
3. Legal Environment of Labour Relations
4. Management of Human Resources
5. An Honours Research Dissertation on an approved topic supervised by a member of the School.

### **HONOURS in MARKETING (128C)**

*Prerequisite:* See Rules CD14 and CD17(l)

Honours in Marketing consists of the following modules:

1. Advertising
2. Consumer Behaviour
3. Market Research
4. Business Behaviour or Direct Distribution Channels or an approved Honours course in either Culture & Media Studies; Economics; or Management
5. An Honours Research Dissertation on an approved topic supervised by a member of the School.

### **COURSEWORK MASTERS PROGRAMME**

The Masters programme offered by the Division of Management is a continuation of the Honours programmes in Industrial Relations, Management, Marketing and Personnel Management. Entry into the coursework Masters component of the two-year full-time programme is dependent on the successful completion of the Honours programme. Its purpose is to enable students to obtain a deeper understanding of management theory pertaining to the various disciplines offered by the Division at Honours level. Successful completion of the compulsory core modules and dissertation will allow the student to develop his/her understanding of management strategy and knowledge of research methodology and its applications. The two-year full-time programme (four-year part-time programme) is aimed at

equipping students with the necessary knowledge and skills to take up leadership positions in commerce and industry.

Candidates must pass the exam paper with a sub-minimum of at least 50% and an overall mark of at least 50% to pass a subject. This rule is also applicable for approved electives chosen from the Honours level courses. No supplementary or aegrotat examinations will be granted for this programme.

The Masters year of study of 128 credit points consists of two compulsory core modules:

1. Advanced Business Research
2. Management of Advanced Strategy

Plus one elective module taken from the existing list of Honours/ Masters modules offered by the Division of Management, or an approved Honours module outside the Division as stipulated in the handbook, provided that the student has not studied the elective module as part of the Honours programme and holds, where specified, the necessary prerequisites for the chosen elective.

## HONOURS/MASTERS MODULES

### Advertising

(DBA4AD1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module provides an exploration of the field of advertising preparatory to participating as a manager in business and society. The structure of the advertising industry and its regulation, political advertising, community media, measuring the effectiveness of advertising, audience measurement (TAMS and RAMS) and creative strategy are among the topics studied.

*Assessment:* Assignments and project (50%), 1 three-hour examination (50%)

### Business Behaviour

(DBA4BH2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* The concept of business behaviour as it relates specifically to business ethics is studied. Business ethics as a core factor in effective business behaviour and decision making, the ramifications of ethical business behaviour regarding the organisation and its inter-relations with business, the community, government and the environment are stressed.

*Assessment:* Assignments and presentations (50%), 1 three-hour examination (50%)

### Change Management

(DBA4CM1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* Change and transformation in a management context will be examined in this module. Differences between change and transformation will be highlighted as well as tools that managers can employ to implement change and transform situations. Management strategies for unlocking individual and group resistance to change, and leading the change process in a multi-cultural context, will also be addressed.

*Assessment:* Assignments and presentations (50%), 1 three-hour examination (50%)



**Comparative Enterprise Analysis**

(DBA4CE1)

(20L-20T-0P-20S-160H-0R-0F-20A-0W-24C)

*Content:* This module provides a framework for comparative analysis of firms at start-up and corporate levels. Strategic approaches to similar issues by enterprises at different levels of growth are compared in the module. R & D strategies for businesses with different levels of operations and transitional issues of growth from start-up to corporate level will also be discussed.

*Assessment:* Assignment and project (50%), 1 three-hour examination (50%)

**Contemporary Issues in Entrepreneurship**

(DBA4CI2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module studies theories, principles, concepts and practices related to several issues in the field of entrepreneurship. The state of small business in South Africa, its impact on economic development and consequences for management are among areas covered.

*Assessment:* Assignments and presentations (50%), 1 three- hour examination (50%)

**Corporate Strategy**

(DBA4CS2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module is a study of the principles, concepts and practice of strategic planning. The student learns to view the organisation as an integrated system and which interacts within itself and its operating environment. Organisational culture and structure, entrepreneurship and intrapreneurship in strategic thinking and the international aspects of strategic choices are studied.

*Assessment:* Assignments and presentations (50%), 1 three-hour examination (50%)

**Consumer Behaviour**

(DBA4CB2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module provides an exploration of the field of consumer behaviour in order to equip the student to assume a managerial role in marketing. Topics include: the South African consumer market, the definition of target markets, post-modern consumption, brand loyalty and equity, innovations and information processing.

*Assessment:* Assignments and project (50%), 1 three-hour examination (50%)

**Direct Distribution Channels**

(DBA4DS1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module provides a theoretical foundation of the key components of the direct distribution channels, including direct marketing, direct selling, and electronic retailing. Evaluation of channel performance, hybrid channel management, multichannel marketing are among the topics that are covered in the module. Theories and concepts related to operational, tactical and strategic perspectives of the direct distribution channels are studied.

*Assessment:* Assignments and presentations (50%), 1 three-hour examination (50%)



**Enterprise Growth Management**

(DBA4EG1)

(20L-20T-0P-20S-160H-0R-0F-20A-0W-24C)

*Content:* Performance evaluations of activities in all functional areas of management of a small business firm will be studied in this module. The critical issues faced by a small firm on its growth path will also be examined. IT strategy of a growing firm, delegation problems and succession planning of family managed small businesses are some of the other topics included in this module.

*Assessment:* Assignment and project (50%), 1 three-hour examination (50%)

**Human Resources Management**

(DBA4RM2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module provides an in-depth understanding of the conceptual and empirical knowledge in human resource management and the acquisition of the skills to operate as a manager. Job analysis, recruitment and selection, performance appraisal, compensation, affirmative action, equity and merit, flexible work systems, stress and retirement are among the topics studied in this module.

*Assessment:* Essays (25%), seminar presentations (25%), 1 three-hour examination (50%)

**International Labour Relations**

(DBA4IL1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module provides a knowledge of international standards of fair labour practice as adopted by the International Labour Organisation. The system of labour relations as practised in South Africa, including the legislation and the role of the state, is critically compared with those in developed and developing countries. International trends in labour relations are examined in a South African context.

*Assessment:* Assignments and test (50%), 1 three-hour examination (50%)

**Labour Relations: HR**

(DBA4LM1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* The module is a study of the principles, concepts and practice of labour relations within the broader discipline of personnel management. It provides an overview of South African labour laws, the development of trade unions and the process of collective bargaining, dismissal and unfair labour practices, dispute settlement, worker participation and contemporary issues within the workplace.

*Assessment:* Paper presentations and test (50%), 1 three-hour examination (50%)

**Labour Relations: IR**

(DBA4LR2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* The module is a study of the principles, concepts and practice of labour relations. It provides an overview of South African labour laws, the development of trade unions and the process of collective bargaining, dismissal and unfair labour practices, dispute settlement, worker participation and contemporary issues within the workplace.

*Assessment:* Paper presentations and test (50%), 1 three-hour examination (50%)

**Leadership and Human Behaviour**

(DBA4LH2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* Management and leadership will be compared and contrasted in this module. Students will know what it means to be a leader and how to mobilise others to achieve desired results. Leader values, behaviours and style are issues that will be addressed, as well as leadership theories including the merits of transformational and transactional leader practices in the South African management context.

*Assessment:* Assignments and presentations (50%), 1 three-hour examination

**Legal Environment of Labour Relations**

(DBA4LE1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module studies the legal principles, concepts and practice of labour relations within the discipline of industrial relations. Topics include: the laws, customs, practices and international standards with emphasis on cases and judgements arrived at in the Labour Court and the Labour Appeal Court in South Africa.

*Assessment:* Assignment and tests (50%), 1 three-hour examination (50%)

**Management of Human Resources**

(DBA4HR2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* The module considers the relationship between human resource management and industrial relations. Acquisition theories and practice, individual and group oriented motivation theories and development theory and their practice are studied.

*Assessment:* Assignments and presentations (50%), 1 three-hour examination (50%)

**Market Research**

(DBA4MR1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* The module provides the theoretical knowledge and application of market research in the business and non-business environment. The capacity to critically evaluate commercial and academic market research output is developed. The market research problem is defined and the appropriate methodology identified. Students learn how to execute research, analyse and interpret data and write reports.

*Assessment:* Projects (50%), 1 three-hour examination (50%)

**Operations Management**

(DBA4OM1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* The module studies the principles, concepts and practices underlying the management of operating systems whether they be in manufacturing or service industries. It includes plant layout, inventory management, capacity management, quality assurance and total quality management, outsourcing and strategies to achieve world class manufacturing performance.

*Assessment:* Assignments and presentations (50%), 1 three-hour examination (50%)



**Organisation and Career Management**

(DBA4OC1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module will provide insights into the new world of work that affect organisations, jobs careers and relationships. Students will have the opportunity to examine the implications of corporate changes on career management in organisations. Career concepts, theories and the application of career processes in personal career planning and development will be examined.

*Assessment:* Assignments and presentations (50%), 1 three-hour examination (50%).

**Personnel Administration**

(DBA4PM2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module provides an understanding of the principles, concepts and practice of personnel management as a critical function in organisations. Recruitment and selection with reference to the Labour Relations Act of 1995 and the Employment Equity Act of 1998, placement and induction, job analysis, health and safety, performance management, compensation and job evaluation, grievance administration and the management of personnel information systems are studied.

*Assessment:* Assignments and presentations (50%), 1 three-hour examination (50%).

**Project Management**

(DBA4PR1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* Within the context of an accelerated pace of work, scarce resources and intensive competition, the need for efficient and effective project management is crucial. This module explores, at an advanced level, aspects of project management in both theory and practice, including project negotiation, human resource aspects of project management, project management context and process, the critical evaluation of project management tools, and an evaluation of project management knowledge.

*Assessment:* Assignments and test (50%), 1 three-hour examination (50%).

**Training and Development**

(DBA4TD1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* The module provides the principles, concepts and practice of the education, training and development of those in employment or seeking employment. Adult Basic Education and Training (ABET), the South African Qualifications Authorities (SAQA) and National Qualifications Framework, Training to achieve Employment Equity, quality assurance in education and the costing of training are studied.

*Assessment:* Assignments and presentations (50%), 1 three-hour examination (50%).

**Honours Research Dissertation**

(DBA7HD1/2)

(0L-10T-0P-0S-310H-0R-0F-0A-13W-32C)

*Content:* A dissertation of a minimum of 10 000 words on an approved topic supervised by a member of the School.

*Assessment:* Presentation (oral and written) of research proposal (20%), research dissertation (80%).



**Advanced Business Research Methods**

(DGS8BRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course builds on the concepts and principles of business research methods introduced in the 'Business Management Science' course within the Postgraduate Diploma in Business Management. The focus of the course is on providing the student with the knowledge and skills needed to solve the problems and meet the challenges of a fast-paced decision-making environment.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Management of Advanced Strategy**

(DBA8AM2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module presents students the discipline of Strategic Management as the art and science of formulating, implementing and evaluating cross-functional decisions that allow the organization to achieve its objectives. The module provides students with the advanced conceptual knowledge required to integrate the various management disciplines in strategies aimed at achieving organizational success.

