NWU®

Faculty of Economic
and Management Science

Postgraduate

Fakulteit Ekonomiese en
Bestuurswetenskappe

Nagraads

2023
Yearbook

PLEASE MENTION YOUR UNIVERSITY NUMBER IN ALL CORRESPONDENCE.

The General Academic Rules of the North-West University, to which all students have to subject themselves and which apply to all the qualifications offered by the university, appear in a separate publication and are available on the web page at: http://www.nwu.ac.za/yearbooks.

Please note: *Although the information in this Yearbook has been compiled with the utmost care and accuracy, the Council and the Senate of the University accept no responsibility whatsoever for errors that may occur. Before students make a final decision regarding the selection of modules, they must consult the class timetable. If a clash occurs in the planned selection of a student, the relevant module combination is not permitted.*

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NWU Office Bearers

Chancellor
Dr ATM Mokgokong

Vice-Chancellor
Dr B Tyobeka

Deputy Vice-Chancellor: Teaching and Learning
Prof R Balfour

Deputy Vice-Chancellor: Research and Innovation

Prof Maphahlaganye Jeffrey Mphahlele
Deputy Vice-Chancellor: Assigned functions and Potchefstroom Campus Operations

Prof DM Balia

Deputy Vice-Chancellor: Planning and Vanderbijlpark Campus Operations
Prof L du Plessis

Acting Deputy Vice-Chancellor: Assigned functions and Mahikeng Campus Operations
Prof S Swanepoel

Executive Director Student Life
Dr S Chalufu

Registrar
Prof MM Verhoef

NWU Executive Deans

Faculty of Economics and Management Sciences
Prof BJ Surujlal

Faculty of Education
Prof L Conley

Faculty of Engineering
Prof L van Dyk

Faculty of Health Sciences
Prof AF Kotzé

Faculty of Humanities
Prof P Maseko

Faculty of Law

Dr LN Morei

Faculty of Natural and Agricultural Sciences
Prof DM Modise

Faculty of Theology
Dr H Goede

Faculty of Economic and Management Sciences Office Bearers

Executive Dean

Prof BJ Surujlal

Deputy Dean Research and Innovation

Prof V Leendertz

Deputy Dean Teaching and Learning

Prof HJ van der Merwe

Deputy Dean Community Engagement and Stakeholder Relations

Prof ND Moroke

Director: School of Accounting Sciences

Prof HH Janse van Vuuren

Director: NWU Business School / *NWU Besigheidskool (Acting)*
Prof A Smit

Director: School of Economic Sciences / *Direkteur: Skool vir Ekonomiese Wetenskappe*
Prof WCJ Grobler

Director: School of Industrial Psychology and Human Resource Management /
Direkteur: Skool vir Bedryfsielkunde en Mensehulpbronbestuur
Prof E Oosthuizen

Director: School of Management Sciences / *Direkteur: Skool vir Bestuurswetenskappe*
Prof N de Klerk

Director: School of Tourism Management / *Direkteur: Skool vir Toerismebestuur*
Prof LE Du Plessis

Director: Unit for Applied Research in Management Cybernetics
Prof PW Buys

Director: Research Unit for Economic and Management Sciences (WorkWell) / *Direkteur: Navorsingseenheid vir Ekonomiese en Bestuurswetenskappe (WorkWell)*
Prof LT de Beer

Director: Research Unit for Tourism Research in Economic Environments and Society (TREES) / *Direkteur: Navorsingseenheid vir Toerismenavorsing in Ekonomiese Omgewings en Samelewing (TREES)*
Prof E Slabbert

Director: Focus Area for Trade and Development (TRADE) / *Direkteur: Fokusarea vir Handel en Ontwikkeling (TRADE)*
Prof Z Dickason

Director: Global Innovative Forefront Talent (GIFT) / *Globale Innoverende Florerende Talent (GIFT)*
Prof AMF Pelser

Director: Niche Area for Technology Enhanced Learning and Innovative Education and Training in South Africa (TELIT-SA)
/ *Nisarea vir Tegnologieverbeterde Leer en Innoverende Onderwys en Opleiding, Suid-Afrika (TELIT-SA)*
Prof V Leendertz

Senior Faculty Administrator

Mrs L Grimbeek

EMS.1   FACULTY RULES

EMS.1.1   AUTHORITY OF THE GENERAL ACADEMIC RULES

The faculty rules valid for the different qualifications, programmes, and curricula of this faculty and contained in this faculty yearbook are subject to the General Academic Rules of the university, as determined periodically by the Council of the University on recommendation of the Senate. The faculty rules should therefore be read in conjunction with the General Academic Rules.

The General Academic Rules are published on the website of the university at: http://www.nwu.ac.za/sites/www.nwu.ac.za/files/files/i-governance-management/policy/2019.06.20_A-Rules_e.pdf

EMS.1.2   FACULTY-SPECIFIC RULES

EMS.1.2.1   Recognition of prior learning

The North-West University accepts the principles underlying outcomes-based, source-based and lifelong learning, in which considerations of articulation and mobility play a significant role, and subscribes to the view that recognition of prior learning, whether acquired by formal education curricula at this or another institution, or informally (by experience), is an indispensable element in deciding on admission to and awarding credits in an explicitly selected teaching-learning programme of the North-West University.

The recognition of prior learning concerns the provable knowledge and learning that an applicant has acquired, whether by having completed formal education curricula, or by experience. At all times, the question will be what the level of the skills is, and skills will be assessed within the context of the exit-level skills required by the intended teaching-learning programme or modules in the programme, or the status for which the applicant applies, and not merely by virtue of the experience recorded by the applicant. Recognition of prior learning will therefore take place in terms of applied competencies demonstrated by the applicant in his/her application, taking into consideration the exit-level outcomes that have to be obtained by means of the selected teaching-learning programme.

The North-West University accepts that recognition of prior learning must take place in a valid, trustworthy and fair way, within the normal existing policy on awarding credits to prospective and existing students, whether they are from this or another institution.

To process an application for recognition of prior learning, a non-refundable administrative levy is payable as determined by the university from time to time. The process for the recognition of prior learning is provided in General Academic Rule 1.6.

EMS.1.2.2   Registration

Registration is the prescribed process a student has to follow to register as a student of the North-West University (General Academic Rule 1.10). Registration is subject to the approval of the faculty board concerned, and by the academic director concerned in terms of the applicable faculty rules. Students are allocated to supervisors based on the capacity in the faculty (indicated in the yearbook as well) to render adequate supervision and based on the focus of the existing entities, research projects and expertise in subject groups in the faculty.

It should be noted that some of the programmes will be presented only if there is an adequate number of students and is reliant on the availability of qualified personnel to present them.

EMS.1.2.3   Registration for additional modules

A student may, over and above the required modules of the relevant curriculum, take additional modules in any year according to the provisions of General Academic Rule 2.3. Students in the faculty are limited to a certain maximum credits per semester (General Academic Rule 1.9). A student may apply in writing to be granted permission to register for additional modules. Applications have to be submitted to Research and Innovation Committee and approved by the Faculty Board.

EMS.1.2.4   Maximum duration of study

For full-time contact students, the maximum duration of study is as follows:

- *One-year qualifications: two years.*
- *Two-year qualifications: four years.*
- *Three-year qualifications: five years.*
- *Four-year qualifications: six years.*
- *Master's degrees: three years.*
- *Doctoral degrees: four years.*

For part-time contact and distance students, the maximum duration of study is as follows:

- *One-year qualifications: three years.*
- *Two-year qualifications: four years.*
- *Three-year qualifications: six years.*
- *Four-year qualifications: eight years.*
- *Master's degrees: four years.*
- *Doctoral degrees: five years.*

For contact students in extended programmes, the maximum duration of study is as follows:

- *Three-year qualifications: six years.*
- *Four-year qualifications: seven years.*

Study periods are only extended on recommendation of the supervisor or promoter, and must be provisionally approved by the Research and Innovation Committee with final approval by the Faculty Board.

EMS.1.2.5   Examination opportunities

a)   *The examination opportunities and relevant rules are in accordance with General Academic Rule 3.5.2.2.*

b)   *Second examination opportunities may be allowed for any number of modules in any professionally affiliated Honours or Postgraduate Diploma programme in the School of Accounting Sciences, per the discretion of the respective programme examination committees.*

EMS.1.2.5.1   Admission to examinations

a)   *Admission to the examination of any module is gained by obtaining a proof of participation (General Academic Rule 1.13.2).*

b)   *A proof of participation, which grants admission to the examinations, will only be issued after a student has, to the satisfaction of the school director, complied with the requirements explained in the study guide of the relevant module.*

EMS.1.2.6   Pass requirements

a)   *The stipulations of General Academic Rule 1.13.3 apply.*

b)   *The pass requirement of a module in which examinations are taken, is a module mark of 50%.*

c)   *By passing all the modules of which the programme is compiled individually, the programme is passed.*

d)   *A module is passed with distinction if a module mark is 75% and the degree/programme is passed with distinction if the average of all the modules in the curriculum is 75%.*

e)   *As far as the Postgraduate Diploma in Accountancy and the Honours BCom (Chartered Accountancy) programmes (CTA) are concerned, the following additional rules (f) to (h) apply:*

f)   *Students have to pass all of the modules in one year to obtain the diploma/degree. Re-admission to the said programmes is not automatic.*

g)   *All students should obtain at least one month of practical experience at an accounting/auditing firm or at any other acknowledged training office of the South African Institute of Chartered Accountants (SAICA) during their studies (undergraduate or post-graduate).*

h)   *If a student's progress during the year is not satisfactory, he/she will not be admitted to the final CTA examinations (end-of-year examination). If an average of 30% is not achieved by March, the student's CTA studies will be terminated and the student can then convert to another suitable programme. If an average of 35% is not achieved by June, the student's CTA studies will be terminated.*

EMS.1.2.7   Repetition of modules and second examination opportunities

A once-only repetition of modules not passed takes place in terms of the stipulations of General Academic Rule 3.5.2. A student who fails in one or more modules of the examination of an honours study may be allowed by the lecturer in co-operation with the school director to write a second examination opportunity in this specific module(s) according to arrangements in the specific study guide/class (A-rule 3.5.2.1).

EMS.1.2.8   Termination of studies

A student's studies may be terminated in terms of the stipulations of General Academic Rule 1.18.

EMS.1.2.9   Modules and credits

A module has a code (for example ABCP874) and a descriptive name. Each module carries a specific "weight", which is known as credits.

EMS.1.2.10   Students who wish to resume studies after a certain period of time

Where a student's post-graduate study is interrupted for a year or longer, such a student must apply for re-admission by completing the relevant form and obtaining the written permission of the executive dean concerned to be readmitted.

Where a student returns for post-graduate studies after five years of interruption of studies, no post-graduate modules will be recognised or credited.

EMS.1.3   WARNING AGAINST PLAGIARISM

Assignments are individual tasks and not group activities (unless explicitly indicated as group activities). For further details see: http://www.nwu.ac.za/content/policy_rules and Policy on Academic Integrity at: http://www.nwu.ac.za/sites/www.nwu.ac.za/files/files/i-governance-management/policy/Policies%20-%202020%20Update/2P-2.4.3.2_Academic%20integrity_e.pdf

EMS.1.4   CAPACITY STIPULATIONS

Please take cognisance of the fact that, owing to specific capacity constraints, the university reserves the right to select candidates for admission to certain fields of study. This means that prospective students who comply with the minimum requirements may not necessarily be admitted to the relevant courses.

EMS.2 SCHOOLS AND RESEARCH ENTITIES OF THE FACULTY

School of Accounting Sciences	• Auditing • Financial Accounting • Forensic Accounting • Management Accounting • Financial Management • Taxation
NWU Business School	• MBA • Post Graduate Diploma in Management
School of Economic Sciences	• Economics • Information Systems • Business Statistics and Operations Research • Transport Economics and Logistics Management • International Trade • Risk Management • Applied Risk Management • Agricultural Economics
School of Industrial Psychology and Human Resource Management	• Human Resource Management • Industrial Psychology • Labour Relations Management • Training and Development (specialising in Human Resource Development)
School of Management Sciences	• Business Management • Marketing Management • Sport and Business Management • Safety Management
School of Tourism Management	• Tourism Management
Research Unit for Economic and Management Sciences (WorkWell)	• Work Wellness • Management Sciences • Corporate Resilience • Decision Sciences • ReTORIC
Research Unit for Tourism Research in Economic Environments and Society (TREES)	
Focus Area for Trade and Development (TRADE)	
Niche area for Global Innovative Forefront Talent (GIFT)	
Niche area for Technology Enhanced Learning and Innovative Education and Training in South Africa (TELIT-SA)	

QUALIFICATIONS, PROGRAMMES AND CURRICULA

In the Faculty of Economic and Management Sciences different qualifications can be obtained at a post-graduate level; some of these only on a full-time basis and some on both a full-time and part-time basis. All of these qualifications are presented in different programmes. Each programme consists of different curricula, of which each one is compiled from relevant modules. The contents of each module represents a subdivision of a "subject". Examples of "subjects" are Economics, International Trade, Risk Management, Labour Economics, Business Management, Tourism Management, Industrial Psychology, Labour Relations, Management Accounting, Financial- and Forensic Accounting.