*Assessment:* assignments (50%), 1 three-hour examination (50%)

**Masters Research Dissertation**

(DBA8HD1/2)

(0L-40T-0P-0S-520H-0R-0F-0A-13W-56C)

*Content:* A dissertation of 30,000 words on an approved topic and supervised by a member of the School.

*Assessment:* Presentation (oral and written) of research proposal (20%), research dissertation (80%)

**POSTGRADUATE DIPLOMA PROGRAMMES****POSTGRADUATE DIPLOMA in HUMAN RESOURCE MANAGEMENT****FIRST SEMESTER MODULES****Management of Human Resources**

(DBA6HR1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* An understanding of the key concepts of human resource management as well as the activities necessary to apply these concepts in practice, as well as the key human resource issues facing South Africa. Topics include: the location of human resource management within the operations of the organisation, the key functional aspects of human resource management, such as recruitment & selection, performance management, training & development, career management and compensation, and the benefits to be gained from effective human resource management.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

**Industrial Relations**

(DBA6RE1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module concerns itself with the theoretical nature, context and approaches to labour relations. It covers the manner in which the parties interact in the employment relationship and the environmental influences that affect the relationship with particular emphasis on the roles played by the state, capital and labour in a South African context. It covers the history of labour relations in South Africa, environmental influences on labour relations and the role of the state trade unions and management organisations in the system.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

**Organisational Behaviour**

(DBA6OB1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module deals with a three-level model of analysis. First, students will learn about individual behaviour in organisations, and topics covered will include perception, decision-making, values and attitudes, and motivation. Second, concepts of group behaviour will be covered and topics covered will include work teams, leadership, power and politics, and conflict. Finally, the organisation as a system will be examined and topics covered will include work design and organisational change.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

**SECOND SEMESTER MODULES****Strategic Human Resource Management**

(DBA6SR2)

(13L-0T-0P-0S-204H-20R-0F-3A-13W-24C)

*Content:* This module deals specifically with the strategic aspects of human resource management including the identification of business strategy issues which directly influence human resource management, the alignment of human resource strategy with overall business strategy, the establishment and implementation of appropriate objectives for the human resource management function and the creation and administration of appropriate control and feedback systems so as to optimise the contribution of human resource management to the overall objectives of the business.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

**Training and Development**

(DBA6TD2)

(26L-13T-0P-0S-170H-17R-0F-14A-13W-24C)

*Content:* An insight into the role of training and development of a competent work force. To this end, the key concepts of education, training and experience are related to the development and growth of the employee. Topics include: the development of the individual; the individual-organisational interface; barriers to development; individual attributes as a determinant of development; the role of education, training and experience in development programmes; training techniques, the management of training; cost-benefit analysis in training; and a discussion of current legislation.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).



**Administration of Human Resources**

(DBA6AH2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module deals with human resource management from a predominantly administrative point of view, including the creation of implementation and control systems to support the key functions of human resource management, human resource needs analysis, planning and forecasting, work and job design, organisational structuring, policy and procedure establishment, human resource budgeting, linkages between the organisation and society, human resource information systems and communication in the business.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

**POSTGRADUATE DIPLOMA in INDUSTRIAL RELATIONS****FIRST SEMESTER MODULES****Management of Human Resources**

(DBA6HR1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* An understanding of the key concepts of human resource management as well as the activities necessary to apply these concepts in practice, as well as the key human resource issues facing South Africa. Topics include: the location of human resource management within the operations of the organisation, the key functional aspects of human resource management, such as recruitment & selection, performance management, training & development, career management and compensation, and the benefits to be gained from effective human resource management.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

**Industrial Relations**

(DBA6RE1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module concerns itself with the theoretical nature, context and approaches to labour relations. It covers the manner in which the parties interact in the employment relationship and the environmental influences that affect the relationship with particular emphasis on the roles played by the state, capital and labour in a South African context. It covers the history of labour relations in South Africa, environmental influences on labour relations and the role of the state trade unions and management organisations in the system.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

**Organisational Behaviour**

(DBA6OB1)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* This module deals with a three-level model of analysis. First, students will learn about individual behaviour in organisations, and topics covered will include perception, decision-making, values and attitudes, and motivation. Second, concepts of group behaviour will be covered and topics covered will include work teams, leadership, power and politics, and conflict. Finally, the organisation as a system will be examined and topics covered will include work design and organisational change.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).



## SECOND SEMESTER MODULES

### Individual Employment Law

(DBA6EL2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* The course deals with the rights of individuals in terms of South African labour law. It covers the individual contract of employment, the law relating unfair dismissal including automatically unfair dismissal, dismissal for misconduct and dismissal for operational requirements, as well as unfair labour practices relating to promotion, demotion or training of employees and the provisions of benefits to employees.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

### Collective Employment Law

(DBA6CE2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module deals with the development of collective labour law, the purpose and objectives of the Labour Relations Act 1995, freedom of association, organisational rights, collective bargaining and the law, collective agreements, bargaining forums, strikes and lockouts, picketing and protest action, and workplace forums.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

### Labour Dispute Resolution

(DBA6LD2)

(13L-0T-0P-0S-44H-20R-0F-3A-13W-8C)

*Content:* This module covers the dispute resolution processes in the Labour Relations Act 1995 in the context of labour disputes in South Africa. Statutory and private dispute resolution processes of arbitration, conciliation, facilitation, and mediation are discussed as well as developing case law in this regard. In addition the forums established by legislation for dispute resolution such as the CCMA, the Labour Court, and the Labour Appeal Court are discussed.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

### Contemporary Issues in HRM

(DBA6CO2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module deals with the major issues arising in society, in the economy and within organisations that have a significant impact on the practice of human resource management. Issues include diversity, teamwork, employment equity, the rights of employees as parents, privacy, HIV/AIDS, smoking in the workplace, the internet, globalisation, quality of work life, social responsibility and ethics. Some or all of these issues may change from time to time as circumstances dictate.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

### Equity in Employment

(DBA6EE2)

(13L-0T-0P-0S-44H-20R-0F-3A-13W-8C)

*Content:* This module covers the provisions of the Employment Equity Act, 1998, including the preparation of the employment equity plan. The concepts of discrimination, unfair discrimination, the grounds of discrimination, and defences against discrimination claims are discussed with reference to case law.

*Assessment:* Assignments and/or tests (40%), 1 three-hour examination (60%).

## POSTGRADUATE DIPLOMA in MARKETING MANAGEMENT

### FIRST SEMESTER MODULES

#### **Economics and Management**

(DBA6EC1)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module introduces candidates to the fundamentals of microeconomics and macroeconomics as well as the various schools of management thought. Topics include: planning, organising & control; managing diversity; change management; knowledge management and entrepreneurship.

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

#### **Strategic Marketing**

(DBA6ST1)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Visionary goals, mission statements and the formulation of marketing objectives, including strategic marketing tools, concepts and theories. Topics include: strategic marketing principles based on PIMS (profit impact of marketing strategy) empirical data; analysing an SBU's competitive environment; competitive limitations imposed by the Competition Act (No 89 of 1998); strategic marketing approaches adopted by businesses in selected countries; and emerging concepts in strategic marketing.

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

Plus one elective worth 16 credits (see below)

### SECOND SEMESTER MODULES

#### **IT and Finance for Marketers**

(DBA6IF2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Within the IT section, topics include: introduction to information technology; current IT tools relevant to marketers; and the communication of IT needs for the marketing function. Within the finance section, topics include: introduction to corporate finance; understanding and interpreting financial statements; the time value of money; investment appraisal; working capital management; and financial budgeting.

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

#### **Marketing Management**

(DBA6MA2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Candidates are introduced to the philosophies of marketing, strategic marketing and market research. Topics include: managing marketing mix for services and/or tangible products for consumer/business markets; segmentation, targeting and positioning; basic theories/concepts in buyer behaviour; contemporary issues in marketing management; and ethical issues in marketing.

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)



Plus one elective worth 16 credits (see below)

## ELECTIVE MODULES

(Note: Only one elective will be offered each semester, as determined by demand.)

### Advertising

(DBA6ADM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module focuses on advertising and marketing strategy in the advertising industry in South Africa. Topics include: the advertising budgeting process; creative strategy; reach, frequency and impact of alternate media; media timing; and advertising effectiveness measures.

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

### Consumer Behaviour

(DBA6CBM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Candidates are introduced to consumer behaviour and marketing strategy. Topics include: the decision making process; psychological factors: attitudes, memory, learning, perception and motivation; social and cultural factors; symbolism in consumption; and the South African consumer environment, its segments and their characteristics

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

### Direct Selling Channel Management

(DBA6DSM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module covers the fundamental principles of managing a direct selling organisation. Particular emphasis is placed on how direct selling firms simultaneously satisfy their markets and their sales force and facilitate the successful bonding of these two groups. The module also covers industry specific positioning strategies that are used to capitalize on emerging consumer life-style changes and to compete effectively with traditional in-store retailing.

*Assessment:* Assignment and/or test(s) (30%), 1 three hour examination (70%)

### E- Marketing

(DBA6EMM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Candidates are introduced to the fundamentals of e-marketing and e-marketing technology. Topics include: internet user characteristics and behaviour; e-marketing strategies; marketing information systems; data warehousing; data mining; and database marketing

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

### Integrated Marketing Communications

(DBA6MCM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module focuses on theory and research in integrated marketing communications. Topics include: the audit: determining the degree of integration; management and measurement of integrated marketing communications; database development and management; stakeholder identification; and integrated media selection:



advertising, public relations, sales promotion, event marketing, direct marketing, telemarketing, and personal selling.

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

### **Market Research**

(DBA6MRM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module focuses on conducting market research by identifying the market research problem(s), formulating hypotheses, identifying sources of internal and external secondary data, applying qualitative research methods, identifying appropriate sampling methods, designing a questionnaire for data collection, using appropriate experimental design(s), designing an observational study, collecting data, testing hypotheses, analysing statistical data and writing a market research report. Ethical issues in market research, as well as contemporary developments in market research are also covered.

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

### **Non-Profit Sector Marketing**

(DBA6NPM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Candidates are introduced to the dynamics of the non-profit sector and the development of marketing plans for the non-profit sector. Topics include: market research and the marketing audit; the marketing mix for the non-profit sector; products and services; consumer behaviour in the non-profit sector; and customer management for the non-profit sector.

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

### **Retail Marketing**

(DBA6RMM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module focuses on the retailing environment and the role of retail marketing. Topics include: consumer behaviour in the retailing environment; retail institutions by ownership and strategy mix; information management and technology application; analysis of market areas and location decisions; the management of merchandise; pricing decisions; non-shop retailing; retailing in the services sector; and customer services.