Information on the rules for the different qualifications, programmes and curricula are communicated in this document. For administrative purposes the different programmes/ curricula are grouped under the different schools (in which they are primarily presented) and each of these programmes/curricula are provided with a unique degree/qualification code. A prospective student must first decide which qualification he or she wishes to obtain, after which the specific programme/curriculum is selected.

The North-West University is authorised to award the following degrees at a post-graduate level in the Faculty of Economic and Management Sciences:

POST-GRADUATE DEGREES IN THE FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES				
SCHOOL OF ACCOUNTING SCIENCES				
Qualification	**Qualification & curriculum code**	**Method of delivery**	**NQF level**	**Page**
Bachelor of Commerce Honours in Accountancy	5GKL01: E601P/V	Full-time	8	28
Bachelor of Commerce Honours in Chartered Accountancy	5GJL01: E601P/V	Full-time	8	30
Bachelor of Commerce Honours in Financial Accountancy	5ESL01: E601M/P/V	Full-time or Part-time	8	32
Bachelor of Commerce Honours in Management Accountancy	5EYL01: E601P	Full-time or Part-time	8	33
Bachelor of Commerce Honours in Forensic Accountancy	5EBL01: E601P	Full-time	8	34
Postgraduate Diploma in Accountancy	5HCD01: E601P/V	Full-time	8	49
Master of Commerce in Management Accountancy (Dissertation)	5CLN01: E801P/V	Full-time or Part-time	9	57
Master of Commerce in Management Accountancy (Lectured)	5DJP01: E802P	Full-time or Part-time	9	57
Master of Commerce in Accountancy (Dissertation)	5CMN01: E801P/V	Full-time or Part-time	9	57
Master of Commerce in Accountancy (Course work)	5HBP01: E801P/V	Full-time or Part-time	9	57
Master of Commerce in Taxation (Dissertation)	5CNN01: E801P/V	Full-time or Part-time	9	58
Master of Commerce in Taxation (Lectured)	5DKP01: E802P	Full-time or Part-time	9	58
Master of Commerce in Forensic Accountancy (Dissertation)	5CPN01: E801P	Full time or Part-time	9	58

Doctor of Philosophy in Economic and Management Sciences with Accountancy	5CAR01: E901P/V	Full-time or Part-time	10	74
Doctor of Philosophy in Economic and Management Sciences with Management Accountancy	5CAR06: E901P/V	Full-time or Part-time	10	74
Doctor of Philosophy in Economic and Management Sciences with Taxation	5CAR09: E901P/V	Part-time	10	74
Doctor of Philosophy in Forensic Accountancy	5CDR01: E901P	Full time or Part-time	10	74

SCHOOL OF ECONOMIC SCIENCES				
Qualification	**Qualification & curriculum code**	**Method of delivery**	**NQF level**	**Page**
Bachelor of Commerce Honours in Economics	5EPL01: E601M/P/V	Full-time	8	36
Bachelor of Commerce Honours in Economics with Risk Management	5EPL03: E601/P/V	Full-time	8	38
Bachelor of Commerce Honours in International Trade	5EVL01: E601P	Full-time	8	39
Bachelor of Commerce Honours in Information Systems	5GDL01: E601M	Full-time	8	40
Bachelor of Commerce Honours in Logistics	5EAL01: E601M	Full-time	8	40
Bachelor of Commerce Honours in Operations Research	5GFL01: E601M	Full-time	8	41
Bachelor of Commerce Honours in Business Statistics	5EML01: E601M	Full-time	8	42
Bachelor of Commerce Honours in Transport Economics	5FWL01: E601M	Full-time or Part-time	8	42
Master of Commerce in Economics	5CGN01: E801M/P/V	Full-time or Part-time	9	59
Master of Commerce in International Trade	5CHN01: E801P/V	Full-time or Part-time	9	59
Master of Commerce in Risk Management	5CJN01: E801P/V	Full-time or Part-time	9	59
Master of Commerce in Applied Risk Management	5ARN01: E810V	Full-time or Part-time	9	59
Master of Commerce in Operations Research	5GWN01: E801M	Full-time or Part-time	9	60
Master of Commerce in Statistics	5GHN01: E810M	Full-time	9	59
Master of Commerce in Informatics with Information Systems	5GXP01: E810M	Full-time	9	59
Doctor of Philosophy in Economic and Management Sciences with Economics	5CAR03: E901M/P/V	Full-time or Part-time	10	73
Doctor of Philosophy in Economic and Management Sciences with International Trade	5CAR04: E901P/V	Full-time or Part-time	10	73
Doctor of Philosophy in Economic and Management Sciences with Risk Management	5CAR08: E901P/V	Full-time or Part-time	10	73
Doctor of Philosophy in Economic and Management Sciences with Business Statistics	5CAR14: E901M	Full-time	10	73
Doctor of Philosophy in Economic and Management Sciences with Operations Research	5CAR15: E901M	Full-time	10	73
Doctor of Philosophy in Computer and Information Sciences with Computer Science and Information Systems	2CBR02: E901M	Full-time	10	73

SCHOOL OF MANAGEMENT SCIENCES				
Qualification	**Qualification & curriculum code**	**Method of delivery**	**NQF level**	**Page**
Bachelor of Commerce Honours in Management Sciences with Business Management	5EXL01: E602M/P/V	Full-time	8	43
Bachelor of Commerce Honours in Marketing with Marketing Management	5EZL01: E602M/P/V	Full-time	8	44
Master of Commerce in Business Management	5CQN01: E801M/P/V	Full-time or Part-time	9	60
Master of Commerce in Marketing Management	5CKN01: E801M/P/V	Full-time or Part-time	9	61
Doctor of Philosophy in Economic and Management Sciences with Business Management	5CAR02: E901M/P/V	Full-time or Part-time	10	74
Doctor of Philosophy in Economic and Management Sciences with Marketing Management	5CAR07: E901M/P/V	Full-time or Part-time	10	74

SCHOOL OF INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT				
Qualification	**Qualification & curriculum code**	**Method of delivery**	**NQF level**	**Page**
Bachelor of Administration Honours in Human Resource Management	5EGL02: E601M	Full-time	8	18
Bachelor of Administration Honours in Industrial Psychology	5EHL02: E601M	Full-time	8	20
Bachelor of Administration Honours in Labour Relations NO NEW STUDENT INTAKE FOR 2022	5EJL02: E601M	Full-time or Part-time	8	21
Bachelor of Arts Honours in Industrial and Organisational Psychology	5EKL01: E602P/V	Full-time or Part-time	8	24
Bachelor of Arts Honours in Human Resource Management	5GGL01: E601P/V	Full-time or Part-time	8	25
Bachelor of Arts Honours in Labour Relations Management	5ELL01: E601P/V	Full-time or Part-time	8	26
Bachelor of Commerce Honours in Industrial and Organisational Psychology	5EUL01: E601P/V	Full-time or Part-time	8	45
Bachelor of Commerce Honours in Human Resource Management	5ETL01: E601M/P/V	Full-time or Part-time	8	46
Bachelor of Commerce Honours in Human Resource Management with Labour Relations PROGRAMME IS PHASING OUT – NO NEW STUDENT INTAKE FROM 2022	5ETL02: E601M	Full-time	8	46
Bachelor of Commerce Honours in Labour Relations Management	5EWL01: E601M/P/V	Full-time or Part-time	8	47

Bachelor of Human Resource Development Honours	5HEL01: E601P	Part-time	8	46
Master of Administration in Human Resource Management	5CSN01: E801M	Full-time	9	54
Master of Administration in Industrial Psychology - – NO NEW STUDENT INTAKE FROM 2021	550101: E816/817M	Full-time	9	54
Master of Administration in Labour Relations Management	5CUN01: E801M	Full-time	9	54
Master of Administration in Labour Relations Management (Course work)	550102: E819M	Full-time	9	54
Master of Administration in Industrial Relations	550102	Full-time	9	54
Master of Commerce in Industrial and Organisational Psychology	5EDQ01: E801P/V	Full-time or Part-time	9	61
Master of Commerce in Human Resource Management	5CEN01: E801M	Full-time or Part-time	9	62
Master of Commerce in Human Resource Management	5HDP01: E801P/V	Full-time or Part-time	9	63
Master of Commerce in Labour Relations Management	5CFN01: E801M/P/V	Full-time or Part-time	9	63
Master of Arts in Industrial and Organisational Psychology	5EFQ01: E801P/V	Full-time or Part-time	9	64
Master of Arts in Human Resource Management	5CTP01: E801P/V	Full-time or Part-time	9	64
Master of Arts in Labour Relations Management	5FRP01: E801P/V	Full-time or Part-time	9	65
Doctor of Philosophy in Industrial Psychology	5CCR01: E901M/P/V	Full-time or Part-time	10	74
Doctor of Philosophy in Economic and Management Sciences with Labour Relations Management	5CAR05: E901M/P/V	Full-time or Part-time	10	74
Doctor of Philosophy in Economic and Management Sciences with Human Resource Development	5CAR11: E901P	Full-time or Part-time	10	76
Doctor of Philosophy in Economic and Management Sciences with Human Resource Management	5CAR13: E901M/P/V	Full-time or Part-time	10	75

SCHOOL OF TOURISM MANAGEMENT				
Qualification	**Qualification & curriculum code**	**Method of delivery**	**NQF level**	**Page**
Bachelor of Arts Honours in Tourism Management	5FBL02: E601M/P	Full-time	8	27
Bachelor of Commerce Honours in Tourism Management	5GBL02: E601M/P	Full-time	8	48
Master of Commerce in Tourism Management	5FTN01: E801P	Full-time or Part-time	9	63
Master of Arts in Tourism Management	5FSN01: E801M	Full-time or Part-time	9	65
Doctor of Philosophy in Economic and Management Sciences with Tourism Management	5CAR10: E901M/P	Full-time or Part-time	10	74

NWU BUSINESS SCHOOL				
Qualification	**Qualification & curriculum code**	**Method of delivery**	**NQF level**	**Page**
Postgraduate Diploma in Management	5FCD05: E501P	Full-time or Part-time	8	52
Postgraduate Diploma in Management	5HAD05: E501P	Distance	8	52
Postgraduate Diploma in Management with Business Administration (Phasing out)	5FCD01: E501P	Full-time or Part-time	8	
Postgraduate Diploma in Management with Business Financial Management (Phasing out)	5FCD02: E530M	Full-time or Part-time	8	
Postgraduate Diploma in Management with Operations Management (Phasing out)	5FCD03: E525M	Full-time or Part-time	8	
Postgraduate Diploma in Management with Human Resource Management (Phasing out)	5FCD04: E531M	Full-time or Part-time		
Master of Business Administration	5BEQ01: E801M/P	Part-time	9	69
Doctor of Philosophy in Economic and Management Sciences with Business Administration	5CAR12: E901M/P	Part-time	10	75

EMS.3   LIST OF HONOURS MODULES

SCHOOL OF ECONOMIC SCIENCES			
Module code	Descriptive module name	Credits	Semester
AECP611	Agricultural policy and development	16	1
AECP612	Agricultural Marketing	16	1
AECP621	Advanced Production Economics	16	2
AECP622	Agricultural Finance	16	2
ECAM614	Planning Techniques	16	1
ECAM624	Advanced Planning Techniques	16	2
ECAM625	Cost Benefit Analysis	16	2
ECOH611	Micro-economics	16	1
ECOH612	Macro-economics	16	1
ECOH613	Labour Economics	16	1
ECOH614	Competition Policy	16	1
ECOH615	Poverty Analysis	16	1
ECOH616	Policy Analysis	16	1
ECOH617	Econometrics	16	1
ECOH618	Industrial Economics	16	1
ECOH621	Development Economics	16	2
ECOH622	Monetary and Fiscal Policy	16	2
ECOH623	Advanced Mathematical Economics	16	2
ECOH624	Geographical Economics	16	2
ECOH625	Economic Modelling	16	2
ECOH626	Energy and Environmental Economics	16	2
ECOH627	Power Systems Economics	16	2
ECOH628	History of Economic Thought (V)	16	2
ECOH671	Research Project	32	Year module
ECOH672	Research Project	32	Year module
EKIP613	International Marketing Strategy	16	1
EKIP616	International Trade Analysis	16	1
EKIP618	Research Methods in International Trade	16	1
EKIP619	International Logistics Management	16	1
EKIP622	Applied International Macro-economics	16	2
EKIP625	Export Administration	16	2
EKIP626	Cross Cultural Business Practises	16	2
EKIP671	Research Project	32	Year module
EKRP611	Investment Management	16	1
EKRP615	Derivative Instruments	16	1
EKRP623	Risk Management	16	2
INFS611	Advanced Databases Systems	16	1
INFS612	Information Systems Development	16	1

SCHOOL OF MANAGEMENT SCIENCES			
Module code	**Descriptive module name**	**Credits**	**Semester**
INFS613	Business Programming Languages	16	1
INFS614	Business Intelligence and Analytics	16	1
INFS621	Management of Information Systems	16	2
INFS622	Business Information Systems SecurityBusiness Information	16	2
INFS623	Human Computer Interaction	16	2
INFS624	Operating Systems	16	2
INFS625	IT Networks in Business	16	2
INFS671	Research Project	32	Year module
LMNM611	Strategic Logistics Management	16	1
LMNM612	Logistics and Supply Chain Strategy	16	1
LMNM613	Supply Chain Alignment	16	1
LMRM611	Research Methodology	12	1
LMRP621	Research Project	30	2
MANM624	Advanced Materials Management	18	2
STFM611	Stochastic Models	15	1
STFM612	Advanced Probability Theory	15	1
STFM613	Multivariate Analysis	15	1
STFM614	Statistical Quality Control	15	1
STFM615	Decision Theory	15	1
STFM616	Applied Regression Analysis	15	1
STFM621	Design of Experiments and Sampling	15	2
STFM671	Research Project	30	Year module
STOM611	Optimization 1	15	1
STOM612	Network Analysis	15	1
STOM613	Forecasting Methods	15	1
STOM614	Reliability Theory	15	1
STOM621	Theory of Games	15	2
STOM622	Production Planning and Scheduling	15	2
STOM624	Inventory Control	15	2
STOM671	Research Project	30	Year module
TECM611	Strategic Transport Management	16	1
TECM612	Public Transport	16	1
TECM613	Transport Policy and Regulation	16	1
TECM621	Freight Transport	16	2
TECM622	Transport Planning	16	2
TERM611	Research Methodology	18	1
TERP621	Research Project	30	2
BMAN612	Advanced Entrepreneurship	16	1

Module code	Descriptive module name	Credits	Semester
BMAN613	Advanced Operations Management	16	1
BMAN615	Advanced Strategic Management	16	1
BMAN625	Advanced Financial Management	16	2
BMAN627	Advanced Project Management	16	1
BMAN672	Business Research Project	42	Year module
BMAR614	Retail Marketing Management	16	1
BMAR615	International Marketing	16	1
BMAR621	Marketing Plan	16	2
BMAR626	Advanced Digital Marketing	16	2
BMAR673	Marketing Research Project	42	Year module
LGAM621	Advanced Local Government Administration	16	2
PADM627	Advanced Public Policy	32	Year module
ERTP671	Research Project ONLY PIPELINE STUDENTS	46	Year module
SCHOOL OF INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT			
HRMA614	Research Methodology and Data Management	16	1
HRMA615	HR Corporate Governance	8	1
HRMA622	Human Capacity Building	8	2
HRMA623	Human Resource Management Strategies	16	2
HRMA671	Research Project	30	Year module
HRDT611	**Contemporary challenges in HRD**	16	1
HRDT612	Research methodology	16	1
HRDT613	Advanced adult learning	16	1
HRDT626	HRD in a global context	16	2
HRDT627	People development in an organisational context	16	2
HRDT628	HRD in a changing world	16	2
HRDP671	Research project	30	Year module
IOPP612	Psychological Evaluation	8	1
IOPP613	Organisational Psychology, Development and Change	16	1
IOPP614	Research Methodology and Psychometrics	16	1
IOPP615	Career Psychology	8	1
IOPP616	Psychological Wellbeing	8	1
IOPP625	Workplace Counselling	8	2
IOPP671	Research Project	30	Year module
IOPP673	Research Project	32	Year module
LARM612	Social Change	8	1
LARM615	Advanced Labour Relations	16	1
LARM617	Research Methodology and Data Management	16	1
LARM623	Applied Labour Relations	16	2
LARM624	Collective Bargaining and Negotiation	16	2

Module code	Descriptive module name	Credits	Semester
LARM626	Labour Market Principles	16	2
LARM671	Research Project	30	Year module
OPLN612	Research management in Education Training and Development ONLY PIPELINE STUDENTS	16	1
OPLN613	Adult Education in Education Training and Development ONLY PIPELINE STUDENTS	16	1
OPLN626	Training and Development Perspectives ONLY PIPELINE STUDENTS	16	2
OPLN627	The Learning Organisation ONLY PIPELINE STUDENTS	16	2
OPLN628	Human Resource Development in a Changing World ONLY PIPELINE STUDENTS	16	2
SCHOOL OF ACCOUNTING SCIENCES			
Accounting Sciences: Management Accountancy			
MACC611	Organisational Management	16	1
MACC612	Planning and Evaluation	16	1
MACC614	Risk Management	16	1
MACC615	Financial Accounting	16	1
MACC621	Integrated Management	16	2
MACC622	Business Strategy	16	2
MACC624	Financial Strategy	16	2
MACC625	Decision-making and Control	16	2
MACC671	Applied Research Project for Management Accountants	32	Year module
Accounting Sciences: Chartered Accountancy			
ACCC671	Advanced External Financial Reporting	40	Year module
AUDT671	Advanced Auditing & Governance	40	Year module
MAFM671	Advanced Management Accounting and Financial Management	40	Year module
RPRO671	Research Project for Accountancy students	32	Year module
TAXC671	Advanced Taxation	40	Year module
Accounting Sciences: Financial Accountancy			
REIP671	Advanced Taxation and Trusts	32	Year module
REKP671	Advanced IFRS and Group Statements	32	Year module
REKP674	Audit and Corporate Governance	32	Year module
REKP675	Financial Management and Strategy	32	Year module
REKP676	Research Report in Financial Accountancy	32	Year Module
Accounting Sciences: Forensic Accountancy			
FORP673	Applied Research in Forensic Accounting and Investigation Practice	32	Year module
FORP674	Advanced Forensic Accountancy and Practice Management	32	Year module

FORP675	Advanced Forensic Investigation	32	Year module
FORP676 (Elective Module)	Forensic Regulatory Compliance and Technology	32	Year module
REKP671 (Elective Module)	Advanced IFRS and Group Statements	32	Year module

SCHOOL OF TOURISM MANAGEMENT			
Module code	Descriptive module name	Credits	Semester
TMBP679	Advanced Tourism Management and Development	32	Year module
TMBP680	Advanced Nature Tourism	32	Year module
TMBP678	Advanced Tourism Marketing	32	Year module
TMBP675	Research in Tourism Management	32	Year module

NWU BUSINESS SCHOOL			
BLCG522	Corporate Governance	12	2
BLLR511	Labour Relations	12	1
CCMM511	General Management	12	1
CCMM514	Accounting and Finance	12	1
CCMM515	Managerial Economics	12	1
CCMM517	Financial Reporting	12	1
CCMM521	Information Management	12	2
GSCM521	Supply Chain Management	12	2
GLOM521	Logistics Management	12	2
GLOM522	Strategic Talent Management	12	2
GOPM511	Operations Management	12	1
GOPM522	Operations Strategy and Design	12	2
MKTM521	Marketing Management	12	2
PFMM521	Constitutional and Administrative Law	12	2
PFMM522	Strategic Public Financial Management	12	2
PFMM523	Fiscal Tax and Administration	12	2
PFMM524	Auditing Principles and Practises	12	2

EMS.4　LIST OF MASTER'S MODULES

ECON871	Dissertation: Economics	180
EKIP871	Dissertation: International Trade	180
EKRP871	Dissertation: Risk Management	180
IRTP872	Dissertation	100
MARM873	Dissertation	84
STBS871	Dissertation	180
STOR871	Dissertation	180
UARM811	Applied Analysis in Research Management	16
UARM812	Fundamentals of Risk Management	16
UARM813	Risk Assessment and Quantification Tools	16
UARM814	Risk Data and Reporting	16
UARM821	Behavioural Risk Management	16
UARM822	Governance, Risk and Compliance	16
UARM823	Risk Assessment Tools	16
UARM873	Mini dissertation: Applied Research Project	84
BMAN871	Dissertation: Business Management	180
BMAR871	Dissertation: Marketing Management	180
Human resource sciences & industrial psychology		
HRMA871	Dissertation	180
HRMA872	Dissertation (Lectured)	148
HRMA874	Scientific Reasoning	16
HRMA875	Advanced Strategic Human Resource Management	16
IOPP873	Mini-dissertation	80
IOPP874	Scientific Reasoning	16
IOPP875	People Development in Industrial Psychology	16
IOPP876	Professional Industrial Psychology and Assessment	36
IOPP877	Psychology of Work-related Wellness	16
IOPP878	Applied Counselling	16
IPSM871	Dissertation: Industrial Psychology	180
OPLN871	Training and Development	240
Labour relations management		
LARM871	Dissertation (MCom Labour Relations Management)	180
LARM872	Dissertation (MA Labour Relations Management)	148
LARM874	Scientific Reasoning	32
Management accountancy		
MACC871	Dissertation: Management Accountancy	180
MDAC873	Mini-dissertation: Management Accountancy	100
MDAC874	Management Accountancy: Advanced Financial Management and Strategy	40
MDAC875	Management Accountancy: Advanced Management Accounting and Business Strategy	40

SCHOOL OF MANAGEMENT SCIENCES		
Module code	**Programme**	**Credits**
Forensic accountancy		
FORP871	Dissertation: Forensic Accounting	180
Accountancy		
ACCC871	Dissertation: Accountancy	180
Taxation		
TAXM873	Mini-dissertation	60
TAXM871	Dissertation	180
TAXM876	Basic Principles of Taxation	44
TAXM877	Advanced Principles of Taxation	44
TAXM878	International Taxation	32
TMBP871	Dissertation: Tourism Management	180
MBAA812	Operations Management	12
MBAA815	Executive economics	12
MBAA816	Leadership	
MBAA874	Research Methodology	12
MBAB821	Technology Management	12
MBAB824	Strategic Talent Management	12
MBAB823	Management Accountancy	12
MBAC811	Strategy Management	12
MBAC813	Financial Management	12
MBAC815	Marketing Management	12
MBAC873	Mini-dissertation	54
MBAD823	Entrepreneurship	12
MBAD824	Corporate Governance	12
MBAD825	Public Management	12
MBAD826	International Business Issues	12
MBAD827	Company Project (NEA) (for Potchefstroom students)	12
PBSC811	Research Methodology	16
PBSC812	Strategic Formulation and Implementation	16
PBSC813	Strategic Management Application – The Company Project	16
PBSC873	Mini-dissertation	64

EMS.5   LIST OF PHD-MODULES

ECON971	Thesis (Economics)	360
EKIP971	Thesis (International Trade)	360
EKRP971	Thesis (Risk Management)	360
STOM971	Thesis (Operations Research) – Phasing out from 2017	360
STOR971	Thesis (Operations Research)	360
BMAN971	Thesis (Business Management)	360

NWU BUSINESS SCHOOL		
Module code	**Programme**	**Credits**
BMAR971	Thesis (Marketing Management)	360
PAYM971	Thesis (Public Administration)	360
HRDT971	Thesis (Human Resource Development)	360
HRMA971	Thesis (Human Resource Management)	360
IOPS971	Thesis (Industrial Psychology)	360
LARM971	Thesis (Labour Relations Management)	360
ACCC971	Thesis (Accountancy)	360
FORP971	Thesis (Forensic Accountancy)	360
MACC971	Thesis (Management Accountancy)	360
TAXM971	Thesis (Taxation)	360
TMBP971	Thesis (Tourism Management)	360
DBAA971	Thesis (Business Administration)	360

EMS.6 BACHELOR OF ADMINISTRATION HONOURS (BADMINHONS)

EMS.6.1 PURPOSE OF THE QUALIFICATION

a) *To provide qualifiers with comprehensive knowledge, analytical skills, interpersonal skills, effective oral and written communication skills, problem solving skills in the field of public administration, public management, governance, and development management studies, that would enable them to be self-driven, and integrated thinkers who can critically evaluate the literature pertaining to the field of specialisation and continue professional growth.*

b) *To provide South Africa with post-graduates who are capable of leading extensive governmental and non-governmental administrative and management transformation, as well guiding improved infrastructures and services.*

c) *To provide South Africa with professionals who are able to contribute to, and act within, a democratic, accountable, and responsive public sector environment and non-governmental environment.*

d) *To provide South Africa with a significant number of post-graduates in order to ensure that the local administrative and political leadership base in innovative knowledge, economic and scholarly activity is widened.*

EMS.6.2 ADMISSION REQUIREMENTS

*To be admitted to the qualification a student should have one of the following **formal qualifications**:*

a) *BAdmin Degree or another approved related Administrative Bachelor's Degree and have passed the final course, with 60%, in the subject in which he/she wishes to proceed; or*

b) *Be in possession of another degree and have passed at least five BAdmin courses, which include subjects such as Public Administration, Economics, Management, Accounting or/and Information Systems, Political Studies or International Relations, and Quantitative Methods and have passed the final course, with 60%, in the subject in which he/she wishes to study; or*

c) *A Post-Graduate Diploma in Management or equivalent, with an average of 60%.*

EMS.6.3 RECOGNITION OF PRIOR LEARNING

In cases where prior learning at other institutions, or relevant experience, is deemed by the Dean to compensate for the lack of formal qualifications required above, a candidate may be admitted to the faculty.