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

### **Services Marketing**

(DBA6SMM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Candidates are introduced to the nature of services and service consumption. Topics include: customer perceptions and expectations of service; understanding customer expectations through marketing research; quality management in services; service recovery; internal marketing and service culture; and building customer relationships.

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

### **Tourism Marketing**

(DBA6TMM)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* This module focuses on the tourism and leisure industries, including definitions and key elements of tourism and leisure. Topics include: tourism and leisure marketing – why is it

different?; social, economic, political, and market factors affecting tourism and leisure; technological trends in leisure and tourism; the tourism and leisure marketing mix; designing and delivering customer service; and the fundamentals of ecotourism and rural tourism

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

## RESEARCH MASTERS AND PhD PROGRAMMES

The School of Economics and Management offers Research Masters and PhD programmes. Please consult the Head of School.

## GRADUATE SCHOOL OF BUSINESS

The Graduate School of Business offers a two-tiered specialist MBA programme. The first tier comprises the Postgraduate Diploma in Business Management, which serves as a self-standing postgraduate qualification in business management and as an access programme for the specialist MBA. For entry requirements to the Postgraduate Diploma in Business Management, see Rule CD48. The second tier comprises specialist MBA programmes. For the entry requirements for the specialist MBA programme, see Rule CD35. Candidates who seek alternative entry to the MBA programme, and who meet the admission requirements set out in Rule CD53, may apply to complete the Management Advancement Diploma.

### MANAGEMENT ADVANCEMENT DIPLOMA

#### Principles of Management

(DGS3PMM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides an understanding of the principles of management from both classical and behavioural viewpoints, and the practical use of principles and theories in the managerial process. Topics covered include: the context and development of management; planning and decision-making; organising; the management of change; controlling and control techniques; leadership and motivation.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)

#### Introduction to Strategic Management

(DGS3SMM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides insight into the integrative and strategic responsibilities of general management, and the practical use of principles and theories in the managerial process. Topics covered include: theories of strategy; the strategic planning process; environmental analysis; strategic choice; strategy implementation.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)

#### Principles of Entrepreneurship

(DGS3ENM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides an understanding of the meaning and dimensions of entrepreneurship. Topics include: perspectives on entrepreneurship; entrepreneurial traits; the entrepreneurial process; strategy and entrepreneurship; entrepreneurship as a style of management; the social and ethical dimensions of entrepreneurship; encouraging intrapreneurism; and succession in the entrepreneurial business.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)



**Principles of Financial Accounting**

(DGS3FAM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides a theoretical and practical knowledge of accounting principles and the role of accounting in business management. Topics covered include: accounting, reporting and analysis of costs in an organisation; the theory of financial accounting; generally accepted accounting principles and practices; recording of financial transactions; preparation of basic financial statements.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)

**Principles of Managerial Accounting**

(DGS3MAM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides a theoretical and practical knowledge of managerial accounting, and develops the application thereof in terms of the major decisions facing the financial manager. Topics covered include: reporting and analysis of costs in an organisation; managerial accounting principles; cost – volume – profit analysis; costing systems and their application.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)

**Principles of Business Finance**

(DGS3BFM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides a theoretical and practical knowledge of business finance and develops their application in terms of the major decisions facing the financial manager. Topics covered include: the financial environment; the time value of money; risk and return; the financing decision; the dividend decision; short-term working capital decisions.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)

**Philosophy of Marketing**

(DGS3PHM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides an insight into creating and managing the paradigm shift from pursuing sales to generating new customers. Topics covered include: strategic marketing; customer care and relationship marketing; market segmentation, targeting and positioning.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)

**Marketing Strategy & Consumer Behaviour**

(DGS3MSM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides an insight into making sound marketing decisions by re-examining the assumptions, concepts, tools and systems of business decisions in marketing. Topics covered include: marketing mix - product, price, place; promotion strategy; psychological and social factors influencing consumer behaviour; consumer decision-making.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)

**Specific Topics in Marketing**

(DGS3TMM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides the ability to integrate students' knowledge of the theories in



marketing into cutting edge practices for small , medium and large organisations in South Africa. Topics covered include: industrial marketing; service marketing; retailing; market research; tourism marketing; information systems for marketing; franchising; marketing audits.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)

### **The Organisation & its Environment**

(DGS3OEM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides an understanding of organisational policy, the management process, and the economic environment on the organisation. Topics covered include: management theory and approaches; effective decision-making; the business environment; business in the South African economic environment.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)

### **Operations Management**

(DGS3OMM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides an understanding of some key aspects of business management science pertaining to the efficient use of resources and time. Topics covered include: forecasting, capacity planning, inventories and materials, requirement planning, facilities and labour, aggregate planning.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)

### **Introduction to Human Resource Management**

(DGS3HRM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This course provides a theoretical and practical knowledge of the acquisition, motivation, development and management of staff. Topics covered include: the acquisition of human resources, the motivation of human resources, the development of human resources.

*Assessment:* 1 assignment (30%), 1 three-hour examination (70%)

### **Applied Research Field Project**

(DGS3FPM)

(39L-13T-0P-0S-172H-10R-0F-6A-13W-24C)

*Content:* A research report of 10 000 – 15 000 words, reporting on a field study undertaken by the candidate approved by the Head of School.

*Assessment:* Applied Research Field Report (100%)

## **POSTGRADUATE DIPLOMA in BUSINESS MANAGEMENT**

### **General Management**

(DGS6GMM)

(39L-13T-0P-0S-172H-10R-0F-6A-13W-24C)

*Content:* The objective of this course is to provide students with a knowledge of the principles of general management from both classical and behavioural viewpoints, the integrative and strategic responsibilities of general management and the practical use of principles and theories in the managerial process.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Business Management Science**

(DGS6BMM)

(39L-13T-0P-0S-172H-10R-0F-6A-13W-24C)

*Content:* This course aims to provide the student with an understanding of some key aspects of business management science pertaining to data analysis, the effective management of information systems and the efficient use of resources and time.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Economic Principles, Issues & Policies**

(DGS6STM)

(39L-13T-0P-0S-172H-10R-0F-6A-13W-24C)

*Content:* This course aims to give students a general knowledge and understanding of the principles of economics and their application to the South African economy. Issues and policy of particular importance to South Africa will be examined.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Management Accounting & Business Finance**

(DGS6AFM)

(39L-13T-0P-0S-172H-10R-0F-6A-13W-24C)

*Content:* This course seeks to provide a theoretical and practical knowledge of accounting principles and the role of accounting in business management. In addition, it aims at presenting the essential concepts of business finance and developing their application in terms of the major decisions facing the financial manager.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Marketing Management**

(DBA6MM2)

(20L-20T-0P-20S-160H-0R-0F-20A-13W-24C)

*Content:* Candidates are introduced to the philosophies of marketing, strategic marketing and market research. Topics include: managing marketing mix for services and/or tangible products for consumer/business markets; segmentation, targeting and positioning; basic theories/concepts in buyer behaviour; contemporary issues in marketing management; and ethical issues in marketing.

*Assessment:* Assignments and/or test(s) (30%), 1 three-hour examination (70%)

**People Management**

(DGS6MRM)

(39L-13T-0P-0S-172H-10R-0F-6A-13W-24C)

*Content:* This course is designed to provide students with a theoretical and practical knowledge of the acquisition, motivation, development and management of staff, including an understanding of the labour-management relationship and the laws relating to the regulation of their relationship.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)



## **MBA in INFORMATION MANAGEMENT AND E-COMMERCE**

### **Advanced Strategic Management**

(DGS8SMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This module builds on the concepts and principles of strategic management introduced in the 'General Management' course within the Postgraduate Diploma in Business Management. The focus is on the need for today's managers to think strategically about their company's position and the impact of changing conditions.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **IT Management & Strategy**

(DGS8MSM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides a conceptual framework within which the business manager can manage the IT function and develop an IT strategy to support the organisation's overall strategies. Topics include: the role and location of information systems within the organisation; strategy planning for information systems; e-business strategies and managing an e-business division.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **Networking, Internet & Emerging IT**

(DGS8NEM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides an understanding of the technologies required to function in both the old and new economy businesses. Topics include: networking and internet technologies and processes; security of network and internet systems; data mining and knowledge systems; and emerging information technologies.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **Advanced Business Research Methods**

(DGS8BRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course builds on the concepts and principles of business research methods introduced in the 'Business Management Science' course within the Postgraduate Diploma in Business Management. The focus of the course is on providing the student with the knowledge and skills needed to solve the problems and meet the challenges of a fast-paced decision-making environment.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **IS, Technology & E-Marketing**

(DGS8EMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides a conceptual framework within which to consider the impact of information technology on marketing, including the development of appropriate marketing strategies incorporating IT. Topics include: understanding the electronic marketplace; market research and advertising in e-business; developing e-business products; e-business channels, including the integration of the world-wide web into current marketing strategies.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)



**IS, International Business & E-Commerce**

(DGS8ECM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides an understanding of the role of information technology in e-commerce and businesses that serve 'borderless' markets by the internet. Topics include: types of international information systems; corporate intelligence systems; the economics of international e-commerce; the development of e-commerce in various industries; and the development of business-to-business e-commerce.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%).

**Research Dissertation**

(DGS8RDM)

(0L-40T-0P-0S-280H-0R-0F-0A-13W-32C)

*Content:* A dissertation of 15 000 to 20 000 words on a topic approved by the Head of School.

*Assessment:* Research dissertation (100%)

**MBA in INTERNATIONAL BUSINESS MANAGEMENT****Advanced Strategic Management**

(DGS8SMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This module builds on the concepts and principles of strategic management introduced in the 'General Management' course within the Postgraduate Diploma in Business Management. The focus is on the need for today's managers to think strategically about their company's position and the impact of changing conditions.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**International Trade & Economics**

(DGS8TEM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides a theoretical and empirical understanding of those issues in economics that are critical to decision making in international business. The course focuses on trade flows between countries, their determinants and the institutions governing such flows. In addition the international monetary environment within which trade and investment occur is examined.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Global Marketing Management**

(DGS8MMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This is a Marketing course with a global focus. Its primary objective is to impart knowledge and skills to students to enable them to formulate and implement marketing strategies, policies and programmes for a diverse range of global markets. In so doing, the course aims at enhancing the student's critical appreciation of the global factors that are shaping the marketing function.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Business Research Methods**

(DGS8BRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course builds on the concepts and principles of business research methods introduced in the 'Business Management Science' course within the Postgraduate Diploma in Business Management. The focus of the course is on providing the student with the knowledge and skills needed to solve the problems and meet the challenges of a fast-paced decision-making environment.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**International Human Resource Management**

(DGS8HRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course addresses the international and multicultural nature of the Human Resource Manager's role. It focuses on the process of acquiring motivating and developing human resources in multinational corporations and organisations operating in a multicultural environment. Students will study the theory of international and multicultural Human Resource Management and its practical applications.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**International Financial Management**

(DGS8FMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* The major objective of this course is to provide a conceptual framework within which the financial manager of a multinational firm can operate. The approach is to treat International Financial Management as a natural and logical extension of the principles covered in prior foundation courses in financial management (e.g.: the 'Business Finance' module in the Postgraduate Diploma in Business Management)

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Research Dissertation**

(DGS8RDM)

(0L-40T-0P-0S-280H-0R-0F-0A-13W-32C)

*Content:* A dissertation of 15 000 to 20 000 words on a topic approved by the Head of School.