EMS.6.4 DURATION OF QUALIFICATION

See EMS.1.2.4.

EMS.6.5 BACHELOR OF ADMINISTRATION HONOURS IN HUMAN RESOURCE MANAGEMENT

EMS.6.5.1 Purpose of the qualification

a) *Provide students with a sound basis of Human Resource Management theory as well as the application of principles in the business world.*

b) *The postgraduate courses are in line with the development of academic research in the field and also with the increasing demand for quantitative techniques (for analysis) in practice.*

c) *The exposure to disciplines in a variety of functional areas will successfully prepare students for professional careers as Human Resource Managers/ Specialists, in academic institutions and in the new millennium in private as well as public sector organisations.*

EMS.6.5.2 Admission requirements

a) *Admission to the Human Resource Management programme is limited to approved students with credits in Industrial Psychology/Human Resource Management at the 300 level or their equivalent or a related field, e.g. Management (see General Academic Rules).*

b) *Average of 60% for all third-year level Industrial Psychology, Human Resource Management and/or Employment Relations modules.*

c) *Students admitted to the programme are expected to have a good grounding in Mathematics and Statistics. This requirement can be met by successfully completing STFM111 and STFM121.*

EMS.6.5.3   Curriculum

Code: *5EGL02: E601M*

Campus: *Mahikeng*

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
HRNM611	Human Resource Training and Development	12
HRNM612	The Human Resource Management Function	12
HRNM613	Industrial Relations and the Environment	12
HRMA611	Research Methodology and Data Management	16
First semester credits total		36
SECOND SEMESTER		
HRNM621	Strategic Human Resource Management	12
IPSM622	Career Psychology	12
MCLM621	Labour Law	16
Second semester credits total		40
YEAR MODULES		
HRNM672	Research Project	32
Total credits for the curriculum		124

EMS.6.6   BACHELOR OF ADMINISTRATION HONOURS IN INDUSTRIAL PSYCHOLOGY (UNACCREDITED HPCSA)

EMS.6.6.1   Purpose of the qualification

a)   *The postgraduate programme in Industrial Psychology is designed to provide students with a sound basis of Industrial Psychology theory as well as the application of principles in the business world.*

b)   *The postgraduate courses are in line with the development of academic research in the field and also with the increasing demand for quantitative techniques (for analysis) in practice.*

c)   *The exposure to disciplines in a variety of functional areas will successfully prepare students for professional careers in the field of Industrial Psychology, in academic institutions and in the new millennium in private as well as public sector organisations.*

EMS.6.6.2   Admission requirements

a)   *Admission is limited to those approved students with credits in Industrial Psychology at the 300 level or their equivalent or a related field, e.g. Human Resource Management (see General Academic Rules).*

b)   *An average of 60% for all third-year level Industrial Psychology, Human Resources Management and/or Employment Relations modules.*

c)   *Students admitted to the Honours programme are expected to have grounding in Mathematics and Statistics. This requirement can be met by successfully completing STFM111 and STFM121.*

EMS.6.6.3   Curriculum

Code: 5EHL02

Campus: Mahikeng

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
HRNM611	Human Resource Training and Development	12
HRNM612	The Human Resource Management Function	12
IPSM611	Psychometrics	12
First semester credits total		36
SECOND SEMESTER		
IPSM621	Organisational Behaviour	12
IPSM622	Career Psychology	12
MCLM621	Labour Law	16
Second semester credits total		40
YEAR MODULES		
IOPP672	Research Methodology and Data Management	16
IPSM672	Research Project	32
Total credits for the curriculum		124

EMS.6.7 BACHELOR OF ADMINISTRATION HONOURS IN LABOUR RELATIONS

EMS.6.7.1 Purpose of the qualification

a) *The postgraduate programme in Industrial Relations is designed to provide students with a sound basis of Industrial Relations theory as well as the application of principles in the business world.*

b) *The postgraduate courses are in line with the development of academic research in the field and also with the increasing demand for quantitative techniques (for analysis) in practice.*

c) *Exposure to disciplines in a variety of functional areas will prepare students for professional careers as Industrial Relations Managers in academic institutions and in private as well as public sectors.*

EMS.6.7.2 Admission requirements

a) *Admission to the Industrial Relations programme is limited to those approved students with credits in Industrial Psychology at the 300 level or their equivalent or a related field, e.g. Human Resource Management (see General Academic Rules).*

b) *An average of 60% for all third-year level Industrial Psychology, Human Resource Management and/or Employment Relations modules.*

c) *Students admitted to the honours programme are expected to have grounding in Mathematics and Statistics. This requirement can be met by successfully completing STFM111 and STFM121.*

EMS.6.7.3 Curriculum

Code: 5EJL02

Campus: Mahikeng

Delivery mode: Full-time   NO NEW STUDENT INTAKE FOR 2022

FIRST SEMESTER		
Module code	Module description	Credits
HRNM611	Human Resource Training and Development	12
HRNM612	The Human Resource Management Function	12
HRNM613	Industrial Relations and the Environment	12
HRMA611	Research Methodology and Data Management	16
First semester credits total		36
SECOND SEMESTER		
HRNM621	Strategic Human Resource Management	12
HRNM622	Collective Bargaining and Conflict Management	12
MCLM621	Labour Law	16
Second semester credits total		40
YEAR MODULES		
HRNM672	Research Project	32
Total credits for the curriculum		124

EMS.6.8   BACHELOR OF ADMINISTRATION HONOURS IN PUBLIC ADMINISTRATION

PROGRAMME IS PHASING OUT – NO NEW STUDENT INTAKE FROM 2021

EMS.6.8.1   Purpose of the qualification

a)   *To provide candidates with graduate level knowledge, analytical skills, interpersonal skills, effective oral and written communication skills, problem solving skills in the field of public administration, public management, governance, and development management studies, that would enable them to be self-driven, and integrated thinkers who can pursue continued professional growth.*

b)   *To provide South Africa with public administration professionals who are able to contribute to, and act within, a democratic, accountable, and responsive public administration environment.*

c)   *To provide South Africa with a significant number of graduates in order to ensure that the knowledge base and scholarly activity of the local administrative capacity and general political leadership, is widened.*

EMS.6.8.2   Curriculum

Code: 5GEL01: E601M

Campus: Mahikeng

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
PADM611	Advanced Public Administration Theories	16
PADM612	Advanced Public Organisation Studies	16
PADM613 OR PADM616	Advanced Development Management OR Advanced Public Human Resource Management	16
PADM614	Research Methodology	16
PADM618	Advanced Public Financial Administration	16
First semester credits total		80
SECOND SEMESTER		
LGAM621 OR PADM627	Advanced Local Government Administration OR Advanced Public Policy	16
Second semester credits total		16
YEAR MODULE		
PADM671	Research Methods in Public Administration	32
Total credits for the curriculum		128

EMS.7 BACHELOR OF ARTS HONOURS (BAHONS)

EMS.7.1 GENERAL ADMISSION REQUIREMENTS

Registration is the prescribed complete process a student has to follow to register as a student of the North-West University (General Academic Rule 1.10).

The applicant must comply with all the core module requirements of the primary part of the intended studies. Furthermore, he/she must comply with the specific requirements of the relevant programme. The general ability and academic achievements of the student in these core modules must, in each of the modules included, be of a satisfactory standard in the opinion of the relevant school director.

EMS.7.2 EXAMINATIONS

EMS.7.2.1 Examination opportunities

The examination opportunities and relevant rules are in accordance with General Academic Rule 1.13.4.

EMS.7.2.2 Composition of the participation mark

A participation mark for a module may be compiled from tests, assignments, and other forms of assessment.

In accordance with the NWU A-rules 1.13.1.1 and 1.13.1.2 as well as para 5.3 of the NWU Policy on Teaching, Learning and Assessment, the Faculty Board has the discretion to determine the module mark in undergraduate and postgraduate studies in the Faculty either by a combination of the participation mark and the examination mark or by means of a continuous assessment approach. In the instance that a continuous assessment approach is followed, the method and number of assessments, as well as the weight allocation of the assessments in each module, will be communicated by the module coordinators to the students.

EMS.7.2.3 Admission to examinations

a) *Admission to the examination in any module is gained by obtaining a proof of participation (General Academic Rule 1.13.2).*

b) *A proof of participation, which grants admission to the examinations, will only be issued after a student has, to the satisfaction of the school director, complied with the requirements explained in the study guide of the relevant module.*

EMS.7.2.4 Module mark

The module mark is calculated according to the ratio between the participation mark and the examination mark as indicated in the study guide. All modules require a participation mark.

A final mark of 49% is condoned to 50%. If a student has only one module outstanding to graduate and has a final mark of 48% for this specific module, the mark will be condoned to 50%.

EMS.7.2.5 Pass requirements

a) *The stipulations of General Academic Rule 1.13.3 apply.*

b) *The sub-minimum for all modules in which examinations are taken is 40%.*

c) *The pass requirement of a module in which examinations are taken, is a module mark of 50%.*

d) *By passing all the modules of which the programme is compiled individually, the programme is passed.*

e) *A module is passed with distinction if a module mark is 75% and the degree/programme is passed with distinction if the average of all the modules in the curriculum is 75%. The final result of 74% for a BHons and M qualification may be condoned to 75% for a final mark.*

f) *As far as the Postgraduate Diploma in Accountancy and Honours BCom (Chartered Accountancy) programmes (CTA) are concerned, the following additional rules apply:*

g) *Students have to pass all of the modules in one year to obtain the degree/diploma. Re-admission to the said programme is not automatic.*

h) *If a student's progress during the year is not satisfactory, he/she will not be allowed to the final CTA examinations (end-of-year examination). If an average of 30% is not achieved by March, the student's CTA studies will be terminated and the student can then convert to another suitable programme. If an average of 35% is not achieved by June, the student's CTA studies will be terminated.*

EMS.7.2.6 Repetition of modules and second examination opportunities

A once-only repetition of modules not passed takes place in terms of the stipulations of General Academic Rule 3.5.2. A student that fails in one or more modules of the examination of an honours study may be allowed by the lecturer, in co-operation with the school director, to write a second examination opportunity in this specific module(s) according arrangements in the specific study guide/class (A-rule 3.5.2.1).

As far as the BA and BCom (Industrial Psychology or Human Resource Management or Labour Relations Management) Honours programmes are concerned, the following apply:

A student that fails two modules may be allowed to write a second examination opportunity in these specific modules at the end of the year. A maximum of 50% can be achieved for these modules. Should students fail more than two modules, the student will not be provided with a second examination opportunity at the end of the year but will however be required to repeat these modules in the next academic year.

EMS.7.2.7 Termination of studies

A student's studies may be terminated in terms of the stipulations of General Academic Rule 1.18.

A student whose studies have been terminated may, in accordance with the applicable faculty rules, apply for admission to another study programme, but must in the course of the application mention the termination.

EMS.7.2.8 Modules and credits

a) *A module has a code, for example ABCP874 and a descriptive name.*

b) *Each of the modules carries a specific "weight", which is known as credits.*

EMS.7.3   BACHELOR OF ARTS HONOURS IN INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY

Code: 5EKL01: E601P/V

Campus: Potchefstroom, Vanderbijlpark (English)

Delivery mode: Full-time (PC); Full-time or part-time (VC)

FIRST SEMESTER		
Module code	Module description	Credits
IOPP612	Psychological Evaluation	8
IOPP613	Organisational Psychology, Development and Change	16
IOPP614	Research Methodology and Psychometrics	16
IOPP615	Career Psychology	8
IOPP616	Psychological Wellbeing	8
IOPP673 (Year module)	Research Project	15
First semester credits total		71
SECOND SEMESTER		
IOPP673 (Year module)	Research Project	15
HRMA622	Human Capacity Building	8
HRMA623	Human Resource Management Strategies	16
IOPP624	Psychometric Practical Work	48
IOPP625	Workplace Counselling	8
Second semester credits total		95
Total credits for the curriculum		166

EMS.7.4   BACHELOR OF ARTS HONOURS IN HUMAN RESOURCE MANAGEMENT

Code: 5GGL01: E601P/V

Campus: Potchefstroom, Vanderbijlpark (English)

Delivery mode: Full-time (PC); Full-time or part-time (VC)

FIRST SEMESTER		
Module code	Module description	Credits
IOPP613	Organisational Psychology, Development and Change	16
HRMA614	Research Methodology and Data Management	16
IOPP615	Career Psychology	8
IOPP616	Psychological Wellbeing	8
HRMA615	HR Corporate Governance	8
HRMA671 (Year module)	Research Project	15
First semester credits total		71
SECOND SEMESTER		
HRMA622	Human Capacity Building	8
HRMA623	Human Resource Management Strategies	16
LARM623	Applied Labour Relations	16
LARM624	Collective Bargaining & Negotiations	16
HRMA671 (Year module)	Research Project	15
Second semester credits total		71
Total credits for the curriculum		142

EMS.7.5   BACHELOR OF ARTS HONOURS IN LABOUR RELATIONS

EMS.7.5.1   Admission requirements

Admission requirements for students who completed their undergraduate degrees at the North-West University:

a)   *The student must have completed LARM111 (or LARM112), LARM211 (or LARM212), LARM221, LARM311 and LARM321. A minimum of 60% must have been obtained for LARM311 and LARM321. The student must have passed IOPS211 and obtained at least 60% for IOPS321 and a 60% average for IOPS311 and IOPS321 combined. The IOPS321 module is needed to continue with LARM614 and LARM671. Statistics, STTN111, must also be completed. Students may apply for recognition of similar modules as those mentioned in this paragraph. Students pursuing a master's degree must ensure that they also enrol for STTN124. Only a certain number of students can be accommodated; therefore, all prospective BComHons and BAHons applicants are subjected to a selection process.*

Admission requirements of learners who completed their undergraduate studies at other schools or faculties of the NWU or other accredited universities:

b)   *Students from other schools or faculties of the NWU as well as students from other recognised universities will have to apply for recognition of prior learning (RPL). Outcomes of the completed modules in the applicant's completed degree will be compared to those presented in this qualification. Credit will be given for modules that are similar to those mentioned above. Students applying for RPL must provide the relevant school or department with a certified copy of his/her study record as well as the outcomes covered in his/her completed degree.*

c)   *The admission requirements as mentioned above are also applicable here. The applicant must also have completed his/her undergraduate qualification.*

EMS.7.5.2   Curriculum

Code: *5ELL01: E601P/V*

Campus: *Potchefstroom, Vanderbijlpark (English)*

Delivery mode: *Full-time (PC); Full-time or part-time (VC)*

FIRST SEMESTER		
Module code	Module description	Credits
IOPP613	Organisational Psychology, Development and Change	16
LARM612	Social Change	8
LARM617	Research Methodology and Data Management	16
HRMA615	HR Corporate Governance	8
LARM615	Advanced Labour Relations	16
LARM671 (Year module)	Research Project	15
First semester credits total		79
SECOND SEMESTER		
LARM671 (Year module)	Research Project	15
LARM623	Applied Labour Relations	16
LARM624	Collective Bargaining & Negotiations	16
LARM626	Labour Market Principles	16
Second semester credits total		63
Total credits for the curriculum		142

EMS.7.6   BACHELOR OF ARTS HONOURS IN TOURISM MANAGEMENT

EMS.7.6.1   Curriculum

Code: 5FBL02: E601M/P

Campus: Mahikeng, Potchefstroom

Delivery mode: Full-time

YEAR MODULES		
Module code	Module description	Credits
TMBP676	Advanced Tourism Management and Development	30
TMBP680	Advanced Nature Tourism	30
TMBP678	Advanced Tourism Marketing	30
TMBP679	Research in Tourism Management	38
Total credits for the curriculum		128

- *Requirements: 65% in the core modules of TMBP211, 221, 311, 312, 321, and 322.*
- *Admission is subject to a selection process.*

EMS.8   BACHELOR OF COMMERCE HONOURS (BCOMHONS)

This qualification can be obtained in one of the programmes and curricula described in section EMS.3 and can be taken full-time or part-time (certain programmes only).

EMS.8.1   MINIMUM AND MAXIMUM DURATION

See EMS.1.2.4.

EMS.8.2   GENERAL ADMISSION REQUIREMENTS

a)   *The applicant should already be in possession of an applicable bachelor's degree, or equivalent qualification, as approved by Senate.*

b)   *The applicant should adhere to all the requirements related to majors for the primary part of the proposed BComHons programme. An average of at least 60% for the relevant major in the final year is required.*

c)   *The general capability and academic performance of the applicant in this/these major(s) for each of the modules included in the curriculum, should be to the satisfaction of the relevant director.*

d)   *BCom status is only conferred if the following modules have been passed or exemption on basis of specific assignments for curricula was granted by the director: ECON111, ECON121, BMAN111, BMAN121, ACCF111, ACCF121.*

e)   *In addition to this the director may also require the applicant to have passed relevant modules in the following programmes before BCom status is conferred to the relevant applicant: Human Sciences, Mathematics, Statistics, Computer Studies.*

EMS.8.3   ARTICULATION AND EXIT POINT

On vertical level, the BComHons qualification articulates the possibility to apply for admission to NQF level 8 or HEQF level 9 qualifications, specifically the Master's qualifications within the student's chosen specialist discipline.

EMS.8.4   COMPOSITION OF THE PARTICIPATION MARK

A participation mark for a module may be compiled from tests, assignments, and other forms of assessment.

In accordance with the NWU A-rules 1.13.1.1 and 1.13.1.2 as well as para 5.3 of the NWU Policy on Teaching, Learning and Assessment, the Faculty Board has the discretion to determine the module mark in undergraduate and postgraduate studies in the Faculty either by a combination of the participation mark and the examination mark or by means of a continuous assessment approach. In the instance that a continuous assessment approach is followed, the method and number of assessments, as well as the weight allocation of the assessments in each module, will be communicated by the module coordinators to the students.

EMS.8.5   BACHELOR OF COMMERCE HONOURS IN ACCOUNTANCY

EMS.8.5.1   Purpose of the qualification

The curriculum compiled in this programme equips students with a broad range of integrated knowledge that, together with cohesive skills, attitudes and behaviours accounts for the ability to deliver a specified professional service as expected from a graduate entering the accountancy profession; an understanding of the theories, research methodologies, methods and techniques relevant to the accountancy field; and an understanding of how to apply such knowledge in a particular context, including a selection of Specific Competencies in the fields of Strategy, Risk Management and Governance, Accounting and External Reporting, Auditing and Assurance, Financial Management, Management Decision Making and Control and Taxation.

The above purpose is in line with the NQF level 8 descriptor and the curriculum is designed to include and address the mentioned competency areas, as well as to develop personal attributes, ethical behaviour and professionalism and life-long learning skills.

EMS.8.5.2   Curriculum outcomes

On completion of this curriculum, the student should be able to demonstrate:

a) *the broad range of integrated knowledge that together with cohesive skills, attitudes and behaviour accounts for the ability to deliver a specified professional service as expected from a graduate entering the accountancy profession;*

b) *an understanding of the theories, research methodologies, methods and techniques relevant to the accountancy field and an understanding of how to apply such knowledge in a particular context, including a selection of Specific Competencies in the fields of Strategy, Risk Management and Governance, Accounting and External Reporting, Auditing and Assurance, Financial Management, Management Decision Making and Control and Taxation;*

c) *an ability to interrogate multiple sources of knowledge in the accountancy field and to evaluate knowledge and processes of knowledge production, including the use of information technology;*

d) *an understanding of the complexities and uncertainties of selecting, applying or transferring appropriate standard procedures, processes, research methods or techniques to unfamiliar problems in accountancy;*

e) *an ability to use a range of specialised skills to identify, analyse and address complex or abstract problems drawing systematically on the body of knowledge and methods appropriate to accountancy;*

f) *an ability to identify and address ethical issues based on critical reflection on the suitability of different ethical value systems to specific contexts and act in a professional manner;*

g) *an ability to critically review information gathering, synthesis of data, evaluation and management processes in accountancy in order to develop creative responses to problems and issues;*

h) *an ability to present and communicate professional ideas and texts effectively to a range of audiences, offering creative insights, rigorous interpretations and solutions to problems and issues appropriate to the context;*

i) *an ability to operate effectively within a team, or manage a team based on an understanding of the roles and relationships between elements within the team;*

j) *an ability to apply, in a self-critical manner, learning strategies which effectively address his or her professional and life-long learning needs; and*

k) *an ability to take full responsibility for his or her work, decision-making and use of resources, and full accountability for the decisions and actions of others where appropriate.*

EMS.8.5.3   Admission requirements

To be admitted to the Bachelor of Commerce Honours in Accountancy the student:

a) *must have obtained a BCom, BAcc, or an equivalent degree as approved by the Faculty Board. This degree must, as a minimum, include the following modules (or equivalent courses): Accounting, Auditing, Management Accounting and Financial Management, and Taxation, all at third-year level i.e. NQF level 7; AND*

b) *the student must have obtained an average of at least 53% in each of the three elected modules out of the following possible modules: Accounting, Auditing, Management Accounting & Financial Management, and Taxation in the final year; OR*

c) *students who completed the BCom (Forensic Accountancy) or BComHons (Forensic Accountancy) may apply for admission if they have also met the requirements of paragraphs (a) and (b) above, as well as successfully passed the following additional modules: Management Accounting and Financial Management on both second- and third-year level, as well as Strategy, Risk Management and Governance on third year level; AND*

d) *if any of the modules referred to in paragraph (b) were passed longer than five years ago, admission is subject to the discretion of the programme leader; AND*

e) *if the applicant previously studied with another university, stricter requirements may be applied; OR*

f) *previously unsuccessful students wishing to repeat the Bachelor of Commerce Honours in Accountancy may be allowed to do so once, on the sole discretion of the programme leader of the Programme for Chartered Accountants' Training after considering performance during the first attempt; OR*

g) *applicants who previously attempted the Certificate in the Theory of Accounting (CTA) or equivalent at any other university may be admitted to the Bachelor of Commerce Honours in Accountancy on the sole discretion of the programme leader of the Programme for Chartered Accountants' Training; AND*

h) *an application must be made on the prescribed form to the programme leader of the Programme for Chartered Accountants' Training (CA) on or before 30 November of the year preceding the Bachelor of Commerce Honours in Accountancy studies; AND*

i) *the number of students that can be admitted is limited to the available capacity. The applicant's marks for the subjects mentioned in paragraph (b) may be a decisive consideration. Preference will be given to students who studied at this university in the year immediately preceding the Bachelor of Commerce Honours in Accountancy, and thereafter to other applicants.*

EMS.8.5.4   Curriculum

Code: *5GKL01: E601P/V*

Campus: *Potchefstroom, Vanderbijlpark*

Delivery mode: Full-time

YEAR MODULES		
Module code	Module description	Credits
Core module		
RPRO671	Research Project for Accountancy Students	32
Elective modules – choose any three of the following modules		
ACCC671	Advanced External Financial Reporting	40
AUDT671	Advanced Auditing & Governance	40
TAXC671	Advanced Taxation	40
MAFM671	Advanced Management Accounting and Financial Management	40
Total credits for the curriculum		152

EMS.8.6 BACHELOR OF COMMERCE HONOURS IN CHARTERED ACCOUNTANCY

EMS.8.6.1 Purpose of the qualification

After completion of this qualification, the student will demonstrate mastery of all the applied competencies at NQF level 8 as required by the relevant SAQA level descriptors. This includes competencies related to scope of knowledge, applicable methods and procedures, effective problem-solving techniques, ethical and professional practice, management of information and responsible and accountable scholarly conduct.