*Assessment:* Research dissertation (100%)

**MBA in MANAGEMENT OF FINANCIAL INSTITUTIONS****Advanced Strategic Management**

(DGS8SMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This module builds on the concepts and principles of strategic management introduced in the 'General Management' course within the Postgraduate Diploma in Business Management. The focus is on the need for today's managers to think strategically about their company's position and the impact of changing conditions.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)



**Strategy & Financial Institutions**

(DGS8FIM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides an understanding of the strategic significance of current developments within the finance industry, and provides the knowledge and skills required by a manager of a financial institution to deal with these developments. Topics covered include: globalisation of financial markets and services, strategic planning in the financial services industry, efficient allocation of the institution's funds, risk management.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Investment Finance**

(DGS8IFM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course examines the principles of portfolio analysis and management. The focus is on the 'investor's perspective' of financial theory and practice, including risk, returns, the efficient market hypothesis and related models and their application in portfolio management. It also covers the analysis of markets in futures, options, swaps and other derivatives and their significance for portfolio management.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Business Research Methods**

(DGS8BRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course builds on the concepts and principles of business research methods introduced in the 'Business Management Science' course within the Postgraduate Diploma in Business Management. The focus of the course is on providing the student with the knowledge and skills needed to solve the problems and meet the challenges of a fast-paced decision-making environment.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Marketing of Financial Services**

(DGS8FSM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides an understanding of the strategic role of marketing within the context of financial service organisations and enables students to identify the challenges for financial services marketing. Topics covered include: the strategic role of marketing for financial service organisations, analysis of the financial services consumer, financial services product proliferation and innovation, delivery strategies for financial service providers.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Portfolio Management**

(DGS8POM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides an advanced appreciation of the modern developments in investments and portfolio theory. It also aims to provide students with an understanding of the major choices facing an international investment organisation, and the need for a properly structured international investment decision process. In addition, the course aims to provide an overview of the different techniques and concepts that must be applied to satisfy the range of objectives sought by the investing clients served by the organisation.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)



**Research Dissertation**

(DGS8RDM)

(0L-40T-0P-0S-280H-0R-0F-0A-13W-32C)

*Content:* A dissertation of 15 000 to 20 000 words on a topic approved by the Head of School.

*Assessment:* Research dissertation (100%)

**MBA in MARITIME TRANSPORT ECONOMICS AND MANAGEMENT****Advanced Strategic Management**

(DGS8SMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This module builds on the concepts and principles of strategic management introduced in the 'General Management' course within the Postgraduate Diploma in Business Management. The focus is on the need for today's managers to think strategically about their company's position and the impact of changing conditions.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Maritime Transport Economics**

(DGS8MTM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* The primary objective of this course is to convey an understanding of the economic principles that underpin maritime transport. Topics include: the organisation of the industry; the major factors influencing the demand, supply, price and cost of sea transport; and the extreme volatility that has characterised maritime transport in recent decades, to a point where the World Bank considers the industry to be in a situation of impending crisis.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**International Trade & Economics**

(DGS8TEM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides a theoretical and empirical understanding of those issues in economics that are critical to decision making in international business. The course focuses on trade flows between countries, their determinants and the institutions governing such flows. In addition the international monetary environment within which trade and investment occur is examined.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Business Research Methods**

(DGS8BRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course builds on the concepts and principles of business research methods introduced in the 'Business Management Science' course within the Postgraduate Diploma in Business Management. The focus of the course is on providing the student with the knowledge and skills needed to solve the problems and meet the challenges of a fast-paced decision-making environment.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Maritime Law & International Trade Law**

(DGS8MLM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course addresses legal aspects of the regulation of international trade, the financing of international trading transactions, the history of shipping law, incidents of navigation, the carriage of goods by sea, marine insurance, the law of the sea and the enforcement of rights and remedies in the Admiralty Court.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Economics of Ports & Harbours**

(DGS8PHM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* The objective of this course is to examine the role ports play as an interface between sea and land-based transport modes. The manner in which ports have evolved in a climate of rapidly changing cargo-handling technologies will be assessed, as will the changing economic linkages between ports and their urban host regions.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Research Dissertation**

(DGS8RDM)

(0L-40T-0P-0S-280H-0R-0F-0A-13W-32C)

*Content:* A dissertation of 15 000 to 20 000 words on a topic approved by the Head of School.

*Assessment:* Research dissertation (100%)

**MBA in STRATEGIC FINANCIAL MANAGEMENT****Advanced Strategic Management**

(DGS8SMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This module builds on the concepts and principles of strategic management introduced in the 'General Management' course within the Postgraduate Diploma in Business Management. The focus is on the need for today's managers to think strategically about their company's position and the impact of changing conditions.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Corporate Treasurership**

(DGS8CTM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course addresses some of the most important aspects of a financial manager's role. It focuses on the manager's responsibilities regarding the acquisition and custody of company funds, as well as the duty to report, control, and account for the usage of those funds. The scope of treasurership is thus very broad and deals with all aspects relating to the provision and use of finance.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%).

**Advanced Investment Finance**

(DGS8IFM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course examines the principles of portfolio analysis and management. The focus is on the 'investor's perspective' of financial theory and practice, including risk, returns, the efficient market hypothesis and related models and their application in portfolio management.



It also covers the analysis of markets in futures, options, swaps and other derivatives and their significance for portfolio management.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **Advanced Business Research Methods**

(DGS8BRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course builds on the concepts and principles of business research methods introduced in the 'Business Management Science' course within the Postgraduate Diploma in Business Management. The focus of the course is on providing the student with the knowledge and skills needed to solve the problems and meet the challenges of a fast-paced decision-making environment.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **Advanced Financial Decision Making**

(DGS8ADM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course focuses on long-term decision-making problems faced by the financial manager. In the area of capital budgeting, the course deals with the rationale, principles and techniques of investment analysis in both developed and developing countries.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%).

### **International Financial Management**

(DGS8FMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* The major objective of this course is to provide a conceptual framework within which the financial manager of a multinational firm can operate. The approach is to treat International Financial Management as a natural and logical extension of the principles covered in prior foundation courses in financial management (e.g.: the 'Business Finance' module in the Postgraduate Diploma in Business Management)

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **Research Dissertation**

(DGS8RDM)

(0L-40T-0P-0S-280H-0R-0F-0A-13W-32C)

*Content:* A dissertation of 15 000 to 20 000 words on a topic approved by the Head of School.

*Assessment:* Research dissertation (100%)

## **MBA in STRATEGIC HUMAN RESOURCE MANAGEMENT**

### **Advanced Strategic Management**

(DGS8SMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This module builds on the concepts and principles of strategic management introduced in the 'General Management' course within the Postgraduate Diploma in Business Management. The focus is on the need for today's managers to think strategically about their company's position and the impact of changing conditions.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)



**Advanced Performance Management**

(DGS8PMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course focuses on Performance Management as it embraces: planning, procuring, training, maintaining, developing and motivating human resources to achieve improved levels of work output in a rapidly changing environment. Advanced theoretical aspects of performance management as well as the practical applications of these theories in the work situation will be covered.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Labour Relations**

(DGS8LRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides advanced theoretical and practical knowledge of factors pertaining to Labour-Management relations in the South African work situation and overseas.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Business Research Methods**

(DGS8BRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course builds on the concepts and principles of business research methods introduced in the 'Business Management Science' course within the Postgraduate Diploma in Business Management. The focus of the course is on providing the student with the knowledge and skills needed to solve the problems and meet the challenges of a fast-paced decision-making environment.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Reward Management**

(DGS8RMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course focuses on the effective appraisal of performance, comparative compensation systems and compensation systems development. The course will equip students with advanced theoretical knowledge of different appraisal and compensation systems, the comparative advantages and disadvantages of these systems and examples of their practical applications.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**International Human Resource Management**

(DGS8HRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course addresses the international and multicultural nature of the Human Resource Manager's role. It focuses on the process of acquiring motivating and developing human resources in multinational corporations and organisations operating in a multicultural environment. Students will study the theory of international and multicultural Human Resource Management and its practical applications.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Research Dissertation**

(DGS8RDM)

(0L-40T-0P-0S-280H-0R-0F-0A-13W-32C)

*Content:* A dissertation of 15 000 to 20 000 words on a topic approved by the Head of School.

*Assessment:* Research dissertation (100%)

## **MBA in STRATEGIC MANAGEMENT PRACTICE**

The MBA in Strategic Management Practice comprises six modules and a research dissertation. Students are required to study four core modules:

1. Advanced Strategic Management
2. Advanced Business Research Methods
3. International Trade & Economics
4. IS, International Business and E-Commerce

In addition, two optional modules must be chosen from the following:

One 'Marketing' module from the following options:

- Global Marketing Management
- Perspectives in Consumer Behaviour and Research
- Product Development and Brand Management
- Strategic Perspectives in Sector Specific Marketing

One 'Finance' module selected from the following:

- Advanced Corporate Treasurership
- Advanced Investment Finance
- International Financial Management
- Advanced Investment Appraisal and Decision Making

One 'Human Resource' module chosen from the following:

- Advanced Labour Relations
- Advanced Reward Management
- International Human Resource Management
- Advanced Performance Management

### **Advanced Strategic Management**

(DGS8SMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This module builds on the concepts and principles of strategic management introduced in the 'General Management' course within the Postgraduate Diploma in Business Management. The focus is on the need for today's managers to think strategically about their company's position and the impact of changing conditions.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **Advanced Business Research Methods**

(DGS8BRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course builds on the concepts and principles of business research methods introduced in the 'Business Management Science' course within the Postgraduate Diploma in Business Management. The focus of the course is on providing the student with the knowledge and skills needed to solve the problems and meet the challenges of a fast-paced decision-making environment.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **Advanced Corporate Treasurership**

(DGS8CTM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course addresses some of the most important aspects of a financial manager's role. It focuses on the manager's responsibilities regarding the acquisition and custody of



company funds, as well as the duty to report, control, and account for the usage of those funds. The scope of treasurership is thus very broad and deals with all aspects relating to the provision and use of finance.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%).

### **Advanced Investment Finance**

(DGS8IFM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course examines the principles of portfolio analysis and management. The focus is on the 'investor's perspective' of financial theory and practice, including risk, returns, the efficient market hypothesis and related models and their application in portfolio management. It also covers the analysis of markets in futures, options, swaps and other derivatives and their significance for portfolio management.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **International Financial Management**

(DGS8FMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* The major objective of this course is to provide a conceptual framework within which the financial manager of a multinational firm can operate. The approach is to treat International Financial Management as a natural and logical extension of the principles covered in prior foundation courses in financial management (e.g.: the 'Business Finance' module in the Postgraduate Diploma in Business Management)

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **Advanced Financial Decision Making**

(DGS8ADM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course focuses on long-term decision-making problems faced by the financial manager. In the area of capital budgeting, the course deals with the rationale, principles and techniques of investment analysis in both developed and developing countries.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%).

### **Advanced Labour Relations**

(DGS8LRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides advanced theoretical and practical knowledge of factors pertaining to Labour-Management relations in the South African work situation and overseas.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **Advanced Reward Management**

(DGS8RMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course focuses on the effective appraisal of performance, comparative compensation systems and compensation systems development. The course will equip students with advanced theoretical knowledge of different appraisal and compensation systems, the comparative advantages and disadvantages of these systems and examples of their practical applications.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)



**International Human Resource Management**

(DGS8HRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course addresses the international and multicultural nature of the Human Resource Manager's role. It focuses on the process of acquiring motivating and developing human resources in multinational corporations and organisations operating in a multicultural environment. Students will study the theory of international and multicultural Human Resource Management and its practical applications.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Performance Management**

(DGS8PMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course focuses on Performance Management as it embraces: planning, procuring, training, maintaining, developing and motivating human resources to achieve improved levels of work output in a rapidly changing environment. Advanced theoretical aspects of performance management as well as the practical applications of these theories in the work situation will be covered.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Strategic Management**

(DGS8SMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This module builds on the concepts and principles of strategic management introduced in the 'General Management' course within the Postgraduate Diploma in Business Management. The focus is on the need for today's managers to think strategically about their company's position and the impact of changing conditions.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Business Research Methods**

(DGS8BRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course builds on the concepts and principles of business research methods introduced in the 'Business Management Science' course within the Postgraduate Diploma in Business Management. The focus of the course is on providing the student with the knowledge and skills needed to solve the problems and meet the challenges of a fast-paced decision-making environment.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**International Trade & Economics**

(DGS8TEM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides a theoretical and empirical understanding of those issues in economics that are critical to decision making in international business. The course focuses on trade flows between countries, their determinants and the institutions governing such flows. In addition the international monetary environment within which trade and investment occur is examined.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**IS, International Business & E-Commerce**

(DGS8ECM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course provides an understanding of the role of information technology in e-commerce and businesses that serve 'borderless' markets by the internet. Topics include: types of international information systems; corporate intelligence systems; the economics of international e-commerce; the development of e-commerce in various industries; and the development of business-to-business e-commerce.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%).

**Global Marketing Management**

(DGS8MMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This is a Marketing course with a global focus. Its primary objective is to impart knowledge and skills to students to enable them to formulate and implement marketing strategies, policies and programmes for a diverse range of global markets. In so doing, the course aims at enhancing the student's critical appreciation of the global factors that are shaping the marketing function.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Consumer Behaviour & Research**

(DGS8CBM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course will provide insight into behavioural aspects of consumer behaviour. It will develop a better understanding of consumer behaviour by exploring other dimensions of consumer behaviour. In particular, the importance of recognising cultural diversity in the South African marketplace will be covered.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%).

**Product Development & Brand Management**

(DGS8PDM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This module explores theories and principles supporting new product development and brand management. Product development will be discussed from idea creation to commercialisation stage in detail. Behavioural principles and theories relating to new product development and branding will be discussed in this course.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Sector-Specific Marketing Strategy**

(DGS8SPM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* Over the past few decades, the Marketing discipline has evolved to embrace a focus on specific business and non-profit sectors. In this course objective is to analyse from theoretical and practical perspectives the unique nature of marketing services, business-to-business marketing and tourism and hospitality industry marketing.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)



**Research Dissertation**

(DGS8RDM)

(0L-40T-0P-0S-280H-0R-0F-0A-13W-32C)

*Content:* A dissertation of 15 000 to 20 000 words on a topic approved by the Head of School.

*Assessment:* Research dissertation (100%)

**MBA in STRATEGIC MARKETING MANAGEMENT****Advanced Strategic Management**

(DGS8SMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This module builds on the concepts and principles of strategic management introduced in the 'General Management' course within the Postgraduate Diploma in Business Management. The focus is on the need for today's managers to think strategically about their company's position and the impact of changing conditions.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Consumer Behaviour & Research**

(DGS8CBM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course will provide insight into behavioural aspects of consumer behaviour. It will develop a better understanding of consumer behaviour by exploring other dimensions of consumer behaviour. In particular, the importance of recognising cultural diversity in the South African marketplace will be covered.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%).

**Global Marketing Management**

(DGS8MMM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This is a Marketing course with a global focus. Its primary objective is to impart knowledge and skills to students to enable them to formulate and implement marketing strategies, policies and programmes for a diverse range of global markets. In so doing, the course aims at enhancing the student's critical appreciation of the global factors that are shaping the marketing function.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Advanced Business Research Methods**

(DGS8BRM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This course builds on the concepts and principles of business research methods introduced in the 'Business Management Science' course within the Postgraduate Diploma in Business Management. The focus of the course is on providing the student with the knowledge and skills needed to solve the problems and meet the challenges of a fast-paced decision-making environment.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

**Product Development & Brand Management**

(DGS8PDM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* This module explores theories and principles supporting new product development and brand management. Product development will be discussed from idea creation to



commercialisation stage in detail. Behavioural principles and theories relating to new product development and branding will be discussed in this course.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **Sector-Specific Marketing Strategy**

(DGS8SPM)

(39L-0T-26P-0S-120H-50R-0F-5A-13W-24C)

*Content:* Over the past few decades, the Marketing discipline has evolved to embrace a focus on specific business and non-profit sectors. In this course objective is to analyse from theoretical and practical perspectives the unique nature of marketing services, business-to-business marketing and tourism and hospitality industry marketing.

*Assessment:* 2 assignments (30%), 1 four-hour examination (70%)

### **Research Dissertation**

(DGS8RDM)

(0L-40T-0P-0S-280H-0R-0F-0A-13W-32C)

*Content:* A dissertation of 15 000 to 20 000 words on a topic approved by the Head of School.

*Assessment:* Research dissertation (100%)

## **DOCTOR OF BUSINESS ADMINISTRATION**

The Graduate School of Business offers the Doctor of Business Administration by research. Please consult the Head of School.

## **GRADUATE MANAGEMENT SYSTEMS AND LEADERSHIP PROGRAMMES**

### **POSTGRADUATE DIPLOMA IN MANAGEMENT (Specialising in Leadership)**

#### **Leadership & Learning in Community Contexts**

(DLE6LLM)

(24L-18T-0P-18S-72H-24R-0F-24A-13W-18C)

*Content:* To introduce learners to appropriate learning approaches in order to develop their competencies as leaders in the application of their work. Topics include: leadership and learning; action learning; workplace learning strategies.

*Assessment:* Participation in group tasks; 2,500 word personal assignment (50%), 1 three-hour examination (50%)

#### **Managing Projects in Community Contexts**

(DLE6MPM)

(24L-18T-0P-18S-72H-24R-0F-24A-13W-18C)

*Content:* To introduce learners to systems thinking as a paradigm for understanding the processes of service delivery in communities and how to design and manage projects. Topics include: leadership and management in projects; project definition and purpose; project planning; hard and soft issues in projects; systems thinking and project planning; monitoring and evaluating projects.

*Assessment:* Participation in group tasks; 2,500 word personal assignment (50%), 1 three-hour examination (50%)

**Partnerships in Community Contexts**

(DLE6PCM)

(24L-18T-0P-18S-72H-24R-0F-24A-13W-18C)

*Content:* To introduce learners to the process of developing cross-sector partnerships to facilitate development and enhance service delivery. Topics include: the partnership paradigm; the leader as partnership broker; defining partnerships; characteristics of sectors; managing partnerships; evaluating partnerships; ethics in partnerships.

*Assessment:* Participation in group tasks: 2,500 word personal assignment (50%), 1 three-hour examination (50%)

**Organisational & Staff Development**

(DLE6OSM)

(24L-18T-0P-18S-72H-24R-0F-24A-13W-18C)

*Content:* To develop learner's understanding of, and competencies derived from, development principles and strategies for staff and organisations necessary to regenerate and direct learning in the workplace and community. Topics include: organisational development; theories of organisational leadership; learning meaning and identity in the workplace; phases and contexts of learning in relation to work.

*Assessment:* Participation in group tasks: 2,500 word personal assignment (50%), 1 three-hour examination (50%)

**Contemporary Issues in Professional Developme**

(DLE6PDM)

(24L-18T-0P-18S-72H-24R-0F-24A-13W-18C)

*Content:* To engage learners in a dimension of contemporary importance in their professional field to inform their practice and to draw out the leadership implications and competencies. Topics include: professionalism in the contemporary period; major issues in professional practice; case studies of professional practice.

*Assessment:* Participation in group tasks: 2,500 word personal assignment (50%), 1 three-hour examination (50%)

**Contemporary Issues in Service Delivery**

(DLE6SDM)

(24L-18T-0P-18S-72H-24R-0F-24A-13W-18C)

*Content:* To focus and extend learner's practice base through action learning relating to contemporary issues in service delivery in their area of professional practice.

*Assessment:* Participation in group tasks: 2,500 word personal assignment (50%), 1 three-hour examination (50%)

**Action Research**

(DLE6ARM)

(12L-36T-0P-0S-194H-0R-0F-0A-26W-24C)

*Prerequisite:* Completion of modules 1-4 of this programme.

*Content:* To participate as an action researcher in work-related community contexts. Topics include: different approaches to research; the characteristics, uses and limits of action research; action research and professional development; planning and conducting action research; reporting on and presenting findings.

*Assessment:* A 5,000 word action research project report (100%)



## **ADVANCED POSTGRADUATE DIPLOMA/MASTER OF COMMERCE in ORGANISATIONAL AND MANAGEMENT SYSTEMS**

The following compulsory modules – all 8 credits except where otherwise indicated – comprise the programme. The first four modules should precede the others.

1. Learning and Change
2. Systems Theories and Practices
3. Leading in Turbulent Environments
4. Ethics and Social Responsibility
5. Systems Dynamics
6. Management Cybernetics
7. Soft Systems Methodology
8. Critical Systems Thinking

Candidates who complete 8 modules (64 credits) shall be deemed to have qualified for an Advanced Postgraduate Certificate. Advanced Postgraduate Diploma candidates are required to complete 8 compulsory modules (64 credits) and 5 elective modules (40 credits) and Action Research Project (16 credits) for a total of 120 credits.