The curriculum compiled in this programme, equips students with high-level knowledge of concepts, structures, models, theories, principles, skills, research methodologies and applied competencies, to enable them to participate meaningfully in the current economic climate and pursue successful careers in their chosen fields.

Furthermore, this curriculum enables the student to develop his/her intellectual and moral capacity in a specialised way to understand the economic and business environment, as well as to think critically and innovatively to form the basis for further specialisation through means of advanced qualifications.

EMS.8.6.2 Curriculum outcomes

On completion of this curriculum, the student will be able to demonstrate:

a) *the broad range of integrated knowledge that together with cohesive skills, attitudes and behaviour account for the ability to deliver a specified professional service as expected from a graduate entering the accountancy profession;*

b) *an understanding of the theories, research methodologies, methods and techniques relevant to the accountancy field and an understanding of how to apply such knowledge in a particular context, including Specific Competencies in the fields of Strategy, Risk Management and Governance, Accounting and External Reporting, Auditing and Assurance, Financial Management, Management Decision Making and Control and Taxation;*

c) *an ability to interrogate multiple sources of knowledge in the accountancy field and to evaluate knowledge and processes of knowledge production, including the use of information technology;*

d) *an understanding of the complexities and uncertainties of selecting, applying or transferring standard procedures, processes, research methods or techniques to unfamiliar problems in accountancy;*

e) *an ability to use a range of specialised skills to identify, analyse and address complex or abstract problems drawing systematically on the body of knowledge and methods appropriate to accountancy;*

f) *an ability to identify and address ethical issues based on critical reflection on the suitability of different ethical value systems to specific contexts and act in a professional manner;*

g) *an ability to critically review information gathering, synthesis of data, evaluation and management processes in accountancy in order to develop creative responses to problems and issues;*

h) *an ability to present and communicate professional ideas and texts effectively to a range of audiences, offering creative insights, rigorous interpretations and solutions to problems and issues appropriate to the context;*

i) *an ability to operate effectively within a team, or to manage a team based on an understanding of the roles and relationships between elements within the team;*

j) *an ability to apply, in a self-critical manner, learning strategies which effectively address his or her professional and life-long learning needs; and*

k) *an ability to take full responsibility for his or her work, decision-making and use of resources, and full accountability for the decisions and actions of others where appropriate.*

EMS.8.6.3 Admission requirements

To be admitted to the BComHons (CA) the student:

a) *must have obtained a BCom, BAcc, or an equivalent degree as approved by the Faculty Board. This degree must, as a minimum, include the following modules (or equivalent courses): Accounting, Auditing, Management Accounting and Financial Management, and Taxation, all at third-year level i.e. NQF level 7; AND*

b) *the student must have obtained an average of at least 57% in each of Accounting, Auditing, Management Accounting and Financial Management, and Taxation in his/her final year. If any of the above-mentioned modules was passed by adjustment or condonation (including through the utilisation of a "third opportunity" exam), then admission will be rejected; OR*

c) *a student who obtained any BCom degree other than a BCom (CA) or equivalent, should obtain the BComHons (Financial Accountancy) to be admitted to the BComHons (CA). The same percentage requirements as stated in paragraph (b) above will then apply; OR*

d) *students who completed the BCom (Forensic Accountancy) at NWU may apply for admission if they have successfully passed the following additional modules: Management Accounting and Financial Management on both second- and third-year level, as well as Strategy, Risk Management and Governance on third year level. In addition, the student must have also met the requirements of paragraphs (a) and (b) above; OR*

e) *students who completed the BComHons (Forensic Accountancy) at NWU may apply for admission if they have successfully passed the following additional modules: Management Accounting and Financial Management on both second- and third-year level, as well as Strategy, Risk Management and Governance on third year level. In addition, the student must have obtained an average of at least 57% in Accounting, and a combined average of 57% for Auditing, Management Accounting and Financial Management, and Taxation at third year level. For these purposes the relevant modules in the BComHons (Financial Accountancy) will be considered as equivalent to the third year CA modules; AND*

f) *students who completed the BComHons (Financial Accountancy) at NWU may apply for admission if the student met the requirements of paragraph (b) above; AND*

g) *the modules referred to in paragraph (b) must have been passed in the immediately preceding year, or the year before that (i.e. in the two years preceding enrolment for the BComHons CA). If any of these modules were passed longer than two years ago, the percentage requirements mentioned in paragraph (b) is increased to 65% for each affected subject. If any of these modules were passed longer than three years ago, the student may be required to write an admission test or will be rejected; AND*

h) *if the applicant previously studied with another university, stricter requirements may be applied; OR*

i) *previously unsuccessful students wishing to repeat the BComHons (CA) may be allowed to do so once, but only if they achieved at least 45% for three of the four modules and at least 40% for the fourth one, or have already obtained the BComHons (Financial Accountancy); OR*

j) *applicants who previously, but not more than once, attempted the Certificate in the Theory of Accounting (CTA) or equivalent at any other university may be admitted to the BComHons (CA) if the applicant achieved at least 45% for three of the four main subjects and at least 40% for the fourth one; AND*

k) *an application must be made on the prescribed form to the programme leader of the Programme for Chartered Accountants' Training (CA) on or before 30 November of the year preceding the BComHons (CA) studies; AND*

l) *the number of students that can be admitted is limited to the available capacity. The applicant's average mark for the four subjects mentioned in paragraph (b) may be a decisive consideration. Preference will be given to students who studied at this university in the year immediately preceding the BComHons (CA), and thereafter to other applicants; OR*

m) *applicants not satisfying the admission or re-admission requirements may be advised to do an appropriate bridging course, e.g. the BComHons (Financial Accountancy).*

EMS.8.6.4   Curriculum

Code: 5GJL01: E601P/V

Campus: Potchefstroom, Vanderbijlpark

Delivery mode: Full-time

YEAR MODULES		
Module code	Module description	Credits
ACCC671	Advanced External Financial Reporting	40
AUDT671	Advanced Auditing & Governance	40
TAXC671	Advanced Taxation	40
MAFM671	Advanced Management Accounting and Financial Management	40
RPRO671	Research Project for Accountancy Students	32
Total credits for the curriculum		192

EMS.8.7 BACHELOR OF COMMERCE HONOURS IN FINANCIAL ACCOUNTANCY

EMS.8.7.1 Curriculum outcomes

On completion of this curriculum, the student should:

a) *display in-depth knowledge of and insight into the economic and business environments and solve the problems resulting from these, also by making use of other disciplines;*

b) *identify and solve convergent and divergent economic and business-related problems creatively and critically on the basis of his/her knowledge of multidisciplinary concepts, structures, models, theories, principles and research methods; and*

c) *display an understanding of the need for retaining competency and healthy practices in order to keep pace with the changing economic environment of new methods, techniques and competing challenges.*

EMS.8.7.2 Admission requirements

a) *To be admitted to the BComHons Financial Accountancy degree the student must be in possession of a BCom or other degree, as approved by the Faculty Board. This degree must include the following modules (or equivalent courses): Financial Accounting (ACCF372 or ACCC372), Income Tax (TAXF372 or TAXC372), Management Accounting and Financial Management (MACC372 and FINM372), Auditing (EAGR371 or GEAR371) and Business Sciences (BSST371 or BSCI371). Please note that with the exception of commercial law the student should pass all these core modules at NQF level 7.*

b) *For ACCF372 and TAXF372 or equivalent courses an average module mark of 60% for each is required, for MACC372 and FINM372 or equivalent courses a combined average of 55% and for the other modules an average of 50%.*

c) *If any of these modules were passed longer than three years ago, the student may be required to write an admission test.*

d) *To be admitted to this degree an application must be made on the prescribed form to the programme leader of the Programme for Financial Accountancy before the onset of the academic year.*

e) *Successful completion of this BComHons Financial Accountancy degree could provide access to the Postgraduate Diploma in Accountancy or the BComHons Chartered Accountancy degree. The same percentage requirements as stated in paragraph (b) of the CTA admission requirements (EMS.20.4 & EMS.43.4) (b)) will then apply.*

EMS.8.7.3 Curriculum

Code: 5ESL01: E601M/P/V

Campus: Mahikeng, Potchefstroom, Vanderbijlpark

Delivery mode: Full-time (MC, PC, VC); Part-time (PC, VC)

YEAR MODULES		
Module code	Module description	Credits
REIP671	Advanced Taxation and Trusts	32
REKP671	Advanced IRFS and Group Statements	32
REKP674	Advanced Auditing: Corporate Governance, Standards and Statutory Requirements	32
REKP675	Financial Management and Strategy	32
REKP676	Research Report in Financial Accountancy	32
Total credits for the curriculum		160

EMS.8.8　BACHELOR OF COMMERCE HONOURS IN MANAGEMENT ACCOUNTANCY

EMS.8.8.1　Admission requirements

The following requirements apply:

a)　*Admission requirement for MACC372, FINM372 and ACCF372 is 60%.*

b)　*Admission requirement for MDAC372 and FMAN372 is 52%.*

c)　*Admission requirement for ACCC372 is 50%.*

d)　*The combination of the above three majors' requirements are taken into consideration for selection.*

EMS.8.8.2　Curriculum

Code:　　　　5EYL01: E601P

Campus:　　Potchefstroom

Delivery mode: Full-time or part-time (English)

FIRST SEMESTER		
Module code	Module description	Credits
MACC611	Organisational Management	16
MACC612	Planning and Evaluation	16
MACC614	Risk Management	16
MACC615	Financial Accounting	16
First semester credits total		64
SECOND SEMESTER		
MACC621	Integrated Management	16
MACC622	Business Strategy	16
MACC624	Financial Strategy	16
MACC625	Decision-making and Control	16
Second semester credits total		64
YEAR MODULE		
MACC671	Applied Research Project for Management Accountants	32
Total credits for the curriculum		160

EMS.8.9   BACHELOR OF COMMERCE HONOURS IN FORENSIC ACCOUNTANCY

EMS.8.9.1   Purpose of the qualification

The curriculum compiled in this programme, equips students with high-level knowledge of concepts, structures, models, theories, principles, skills, research methodologies and applied competencies, to enable them to participate meaningfully in the current economic climate and pursue successful careers in their chosen fields.

Furthermore, this curriculum enables the student to develop his/her intellectual and moral capacity in a specialised way to understand the economic and business environment, as well as to think critically and innovatively to form the basis for further specialisation through means of advanced qualifications.