Masters candidates are required to complete 8 compulsory modules (64 credits) and 4 elective modules (32 credits) as well as a research dissertation (32 credits) for a total of 128 credits. The research dissertation may be commenced in parallel with the completion of elective modules.

Two electives must be chosen from the following list:

1. Information Systems in Organisations
2. Scenario Planning
3. Leadership Theories and Practices
4. Project Management 1
5. Organisational Development

Remaining required electives may be chosen from amongst any other approved modules – a complete listing appears below - subject to the approval of the Programme Director. Electives must be undertaken in numeric sequence, where applicable.

## **ADVANCED POSTGRADUATE DIPLOMA/MASTER OF COMMERCE in PROJECT LEADERSHIP AND MANAGEMENT**

The following compulsory modules – all 8 credits except where otherwise indicated – comprise the programme. The first four modules should precede the others. The modules in 'Project Management' must be taken in numeric sequence.

1. Learning and Change
2. Systems Theories and Practices
3. Leading in Turbulent Environments
4. Ethics and Social Responsibility
5. Leadership Theories and Practices
6. Project Management 1
7. Project Management 2
8. Project and Programme Evaluation



Candidates who complete 8 modules (64 credits) shall be deemed to have qualified for an Advanced Postgraduate Certificate. Advanced Postgraduate Diploma candidates are required to complete 8 compulsory modules (64 credits) and 5 elective modules (40 credits) and Action Research Project (16 credits) for a total of 120 credits.

Masters candidates are required to complete 8 compulsory modules (64 credits) and 4 elective modules (32 credits) as well as a research dissertation (32 credits) for a total of 128 credits. The research dissertation may be commenced in parallel with the completion of elective modules.

Two electives must be chosen from the following list, subject to stated prerequisite requirements. Organisational Development is a prerequisite for Change Management.

1. Systems Dynamics
2. Scenario Planning
3. Sustainable Development Practice
4. Organisational Development
5. Change Management

The remaining required electives may be chosen from amongst any other approved modules – a complete listing appears below – subject to the approval of the Programme Director. Electives must be undertaken in numeric sequence, where applicable.

### **ADVANCED POSTGRADUATE DIPLOMA/MASTER OF COMMERCE in STRATEGY AND ORGANISATIONAL DYNAMICS**

The following are compulsory modules – all worth 8 credits unless otherwise indicated. Managing Complexity is a prerequisite for Strategy and Organisational Dynamics.

1. Learning and Change
2. Systems Theories and Practices
3. Leading in Turbulent Environments
4. Ethics and Social Responsibility
5. Managing Complexity
6. Strategy and Organisational Dynamics
7. Scenario Planning
8. Skills for Developing and Leveraging Core Competencies

Candidates who complete 8 modules (64 credits) shall be deemed to have qualified for an Advanced Postgraduate Certificate. Advanced Postgraduate Diploma candidates are required to complete 8 compulsory modules (64 credits), 5 elective modules (40 credits), and an Action Research Project (16 credits) for a total of 120 credits.

Candidates for the Masters degree are required to complete 8 compulsory modules (64 credits), 4 elective modules (32 credits), and a Research Dissertation (32 credits) for a total of 128 credits.

The following elective modules may be selected for this programme:

1. Knowledge Management
2. Innovation and Enterprise
3. Intellectual Property and the Law

4. Corporate Finance in the New Economy
5. The New Economy
6. Project Management in Turbulent Environments
7. Managing People and Organisational Integration
8. Managing Discontinuous Change
9. Strategic Application of IT
10. Technology and Society
11. Technology and Ethics
12. Innovation and Theories of the Firm
13. Techniques for Working with Social Complexity
14. Fuzzy Logic in Organisational Systems

Further electives may be chosen from amongst any other approved modules – a complete listing appears below - subject to the approval of the Programme Director. Electives must be undertaken in numeric sequence, where applicable.

### **ADVANCED POSTGRADUATE DIPLOMA/MASTER OF COMMERCE in LEADERSHIP STUDIES : GENERAL THEME**

The following compulsory modules – all worth 8 credits unless otherwise indicated – comprise the programme. The first four modules should precede the others.

1. Learning and Change
2. Systems Theories and Practices
3. Leading in Turbulent Environments
4. Ethics and Social Responsibility
5. Leadership Theories and Practices
6. Scenario Planning
7. The New Economy
8. Managing Partnerships

Candidates who complete 8 modules (64 credits) shall be deemed to have qualified for an Advanced Postgraduate Certificate. Advanced Postgraduate Diploma candidates are required to complete 8 compulsory modules (64 credits) and 5 elective modules (40 credits) and Action Research Project (16 credits) for a total of 120 credits.

Masters candidates are required to complete 8 compulsory modules (64 credits) and 4 elective modules (32 credits) as well as a research dissertation (32 credits) for a total of 128 credits. The research dissertation may be commenced in parallel with the completion of elective modules.

Two electives must be chosen from the following list. Organisational Development is a prerequisite for Change Management.

1. Systems Dynamics
2. Organisational Development
3. Change Management
4. Project Management I
5. Project and Programme Evaluation

The remaining required electives may be chosen from amongst any other approved modules –



a complete listing appears below - subject to the approval of the Programme Director. Electives must be undertaken in numeric sequence, where applicable.

### **ADVANCED POSTGRADUATE DIPLOMA/MASTER OF COMMERCE in LEADERSHIP STUDIES : PUBLIC SECTOR LEADERSHIP THEME**

The following compulsory modules – all worth 8 credits unless otherwise indicated – comprise the programme. The first four modules should precede the others.

1. Learning and Change
2. Systems Theories and Practices
3. Leading in Turbulent Environments
4. Ethics and Social Responsibility
5. Leadership Theories and Practices
6. Scenario Planning
7. The New Economy
8. Managing Partnerships
9. Public Policy - Analysis and Design
10. Public Policy – Implementation and Case Studies
11. Agency, Structure and Organisation
12. Public Accountability

Candidates who complete the first 8 modules (64 credits) shall be deemed to have qualified for an Advanced Postgraduate Certificate. Advanced Postgraduate Diploma candidates are required to complete 12 compulsory modules (96 credits) and 1 elective module, which should be either Case Study or Curriculum Development (8 credits), and Action Research Project (16 credits) for a total of 120 credits.

Masters candidates are required to complete 12 compulsory modules (96 credits) and a research dissertation (32 credits) for a total of 128 credits.

### **ADVANCED POSTGRADUATE DIPLOMA/MASTER OF COMMERCE in LEADERSHIP STUDIES : CORPORATE CITIZENSHIP THEME**

The following compulsory modules – all worth 8 credits unless otherwise indicated – comprise the programme. The first four modules should precede the others.

1. Learning and Change
2. Systems Theories and Practices
3. Leading in Turbulent Times
4. Ethics and Social Responsibility
5. Leadership Theories and Practices
6. Scenario Planning
7. The New Economy
8. Managing Partnerships
9. Principles of Corporate Citizenship
10. Social Auditing
11. Environmental Auditing
12. Project and Programme Evaluation

Candidates who complete the first 8 modules (64 credits) shall be deemed to have qualified for an Advanced Postgraduate Certificate. Advanced Postgraduate Diploma candidates are



required to complete 12 compulsory modules (96 credits) and 1 elective module, which should be either Case Study or Curriculum Development (8 credits), and Action Research Project (16 credits) for a total of 120 credits. Masters candidates are required to complete 12 compulsory modules (96 credits) and a research dissertation (32 credits) for a total of 128 credits.

### **ADVANCED POSTGRADUATE DIPLOMA/MASTER OF COMMERCE in LEADERSHIP STUDIES : EDUCATION LEADERSHIP THEME**

The following compulsory modules – all worth 8 credits unless otherwise indicated – comprise the programme. The first four modules should precede the others.

1. Learning and Change
2. Systems Theories and Practices
3. Leading in Turbulent Environments
4. Ethics and Social Responsibility
5. Leadership Theories and Practices
6. Scenario Planning
7. The New Economy
8. Managing Partnerships
9. School Effectiveness
10. School Improvement
11. Quality Assurance in Education
12. Project and Programme Evaluation

Candidates who complete the first 8 modules (64 credits) shall be deemed to have qualified for an Advanced Postgraduate Certificate. Advanced Postgraduate Diploma candidates are required to complete 12 compulsory modules (96 credits) and 1 elective module, which should be either Case Study or Curriculum Development (8 credits), and Action Research Project (16 credits) for a total of 120 credits. Masters candidates are required to complete 12 compulsory modules (96 credits) and a research dissertation (32 credits) for a total of 128 credits.

### **ADVANCED POSTGRADUATE DIPLOMA/MASTER OF COMMERCE in COMMUNITY EDUCATION SERVICE PARTNERSHIPS**

The following compulsory modules – all 8 credits except where otherwise indicated – comprise the programme. The first four modules should precede the others.

1. Learning and Change
2. Systems Theories and Practices
3. Leading in Turbulent Environments
4. Ethics and Social Responsibility
5. Leadership Theories and Practices
6. Scenario Planning
7. The New Economy
8. Managing Partnerships
9. Project Management
10. Development Theory and Practice
11. Community Empowerment and Development
12. Service Learning

Candidates who complete the first 8 modules (64 credits) shall be deemed to have qualified for an Advanced Postgraduate Certificate. Advanced Postgraduate Diploma candidates are

required to complete 12 compulsory modules (96 credits) and 1 elective module, which should be either Case Study or Curriculum Development (8 credits), and Action Research Project (16 credits) for a total of 120 credits. Masters candidates are required to complete 12 compulsory modules (96 credits) and a research dissertation (32 credits) for a total of 128 credits.

## POSTGRADUATE MODULES AND ASSESSMENT

All modules comprising the programmes represent 8 credits, except where otherwise indicated as part of the module outline. With the exception of the Action Research Project and the research dissertation, formal contact for each module is typically through a block of lectures/workshops over a continuous three-day period for each module, followed by a five-week period of self-study and concluding with a single day of formal contact time. The formal contact time per module would not normally exceed 30 hours. Self-study time should occupy a further 50 hours per module.

Modules that have numbers as part of their naming must be undertaken in numeric sequence. Except where otherwise indicated, modules chosen as electives may be undertaken in any sequence. Elective modules are typically all available for selection but will only be presented according to expressed demand and staff availability, at the discretion of the Director of the Leadership Centre.

The Action Research Project and the research dissertation are intended to occupy 160 and 320 notional study hours respectively.

Assessment for each module is by written research assignment, typically of 5 000 words and by presentation.

The abbreviation ‘CESP’ means ‘Community Education Service Partnerships’

### Agency, Structure and Organisation

(DLE8ASM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This module focuses on how the work of the Public sector is conceptualised, how the sector is structured and organised in order to achieve its purposes.

### Case Study

(DCH8CC1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Explores the programmatic, organisational and resource issues of action research practice at an institution which has made significant progress in this regard.

### Change Management

(DMP8CM1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Prerequisite:* Organisational Development

*Content:* The idea of improvement; value systems and their impact on the notion of improvement; resistance to change, organisational alignment towards goal achievement; accommodating uncertainty in the change management process; resolving conflict in organisational and project settings.



**Community-Based Service Learning Sites**

(DCH8CB1/2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Enables participants to develop a wide range of community-based sites suitable for teaching, research and service.

**Community Development Practice**

(DMP8CD1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The theoretical framework for development and its evolution over time; translation of development theory into practice; the meaning of “community”; the role of community in development; participation and empowerment as development concepts and the implications of each for practice; the practice of community empowerment;

**Community Empowerment and Development**

(DCH8SE1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Introduces participants to the theory and practice of community empowerment and sustainable development.

**Community Situation Analysis**

(DCH8SA1/2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Provides an understanding of community and the process of identifying community assets and development priorities.

**Contextual Studies**

(DCH8CO1/2)

(26L-13T-0P-0S-90H-17R-0F-14A-13W-16C)

*Content:* Enables candidates to formally document their personal learning and development through the CHESP process, recognising the context in which candidates operates.

**Contextualisation**

(DCH8OP1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Explores the national and local policy and contextual issues within South Africa and their potential impact upon the development of CESP.

**Corporate Finance in the New Economy**

(DNI8CFM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Examines the shortcomings of conventional finance tools such as discounted cash flows and existing capital budgeting methods in the context of fast changing, turbulent environments and the new economy. Alternative methods (such as the use of option pricing in assessing strategic investments) are explored and developed.

**Critical Systems Thinking**

(DOS8CS1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* A comparative evaluation of various systems approaches, seeking to demonstrate strengths and weaknesses of different systems approaches; an introduction to critical systems heuristics, making critical boundary judgements; development of skills of critical appreciation; understanding an critique of Total Systems Intervention.



**Curriculum Development**

(DCH8CD1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Explores the concept of curriculum development and enables participants to translate learning experiences of students to accredited courses.

**Development Theory and Practice**

(DCH8TD1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Provides a theoretical framework for development and explores partnerships in this framework.

**Educational Effectiveness**

(DLE8EEM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This module focuses of the school effectiveness movement, how society determines the outcomes of educational systems and how schools are identified in accordance with their effectiveness.

**Educational Improvement**

(DLE8EIM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This module focuses on the school improvement movement that studies the organisational strategies that need to be built into educational organisations for them to become self reliant and take ownership of their own development.

**Environmental Auditing**

(DLE8EAM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The process of monitoring and evaluating the impact of business in the environment is the focus of this module. Appropriate policy and processes will be investigated.

**Ethics and Social Responsibility**

(DMP8ES1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The comparative basis for ethical decision-making in organisational settings; development of ethical positions in organisations; the role of cultural diversity in the establishment of ethical standpoints.

**Facilities Management 1**

(DMP8FM1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The systemic nature of facilities management; generic purpose of facilities management; general principles of the practice of facilities management and maintenance planning; development of maintenance cycles and accounting justification; capital/maintenance/running cost trade-off; life-cycle costing; qualitative and quantitative analysis of facility performance.

**Facilities Management 2**

(DMP8FN1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Facilities as human activity systems; the impact of environment and change on facility functioning; the socio-technical interface in facilities management; environmental impact of facilities; basic introduction to principles of project management as facilities support activity; computer applications.

**Fuzzy Logic in Organisational Systems**

(DNI8OSM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Covers the theoretical underpinnings of fuzzy logic. Thereafter fuzzy logic is applied as a tool for understanding, researching and dealing with multi-dimensional manifestations of social and organizational complexity.

**Information Systems in Organisations**

(DOS8MI1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The role of management information systems in organisations; the relationship between decision-making and need for information to support decision making approaches; contemporary approaches to information system development and operation in support of “systems based” approaches in organisational settings.

**Innovation and Enterprise**

(DNI8IEM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Examines various aspects of innovation, and new product planning & development, including strategic dimensions, organisational and leadership implications, new product/service development lifecycles, conceptual frameworks and models. A systemic approach to new product planning and development is also introduced.

**Innovation and Theories of the Firm**

(DNI8IFM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The module examines the key characteristics of theories of the firm and why they differ in their conceptualisation of technology. It explores the role of innovations and technology in shaping competitive processes, and analyses specific cases of co-evolution of technologies and knowledge bases of firms.

**Institutional Transformation**

(DCH8IT1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Examines the process of institutional change and the inhibiting or promoting factors.

**Intellectual Property and the Law**

(DNI8IPM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Covers aspects related to patents, trademarks, copyrights, and how organisations may achieve adequate legal protection of its intellectual property, particularly in an international context. The module provides comprehensive coverage of international agencies involved in or responsible for regulating intellectual property rights. Ethical aspects of intellectual property rights grounded in various cultural contexts are examined, thereby adopting a geocentric view of intellectual property.



**Knowledge Management**

(DNI8KMM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Introduces concepts related to organisational learning and adaptation in the wake of discontinuous change. It incorporates the application of information technology to develop organisational competence, intellectual capital, and systems wide relationships. A distinction is made between human capital and social capital and the development thereof. A case is made for developing a deep knowledge management framework based on a solid theoretical footing.

**Leadership Theories and Practices**

(DMP8LT1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The development of management thinking; the distinction between management and leadership; theoretical development of leadership and critical examination of the major theories; the concept of “servant leadership” and its implications for practice; the role of leader as facilitator of group processes; global impacts and the need for systems thinking; the leader as catalyst for organisational learning.

**Leading in Turbulent Environments**

(DLE8LTM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Develops skills for systemic leadership. It introduces the concepts of non-linear feedback, balancing and reinforcing loops, and the nature of dynamic complexity. The importance of dialogue and organisational interaction is highlighted.

**Learning and Change**

(DLE8LCM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Models and theories of learning; learning and implications of learning styles; the concept of learning in the organisational setting; the relationship between individual and organisational learning; the relationship between organisational learning and successful organisational change; and the effectiveness of intervention in organisational settings.

**Management Cybernetics**

(DOS8MC1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The principles of control and organisational design; the self-organising system; organisational diagnostics; detailed consideration of the Viable Systems Model and its application in practice.

**Managing Complexity**

(DNI8MCM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The foundational concepts of the new sciences of Chaos and Complexity, and their application to social systems including organizations, are covered.

**Managing Complexity and Change**

(DNI8CCM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Covers the key concepts of organizational autopoiesis and their practical applications for managing organisational changes under conditions of criticality and chaos. Participants will gain insights in coping with criticality and unpredictability of complex organizational dynamics.



**Managing Discontinuous Change**

(DNI8DCM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Explores the key drivers underlying discontinuous change and turbulence in environments. The module covers trends and macro changes in the global environment, rapid technological developments, geopolitical developments, the rise of the network society and their implications for work, organization and society.

**Managing Partnerships**

(DLE8MPM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* An emergent characteristic of organisational governance is the development of strategic and operational partnerships. Emphasis is placed on generation 1 and generation 2 partnerships – a move from a more technical understanding to a more organic understanding.

**Managing People & Organisational Integration**

(DNI8POM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The module is designed to equip participants to engage in effective organisational integration in the context of discontinuous change, dynamic complexity and organisational transformation. It will also explore the need for organisational social conscience in the context of discontinuous change and transformation. The role of change sponsors and change management champions in effective organisational integration is covered.

**Organisational Development**

(DMP8OD1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Essential factors influencing effective organisational functioning and change; the relationship between organisational context and individuals; the systemic approach to understanding the influence of organisational member behaviour (functional or pathological) on organisational health.

**Principles of Corporate Citizenship**

(DLE8PCM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This module considers the movement from corporate philanthropy to community involvement through to corporate citizenship. Emphasis is placed on the role that business plays in relation to the nation state, particularly in relation to the impact of globalisation on national and local economies.

**Project and Programme Evaluation**

(DLE8PPM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The dynamic evaluation of project processes and the impact assessments during implementation and post-implementation phases of the project; quantitative and qualitative assessment practices; introduction to Total Quality Management (TQM) in theory and practice.

**Project Management**

(DCH8PR1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Provides course participants with the skills to manage the implementation of development partnerships.

**Project Management 1**

(DMP8PJ1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The formulation of project proposals, including exercises in value management; defining project scope and packaging of projects based on a thorough understanding of the project environment; the potential systemic impact of the project on the physical and social environment; project dynamic modelling; project packaging.

**Project Management 2**

(DMP8PK1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The detailed planning, programming and budgeting for projects; risk analysis; project implementation, including procurement practice; ongoing project monitoring against programmes and budgets; cash flow management.

**Public Accountability**

(DLE8PAM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This module explores the responsibility of the public sector to the government of the day and the electorate in general. The field of public accountability is explored and applied to the South African context.

**Public Policy Design and Analysis**

(DLE8PDM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This module investigates the process of policy design, particularly in contemporary South Africa and develops an understanding of the processes of policy development and its purposes.

**Public Policy Implementation**

(DLE8PIM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* This module investigates the policy/implementation divide and seeks to understand the anomaly of good policy and poor implementation. The complexity of implementation environments is a key focus.

**Quality Assurance in Education**

(DLE8QAM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Quality Assurance is seen as a key responsibility of the state in relation to education. This module develops a conceptual understanding of Quality Assurance and its application in the South African education sector.

**Scenario Building**

(DCH8SC1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Enables participants to develop a scenario and strategic plan for the implementation of CESP within their own context.



**Scenario Planning**

(DNI8SPM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The rationale for scenario planning as a precursor for decision making in turbulent environments; the techniques for developing scenarios to enable actions founded on established vision and foresight, rather than as a response to crisis; the role of conversation in the development of scenarios and organisational alignment relative to scenarios.

**Community Empowerment and Development**

(DCH8SE1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Introduces participants to the theory and practice of community empowerment and sustainable development.

**Developing and Leveraging Core Competencies**

(DNI8DLM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The module is based on the premise that competitiveness in fast paced, innovative industries are more than competition between firms and business units competing in certain product/services or market segments, but inter-firm competition in a broader sense; that of competing portfolios of core competencies which serve as the platform for future competition in product/service, market segment and market share.

**Social Auditing**

(DLE8SAM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The impact of business on people is the key focus of this module. It considers the impact of business on the lives of employees and communities and develops conceptual understandings and practical measures to evaluate the impact of business in the community.

**Soft Systems Methodology**

(DOS8SM1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Development of a basic understanding of Checkland's soft systems methodology; the design and initiation of a "situation improvement" project, including the development of a Human Activity System model for an organisation/institution in order to provide a basis for discussion by all 'problem owners'.

**Strategic Application of IT**

(DNI8SAM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Examines the strategic application of information technology in the private and public sector. It covers a basic understanding of the structure and components of information technology. Thereafter the relationships between IT strategy and broader business and organizational strategy are studied. One of the areas of focus is the role of information technology in facilitating knowledge management and learning.