EMS.8.9.2   Curriculum outcomes

On completion of this curriculum, the student will be able to demonstrate:

a)   *the broad range of integrated knowledge that together with cohesive skills, attitudes and behaviour account for the ability to deliver a specified professional service as expected from a graduate entering the forensic accountancy profession;*

b)   *an understanding of the theories, research methodologies, methods and techniques relevant to the forensic accountancy field and an understanding of how to apply such knowledge in a particular context, including Specific Competencies in the fields of Strategy, Risk Management and Governance, Accounting and External Reporting, Auditing and Assurance, Financial Management, Management Decision Making and Control, Taxation and Law (specifically the Law of Evidence, Criminal Law and the Law of Criminal Procedure);*

c)   *an ability to interrogate multiple sources of knowledge in the forensic accountancy field and to evaluate knowledge and processes of knowledge production, including the use of information technology;*

d)   *an understanding of the complexities and uncertainties of selecting, applying or transferring appropriate standard procedures, processes, research methods or techniques to unfamiliar problems in forensic accountancy;*

e)   *an ability to use a range of specialised skills to identify, analyse and address complex or abstract problems drawing systematically on the body of knowledge and methods appropriate to forensic accountancy;*

f)   *an ability to identify and address ethical issues based on critical reflection on the suitability of different ethical value systems to specific contexts and act in a professional manner;*

g)   *an ability to critically review information gathering, synthesis of data, evaluation and management processes in forensic accountancy in order to develop creative responses to problems and issues;*

h)   *an ability to present and communicate professional ideas and texts effectively to a range of audiences, offering creative insights, rigorous interpretations and solutions to problems and issues appropriate to the context;*

i)   *an ability to operate effectively within a team, or to manage a team based on an understanding of the roles and relationships between elements within the team;*

j)   *an ability to apply, in a self-critical manner, learning strategies which effectively address his or her professional and life-long learning needs; and*

k)   *an ability to take full responsibility for his or her work, decision-making and use of resources, and full accountability for the decisions and actions of others where appropriate.*

EMS.8.9.3   Admission requirements

To be admitted to the BComHons Forensic Accountancy the student:

a)   *must have obtained a BCom in Forensic Accountancy, or an equivalent degree. Last mentioned degree must, as a minimum, include the following modules (or equivalent courses): Accounting, Auditing, Taxation, all at third-year level i.e. NQF level 7 on the level of a BCom in Chartered Accountancy, PLUS LLB modules (i.e. Criminal Law, Specific Crimes, Law of Civil Procedure, Law of Delict, Law of Criminal Procedure, Law of Evidence and Labour Law), PLUS equivalent Forensic Investigative modules; AND*

b)   *should obtain an average of at least 55% for Forensic Accounting and 55% for Accounting in the final year of the BCom Forensic Accountancy, or equivalent degree, to be able to apply for admission to the BComHons Forensic Accountancy;*

c)   *if the applicant previously studied with another university, stricter requirements may be applied;*

d)   *an application must be made on the prescribed form to the programme leader of the Programme for Forensic Accountancy on or before 30 November of the year preceding the student wishes to start with his/her studies for this degree; AND*

e)   *the number of students that can be admitted is limited to the available capacity. The applicant's average mark for the two modules mentioned in paragraph (b) may be a decisive consideration. Preference will be given to students who studied at this university in the year immediately preceding the envisaged commencement of studies for this degree, and thereafter to other applicants.*

EMS.8.9.4   Curriculum

Code: *5EBL01: E601P*

Campus: *Potchefstroom*

Delivery mode: Full-time

YEAR MODULES		
Module code	Module description	Credits
FORP673	Applied Research in Forensic Accounting and Investigation Practice	32
FORP674	Advanced Forensic Accountancy and Practice Management	32
FORP675	Advanced Forensic Investigation	32
REKP671 OR FORP676	Advanced IFRS and Group Statements OR Forensic Regulatory Compliance and Technology	32
Total credits for the curriculum		128

EMS.8.10   BACHELOR OF COMMERCE HONOURS IN ECONOMICS

EMS.8.10.1   Purpose of the qualification

The curriculum compiled in this programme, equips students with high-level knowledge of concepts, structures, models, theories, principles, skills, research methodologies and applied competencies, to enable them to participate meaningfully in the current economic climate and pursue successful careers in their chosen fields.

Furthermore, this curriculum enables the student to develop his/her intellectual and moral capacity in a more specialised way to understand the economic and business environment, as well as to think critically and innovatively.

EMS.8.10.2   Curriculum outcomes

On completion of this curriculum, the student should:

a)   *display a profound knowledge of and insight into the economics and business environments and be able to solve problems resulting from this in conjunction with other disciplines;*

b)   *based on his/her knowledge of multidisciplinary concepts, structures, models, theories, principals and research methodologies, be able to identify and solve convergent and divergent economic and business-related problems in a creative and critical manner;*

c)   *show an understanding for the need for maintaining competency and healthy practice to keep in step with the changing economic environment of new methods, techniques and competitive challenges; and*

d)   *be sensitive to the socio-economic needs of our heterogeneous and multicultural business communities and that of the world in general.*

EMS.8.10.3   Specific admission requirements

A potential candidate must be in the possession of a bachelor's degree or an equivalent qualification with a major in Economics.
- An overall average of at least 65% for the following core modules is required:
    - Intermediate macro-economics;
    - Intermediate micro-economics;
    - Monetary and fiscal policy/public economics;
    - Econometrics/Quantitative/Mathematical economics; and
    - Any additional advanced third-year Economics module that is deemed applicable by the selection committee.
- Note: Selections are still limited to capacity constraints.

EMS.8.10.4   Curriculum

Code: 5EPL01: E601M/P/V

Campus: Mahikeng, Potchefstroom, Vanderbijlpark (English)

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
ECOH611	Micro-economics	16
ECOH612	Macro-economics	16
ECOH617	Econometrics	16
Electives (select one): ECOH613 (P) ECOH614 (P) ECOH615 (V) ECOH616 (M) ECOH618 (M)	 Labour Economics Competition Policy Poverty Analysis Policy Analysis Industrial Economics	16
First semester credits total		64

SECOND SEMESTER		
ECOH671	Research Project	32
Electives (select three): ECOH621 (P, V) ECOH622 (P, V, M) ECOH623 (M) ECOH624 (P, V) ECOH625 (P) ECOH626 (M) ECOH627 (M) ECOH628 (V)	Development Economics Monetary and Fiscal Policy Advanced Mathematical Economics Geographical Economics Economic Modelling Energy and Environmental Economics Power Systems Economics History of Economic Thought	3 x 16
Second semester credits total		80
Total credits for the curriculum		144

EMS.8.11 BACHELOR OF COMMERCE HONOURS IN AGRICULTURAL ECONOMICS

EMS.8.11.1 Curriculum

Code: 5FYL01: E601P

Campus: Potchefstroom

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
ECOH611	Micro-economics	16
AECP611	Agricultural policy and development	16
AECP612	Agricultural Marketing	16
ECOH617	Econometrics	16
ECOH672	Research report *	16
First semester credits total		80
SECOND SEMESTER		
AECP621	Advanced Production Economics Students register for EKRP623 instead of AECP621 in 2023.	16
AECP622	Agricultural Finance	16
ECOH672	Research Report *	16
	CHOOSE ONE MODULE	
EKIP622	Applied International Macro-economics	16
ECOH625 (not offered in 2023)	Economic modelling	16
Second semester credits total		64
Total credits for the curriculum		144

* Research report totals 32 credits as year module.

Prerequisites: The general guideline is a minimum of 65% per module, obtained in the following modules:

AECP311, AECP321. AECP322 AND EKRP321

EMS.8.12 BACHELOR OF COMMERCE HONOURS IN ECONOMICS WITH RISK MANAGEMENT

EMS.8.12.1 Curriculum

Code: 5EPL03: E601P/V

Campus: Potchefstroom, Vanderbijlpark (English)

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
EKRP611	Investment Management	16
ECOH612	Macro-economics	16
EKRP615	Derivative Instruments	16
ECOH617	Econometrics	16
First semester credits total		64
SECOND SEMESTER		
EKIP622	Applied International Macro-economics	16
ECOH622	Monetary and Fiscal Policy	16
EKRP623	Risk Management	16
ECOH671	Research Project	32
Second semester credits total		80
Total credits for the curriculum		144
Prerequisites: • A minimum of 65% for each of the following modules: EKRP211, EKRP221, EKRP311, EKRP321, ECON211, ECON325 or • A minimum of 65% for each of the following modules: EKRP311, FINM271, BWIA271, ECON211, STTN316. • Further selection criteria apply.		

EMS.8.13 BACHELOR OF COMMERCE IN INTERNATIONAL TRADE

EMS.8.13.1 Curriculum

Code: 5EVL01: E601P

Campus: Potchefstroom (English)

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
EKIP613	International Marketing Strategy	16
EKIP616	International Trade Analysis	16
EKIP618	Research Methods in International Trade	16
EKIP619	International Logistics Management	16
First semester credits total		64
SECOND SEMESTER		
EKIP622	Applied International Macro-economics	16
EKIP625	Export Administration	16
EKIP626	Cross Cultural Business Practices	16
ECOH671	Research Project	32
Second semester credits total		80

Total credits for the curriculum	144

Prerequisites:

- For 2021: A minimum of 65% for each of the following modules: EKIP212, EKIP222, EKIP312, EKIP322. A minimum of 60% for ECON325.
- From 2022: A minimum of 65% for each of the following modules: EKIP212, EKIP222, EKIP312, EKIP322, ECON325.

EMS.8.14   BACHELOR OF COMMERCE HONOURS IN INFORMATION SYSTEMS

EMS.8.14.1   Purpose of the programme
a. This programme prepares the students with knowledge of concepts, theories, research methodologies, skills and application of that knowledge in the information systems discipline so that they can meaningfully contribute to the information and communication technology (ICT) sector and pursue careers in numerous ICT industries, governance and academia.
b. Improve on the work done undergraduate and develop graduates who have harnessed their abilities problem solving, critical thinking and academic scholarship that they can apply in their future ICT endeavours.
c. Provide graduates with a deep enough theoretical insight into the ICT subject to enable them to pursue advanced postgraduate work or to adapt in a rapidly changing field.

EMS.8.14.2   Curriculum Outcomes
a. On completion of this curriculum, the student should be able to:
b. Display an understanding of advanced ICT concepts, development methodologies, information and data analytics, security and networks skills by applying these to create ICT solutions for real or hypothetical problems.
c. Demonstrate an understanding of the research process, methodologies and design, IS theoretical models, and academic writing by developing a comprehensive research project that addresses ICT problems.
d. Demonstrate an ability to effectively present and communicate the results of the work done by making presentation and writing reports or assignments as and when required by lecturer or department.
e. Demonstrate an ability to solve problems through creative thinking by creating or developing innovative ICT solutions.

EMS.8.14.3   EMS.8.14.3 Admission Requirements
a. To be admitted to this programme a candidate must have:
b. Obtained a BCom (IS) degree; or obtained an equivalent NQF level 7 degree, majoring in computing (e.g. computer science, information systems or information technology) whereby 50% or more of the degree subject is in computing.
c. Obtained an average of 60% or more in the core ICT modules excluding computer literacy. In addition to the average overall performance should be satisfactory to the departmental selection committee and director.
d. The number of students admitted is limited by available capacity.
e. If an applicant studied at another university stricter requirements may be applied.
f. Studied at least two high level programming languages.

EMS.8.14.4   Curriculum

Code: 5GDL01: E601M

Campus: Mahikeng (English)

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
INFS611	Advanced Databases Systems	16
INFS612	Information Systems Development	16
Electives (Select one): INFS613 INFS614	 Business Programming Languages Business Intelligence and Analytics	16
First semester credits total		48
SECOND SEMESTER		
INFS621	Management of Information Systems	16
INFS622	Business Information Systems Security	16
Electives (Select one): INFS623 INFS624 INFS625	 Human Computer Interaction Operating Systems IT Networks in Business	16
Second semester credits total		48
YEAR MODULE		
INFS671	Research Project	32
Total credits for the curriculum		128

EMS.8.15   BACHELOR OF COMMERCE HONOURS IN LOGISTICS

EMS.8.15.1   Curriculum

Code: 5EAL01: E601M

Campus: Mahikeng (English)

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
LMRM611	Research Methodology	12
LMNM611	Strategic Logistics Management	16
LMNM612	Logistics and Supply Chain Strategy	16
LMNM613	Supply Chain Alignment	16
First semester credits total		60
SECOND SEMESTER		
MANM624	Advanced Materials Management	18
TECM621	Freight Transport	16
LMRP621	Research Project	30
Second semester credits total		64
Total credits for the curriculum		124

EMS.8.16   BACHELOR OF COMMERCE HONOURS IN OPERATIONS RESEARCH

EMS.8.16.1   Purpose of the qualification

a)   *To provide the students with a sound theoretical knowledge in Operations Research*

b)   *To prepare students for professional careers in the field of Operations Research.*

c)   *To prepare students for master studies in Operations Research.*

d)   *To prepare students for employment in academic institutions, industry and government agencies.*

EMS.8.16.2   Admission requirements

To be admitted to the qualification a student should have a BCom with specialisation in Operations Research degree or its equivalent, with an average of at least 60% in third year (see General Academic Rules).

EMS.8.16.3   Curriculum

Code: 5GFL01: E601M

Campus: Mahikeng (English)

Delivery mode: Full-time

Module code	Module description	Credits
STFM611	Stochastic Models	15
STOM611	Optimization-1	15
STOM671	Research Project	30
Electives – select <u>four</u>: STOM612 STOM613 STOM614 STOM621 STOM622 STOM623 STOM624	 Network Analysis Reliability Theory Forecasting Methods Theory of Games Production Planning and Scheduling Optimization-2 Inventory Control	4 x 15
Total credits for the curriculum		120

EMS.8.17 BACHELOR OF COMMERCE HONOURS IN BUSINESS STATISTICS

EMS.8.17.1 Purpose of the qualification

a)   *To provide the students with a sound graduate theoretical knowledge in statistics*

b)   *To prepare students for professional careers in the field of statistics.*

c)   *To prepare students for master studies in Statistics*

d)   *To prepare students for employment in academic institutions, industry and government urgencies.*

EMS.8.17.2 Admission requirements

To be admitted to the qualification a student should have a BCom with specialisation in Statistics degree or its equivalent, with an average of at least 60% in third year (see General Academic Rules).