**Strategy and Organisational Dynamics**

(DNI8SOM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Prerequisite:* Managing Complexity (DNI8MCM)

*Content:* Strategy development and implementation is examined from the point of view that



the future is inherently unknowable in non-linear dynamic systems, and hence strategy in organisations has of necessity to be emergent rather than based on prior organisational intent of organisational leaders. The module applies chaos and complexity concepts to strategic management within such a paradigm.

### **Sustainable Development Practice**

(DMP8DP1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The principles of sustainable development interventions including consideration of such factors as the principles of sustainability, “development” in theory and in practice, situation analysis, renewable and non-renewable resources; the short and long term impacts of development interventions.

### **Systemic Process Management (TQM)**

(DOS8PM1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Total quality management in principle and practice; the systemic nature of quality management and its relationship to other systems methodology; initiation and management of TQM in organisational and project settings.

### **Systems Dynamics**

(DOS8SD1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Identification of key variables in decision-making and relationships between those variables; construction of systems diagrams; dynamic modelling and testing of existing situations and future possible scenarios so as to understand alternative outcomes and improve decision-making; computer modelling of decisions.

### **Systems Philosophy**

(DOS8PH1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Advanced consideration of the philosophical roots of various systems approaches and research paradigms, including theories and philosophies of complexity, chaos and risk and the resolution of complex problems.

### **Systems Thinking**

(DCH8ST1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Explores the diversity of skills, knowledge and attitudes required to develop CESP.

### **Systems Theories and Practices**

(DOS8ST1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The emergence of systems thinking in organisational settings; the major concepts and philosophies which have informed the development of systems thinking; the working ideas and definitions relevant to systems thinking, including introduction to the major directions of thought in the field.

**Techniques for Working with Social Complexity**

(DNI8SCM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* Understand and apply complexity and chaos theory concepts to dealing with social complexity. Participants will be exposed to social metaphors of strange attractors, repellers, vortices and fractals. They will develop ways of conceptualising social systems as self-organizing, and be able to apply complexity and chaos theory to working with social crises.

**The New Economy**

(DNI8NEM)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* The impacts of globalisation and economic integration on organisations and communities, focussing primarily on opportunities for global competitiveness through worldwide learning within the multi-national enterprise. It examines the underlying assumptions of both the traditional industrial era economy and the emerging new knowledge based economy and their implications for competitiveness, leadership and ethics. The module culminates in a project where small groups are expected to apply the learning from earlier modules in the launch of a prototype virtual company on the worldwide web.

**Special Studies A/Special Studies B**

(DOS8SS1/2)

(13L-13T-0P-0S-44H-8R-0F-2A-13W-8C)

*Content:* These modules, in combination, or individually, are intended to enable learners to elect modules of their own choosing from those available generally at the University, subject to the approval of the Programme Director.

**Action Research Project**

(DMP8AR1/2)

(0L-40T-0P-0S-280H-0R-0F-0A-13W-32C)

*Content:* A synthesising project to demonstrate capacity to integrate various programme modules in a coherent manner; the facilitation of a significant change effort in an area of practice, including ability to assess system function and to design and implement an intervention that promotes positive change using the principles of action research; assessment of personal learning and practical lessons arising from the intervention.

**Research Dissertation**

(DLE8RDM)

(0L-40T-0P-0S-280H-0R-0F-0A-13W-32C)

*Content:* A research project in an area of study approved by the Programme Director and the production of a supervised dissertation of 40 000 to 60 000 words. The dissertation aims to show that students have a firm grasp of the basic principles of the general field, understand how these principles are related to other parts of the field, are able to select and analyse a specific theme, and are able to present and develop an argument with the accepted principles of academic discipline and scholarship.

## SYLLABUSES FOR PROGRAMMES AND MODULES OFFERED BY OTHER FACULTIES

### FACULTY OF COMMUNITY AND DEVELOPMENT DISCIPLINES

Please consult the Faculty of Community and Development Disciplines Handbook for the syllabuses of the following modules and programmes:

- Industrial Psychology
- Interdisciplinary Masters (Development Studies)
- Psychology
- Social Anthropology

### FACULTY OF HUMAN SCIENCES

Please consult the Faculty of Human Sciences Handbook for the following:

- Academic Learning in English and English 1B or Introduction to Language Study or Words and Ideas
- Languages in a Global Context and Afrikaans 1B or French 1B or German 1B or Introduction to Language Study or IsiZulu or Latin or Translation Studies
- Language, Text and Context and History 1B or Media and Communication 1B or Philosophy 1B or Politics 1B or Sociology 1B or Translation Studies
- Development Studies (III)
- Economic History (II) and (III)
- English (II) and (III)
- French (II) and (III)
- German (II) and (III)
- History (II)
- Industrial & Labour Studies (II) and (III)
- isiZulu (II) and (III)
- Language in the Working World (II) and (III)
- Media and Communication (II) and (III)
- Philosophy (II) and (III)
- Politics (II) and (III)
- Sociology (II) and (III)



## FACULTY OF LAW

### Commercial Law 1A

(DLC1CM1)

(52L-12T-0P-0S-81H-10R-0F-5A-13W-16C)

*Prerequisite:* Nil

*Content:* Introduction: nature, function and divisions of law; history and sources of SA law; the judicial system; legal personality; real and personal rights; contemporary legal problems. Contract: essential requirements; operation; parties; termination; breach and remedies.

*Assessment:* 2 tests (15% each), 1 two-hour examination (70%)

### Commercial Law 1B

(DLC1CM2)

(52L-12T-0P-0S-81H-10R-0F-5A-13W-16C)

*Prerequisite:* Registered for and written the exam in Commercial Law 1A

*Content:* Commercial transactions: sale; suretyship; real security; insurance; lease; credit; agreements; employment and service contracts; insolvency. Introduction to Business Associations: nature of a company; distinctions between a company, partnership and close corporation; company law and close corporations.

*Assessment:* 2 tests (15% each), 1 two-hour examination (70%)

### Commercial Law 2A

(DLC2CL1)

(52L-12T-0P-0S-81H-10R-0F-5A-13W-16C)

*Prerequisite:* Commercial Law 1A and 1B or Legal Studies 1A and 1B

*Content:* Agency: The nature of agency - creation of agency - rights and obligations - termination of agency. Business associations: Introduction to partnerships; close corporations and companies - nature of a company - creation of a company - constitution of a company - share capital and other funds - meetings.

*Assessment:* 2 tests (50%), 1two-hour examination (50%)

### Commercial Law 2B

(DLC2CL2)

(52L-12T-0P-0S-81H-10R-0F-5A-13W-16C)

*Prerequisite:* Commercial Law 2A

*Content:* Directors' meetings - minority interests - auditors - judicial management and winding-up. Negotiable instruments: negotiability - types of negotiable instruments - essential elements - liability of parties; cheques. Labour Law: Employment contracts; labour legislation - minimum standards, unfair dismissal, collective bargaining and industrial actions. Principles of e-commerce: online contracts - electronic payment mechanisms - hyper linking - copyright implications over the internet.

*Assessment:* 2 tests (50%), 1two-hour examination (50%)

Please consult the Faculty of Law Handbook for the Legal Studies syllabuses.

## FACULTY OF SCIENCE

### Mathematics C

(DSM1CM1)

(39L-39T-0P-0S-65H-10R-0F-7A-13W-16C)

*Prerequisite:* Nil

*Content:* Matrices and matrix models. Solution of systems of linear equations and simple linear programming problems. Elements of the mathematics of finance. Differential calculus in one and several variables, applications, partial differentiation, maxima and minima. Exponential function and logarithm. Integral calculus with applications. Elementary differential equations.

*Assessment:* 1 three-hour examination.

*DP Requirement:* 3 tests with a sub-minima of 20% and an average of at least 40%

### Statistics C

(DSS1CS2)

(39L-39T-0P-0S-65H-10R-0F-7A-13W-16C)

*Prerequisite:* Nil

*Content:* Descriptive statistics. Elementary probability theory, random variables and basic distributions. Estimation and testing. Control charts. Curve fitting. Time series. Simple linear regression and correlation.

*Assessment:* 1 three-hour examination.

*DP Requirement:* 2 tests with a sub-minimum of 10% in 2nd test and an average of at least 30%

Please consult the Faculty of Science Handbook for the following syllabuses:

- Computer Science
- Financial Mathematics
- General & Life Insurance Mathematics
- Linear Models
- Mathematics
- Probability Theory
- Random Processes
- Statistics
- Stochastic Processes

# VISION AND MISSION STATEMENT – UNIVERSITY OF KWAZULU-NATAL

## Preamble

The creation of a new institution is an exciting opportunity to bring into being a genuinely South African university, with a new culture and form, designed to meet the challenges of serving the country and the region in innovative and effective ways. This socially responsive institution will be a world-class university, and an active global player while still serving the KwaZulu-Natal and SADC regions.

## Vision

To be the premier university of African scholarship.

## Mission

A truly South African university that is academically excellent, innovative in research, critically engaged with society and demographically representative, redressing the disadvantages, inequities and imbalances of the past.

## Principles and Core Values

The University commits itself to the principles and values enshrined in the constitution of the Republic of South African and articulated in the preamble to the Higher Education Act of 1997 (as amended).

## Goals

The goals of the University are to:

- Promote access to learning that will expand educational and employment opportunities for the historically disadvantaged, and support social transformation and redress.
- Create and develop an enabling environment for all learners and scholars to pursue their studies in accordance with the principles of academic freedom.
- Advance knowledge and culture through globally competitive teaching, learning, scholarship and research, innovation and scientific investigation.
- Foster a capacity for independent critical thinking, free engagement in fundamental discovery and a reappraisal and extension of traditional views of the world amongst students and staff.
- Support and contribute, across the academic enterprise, to national and regional development, and the welfare and upliftment of the wider community.
- Provide holistic education which promotes an awareness of social responsibility and sound ethical practice in a diverse society.
- Promote and foster tolerance and respect for multilingualism, diverse cultures and social values.
- Promote excellence in teaching and learning through creative and innovative curriculum design and development, pedagogical strategies and assessment practices in accordance with sound quality assurance principles.
- Strengthen the institution through local and international collaboration, exchanges and partnerships with the private sector and higher education institutions in teaching, research and development enterprises.
- Conserve the physical environment, and foster a culture of responsible, ethical, sustainable use of natural resources.
- Increase opportunities for lifelong learning in response to the educational, social, political, scientific and economic challenges of our time.
- Equip graduates to serve as future leaders of the nation.
- Ensure effective governance through democratic representation, accountability, and transparency.
- Promote the social and personal well-being of staff and students, and foster the realization of their full human potential.

***The University views this vision and mission statement as a reflection of its core values and commitments. In carrying out its various activities, the University seeks to contribute to the building of a just South African society.***