EMS.8.17.3 Curriculum

Code: 5EML01: E601M

Campus: Mahikeng (English)

Delivery mode: Full-time

Module code	Module description	Credits
STFM613	Multivariate Analysis	15
STFM616	Applied Regression Analysis	15
STFM671	Research Project	30
Electives (select <u>four</u>): STFM611 STFM612 STFM615 STFM621 STFM614	 Stochastic Models Advanced Probability Theory Decision Theory Design of Experiments and Sampling Statistical Quality Control	4 x 15
Total credits for the curriculum		120

EMS.8.18 BACHELOR OF COMMERCE HONOURS IN TRANSPORT ECONOMICS

EMS.8.18.1 Curriculum

Code: 5FWL01: E601M

Campus: Mahikeng (English)

Delivery mode: Full-time or part-time

FIRST SEMESTER		
Module code	Module description	Credits
TECM611	Strategic Transport Management	16
TECM612	Public Transport	16
TECM613	Transport Policy and Regulation	16
TERM611	Research Methodology	18
First semester credits total		66
SECOND SEMESTER		
TECM621	Freight Transport	16
TECM622	Transport Planning	16
TERP621	Research Project	30
Second semester credits total		62
Total credits for the curriculum		128

EMS.8.19 BACHELOR OF COMMERCE HONOURS IN MANAGEMENT SCIENCES WITH BUSINESS MANAGEMENT

EMS.8.19.1 Purpose of the qualification / *Doel van die kwalifikasie*

This curriculum empowers students with high-level knowledge of concepts, structures, models, theories, principles, skills, research methodologies and applied competencies, to enable them to follow lucrative careers in the changing economic and business environment of the new millennium.

Furthermore, this curriculum enables the student to develop his/her intellectual and moral capacity in a more specialised way to understand the business environment, as well as to think critically and innovatively to form the basis for further specialisation through means of advanced qualifications.

EMS.8.19.2 Specific admission requirements / *Spesifieke toelatingsvereistes*

a)   *Only applicants with a BCom in Business Management, or a similar BCom degree that offers three or more Business Management modules on 3rd year level will be considered.*

b)   *Applicants must have obtained a minimum of 60% in three 3rd year Business Management modules.*

c)   *BMAR321 or an equivalent research module (16 credits) is compulsory, with a minimum of 60%.*

d)   *Only the best 25 students per campus will be selected according to their academic performance.*

e)

EMS.8.19.3 Curriculum

Code: *5EXL01: E602M/P/V*

Campus: *Mahikeng, Potchefstroom, Vanderbijlpark*

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
BMAN612 (PC & VC) BMAN613 (MC)	Advanced Entrepreneurship (PC & VC) Advanced Operations Management (MC)	16
BMAN615	Advanced Strategic Management	16
BMAR614	Retail Marketing Management	16
First semester credits total		48
SECOND SEMESTER		
BMAN625	Advanced Financial Management	16
BMAN627	Advanced Project Management	16
BMAR626	Advanced Digital Marketing	16
Second semester credits total		48
YEAR MODULE		
BMAN672	Business Research Project	42
Total credits for the curriculum		138

EMS.8.20 BACHELOR OF COMMERCE HONOURS IN MARKETING WITH MARKETING MANAGEMENT

EMS.8.20.1 Purpose of the qualification / *Doel van die kwalifikasie*

The curriculum compiled in this programme, empowers students with high-level knowledge of concepts, structures, models, theories, principles, skills, research methodologies and applied competencies, to enable them to follow lucrative careers in the changing economic and business environment of the new millennium.

Furthermore, this curriculum enables the student to develop his/her intellectual and moral capacity in a more specialised way to understand the marketing and business environment, as well as to think critically and innovatively to form the basis for further specialisation through means of advanced qualifications.

EMS.8.20.2 Specific admission requirements / *Spesifieke toelatingsvereistes*

a) *Only applicants with a BCom in Marketing Management, or a similar BCom degree that offers three or more Marketing Management modules on 3rd year level will be considered.*

b) *Applicants must have obtained a minimum of 60% in three 3rd year Marketing Management modules.*

c) *BMAR321 or an equivalent research module (16 credits) is compulsory, with a minimum of 60%.*

d) *Only the best 25 students per campus will be selected according to their academic performance.*

EMS.8.20.3 Curriculum

Code: 5EZL01: E602M/P/V

Campus: Mahikeng, Potchefstroom, Vanderbijlpark

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
BMAN615	Advanced Strategic Management	16
BMAR614	Retail Marketing Management	16
BMAR615	International Marketing	16
First semester credits total		48
SECOND SEMESTER		
BMAN625	Advanced Financial Management	16
BMAR621	Marketing Plan	16
BMAR626	Advanced Digital Marketing	16
Second semester credits total		48
YEAR MODULE		
BMAR673	Marketing Research Project	42
Total credits for the curriculum		138

EMS.8.21 BACHELOR OF COMMERCE HONOURS IN INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY

EMS.8.21.1 Admission requirements

Admission requirements for learners who completed their undergraduate degrees at the North-West University (Potchefstroom and Vanderbijlpark Campuses):

a) *The student must have completed IOPS111, IOPS211, IOPS221, IOPS311 and IOPS321. The student must have at least 60% for IOPS311 and at least 60% for IOPS321. The IOPS321 module is needed to continue with IOPP614 and IOPP671. The following psychology and statistics modules are also required: PSYC211, PSYC212, PSYC221, PSYC311, PSYC321, STTN111 and STTN124. Students may apply for recognition of similar modules as those mentioned in this paragraph. Only a certain number of students can be accommodated annually; therefore, all prospective BComHons and BA Honours applicants are subjected to a selection process.*

Admission requirements of learners whom completed their undergraduate studies at other schools or faculties of the NWU or other accredited universities:

b) *Students from other schools or faculties of the NWU as well as students from other recognised universities will have to apply for recognition of prior learning (RPL). Outcomes of the completed modules in the applicant's completed degree will be compared to those presented in this qualification. Credit will be given for modules that are similar to those mentioned in (a) above. Students applying for RPL must provide the relevant school or department with a certified copy of his/her study record as well as the outcomes covered in his/her completed degree.*

c) *The admission requirements as mentioned above is also applicable here. The applicant must also have completed his/her undergraduate qualification.*

d) *Students that do not have the required modules but do have a BA or BCom degree may apply to do the relevant modules for non-degree purposes.*

EMS.8.21.2 Curriculum

Code: 5EUL01: E601P/V

Campus: Potchefstroom, Vanderbijlpark (English)

Delivery mode: *Full-time (PC, VC); Part-time (VC)*

FIRST SEMESTER		
Module code	Module description	Credits
IOPP612	Psychological Evaluation	8
IOPP613	Organisational Psychology, Development and Change	16
IOPP614	Research Methodology and Psychometrics	16
IOPP615	Career Psychology	8
IOPP616	Psychological Wellbeing	8
First semester credits total		56
SECOND SEMESTER		
HRMA622	Human Capacity Building	8
HRMA623	Human Resource Management Strategies	16
IOPP624	Psychometric Practical Work	48
IOPP625	Workplace Counselling	8
Second semester credits total		80
YEAR MODULE		
IOPP671	Research Project	30
Total credits for the curriculum		166

EMS.8.22   BACHELOR OF COMMERCE HONOURS IN HUMAN RESOURCE MANAGEMENT

EMS.8.22.1   Admission requirements

Admission requirements for students who completed their undergraduate degrees at the North-West University:

a)   *The student must have completed HRMA122, HRMA211, HRMA221, HRMA321, IOPS311, IOPS321. The student must have at least 60% for IOPS 311, IOPS321 and HRMA321. The IOPS321 module is needed to continue with HRMA614 and HRMA671. The student must have completed STTN111 and STTN124. Students may apply for recognition of similar modules as those mentioned in this paragraph. Only a certain number of students can be accommodated annually; therefore, all prospective BComHons and BA Honours applicants are subjected to a selection process.*

Admission requirements of learners whom completed their undergraduate studies at other schools or faculties of the NWU or other accredited universities:

b)   *Students from other schools or faculties of the NWU as well as students from other recognised universities will have to apply for recognition of prior learning (RPL). Outcomes of the completed modules in the applicant's completed degree will be compared to those presented in this qualification. Credit will be given for modules that are similar to those mentioned in (a) above. Students applying for RPL must provide the relevant school or department with a certified copy of his/her study record as well as the outcomes covered in his/her completed degree.*

c)   *The admission requirements as mentioned above is also applicable here. The applicant must also have completed his/her undergraduate qualification.*

EMS.8.22.2   Curriculum: Human Resource Management

Code: 5ETL01: E601M/P/V

Campus: Mahikeng, Potchefstroom, Vanderbijlpark (English)

Delivery mode: Full-time (PC, VC, MC); Part-time (VC)

FIRST SEMESTER		
Module code	Module description	Credits
IOPP613	Organisational Psychology, Development and Change	16
IOPP615	Career Psychology	8
IOPP616	Psychological Wellbeing	8
HRMA614	Research Methodology and Data Management	16
HRMA615	HR Corporate Governance	8
First semester credits total		56
SECOND SEMESTER		
HRMA622	Human Capacity Building	8
HRMA623	Human Resources Management Strategies	16
LARM623	Applied Labour Relations	16
LARM624	Collective Bargaining & Negotiations	16
Second semester credits total		56
YEAR MODULE		
HRMA671	Research Project	30
Total credits for the curriculum		142

EMS.8.23   BACHELOR OF COMMERCE HONOURS IN LABOUR RELATIONS MANAGEMENT

EMS.8.23.1   Admission requirements

Admission requirements for students whom completed their undergraduate degrees at the North-West University:

a) *The student must have completed LARM111 (or LARM112), LARM211 (or LARM212), LARM221, LARM311, LARM321 and LARM322. A minimum of 60% must have been obtained for LARM311, LARM321 and LARM322. The student must have obtained at least 60% for IOPS 311 and IOPS321. The IOPS321 module is needed to continue with LARM617 and LARM671. Statistics, STTN111 and STTN124, must also be completed. Students may apply for recognition of similar modules as those mentioned in this paragraph. Only a certain number of students can be accommodated annually; therefore, all prospective BCom.*

Admission requirements of learners whom completed their undergraduate studies at other schools or faculties of the NWU or other accredited universities:

b) *Students from other schools or faculties of the NWU as well as students from other recognised universities will have to apply for recognition of prior learning (RPL). Outcomes of the completed modules in the applicant's completed degree will be compared to those presented in this qualification. Credit will be given for modules that are similar to those mentioned in (a) above. Students applying for RPL must provide the relevant school or department with a certified copy of his/her study record as well as the outcomes covered in his/her completed degree.*

c) *The admission requirements as mentioned above is also applicable here. The applicant must also have completed his/her undergraduate qualification.*

EMS.8.23.2   Curriculum

Code: *5EWL01: E601M/P/V*

Campus: *Potchefstroom, Mahikeng, Vanderbijlpark (English)*

Delivery mode: Full-time (PC) and Full-time and part-time (VC)

FIRST SEMESTER		
Module code	Module description	Credits
HRMA615	HR Corporate Governance	8
IOPP613	Organisational Psychology, Development and Change	16
LARM612	Social Changes	8
LARM615	Advanced Labour Relations	16
LARM617	Research Methodology and Data Management	16
First semester credits total		64
SECOND SEMESTER		
LARM623	Applied Labour Relations	16
LARM624	Collective Bargaining & Negotiations	16
LARM626	Labour Market Principles	16
LARM671	Research Project	30
Second semester credits total		78
Total credits for the curriculum		142

EMS.8.24   BACHELOR OF HUMAN RESOURCE DEVELOPMENT HONOURS

EMS.8.24.1   PURPOSE OF THE QUALIFICATION

The purpose of the BHRD Hons qualification is to provide HRD professionals with high levels of theoretical engagement and intellectual independence by developing integrated and applied knowledge of, and a critical disposition regarding HRD theories and conceptual frameworks, national and international HRD systems, global emerging and best HRD practices as well as the link between HRD and adult learning. Furthermore, the BHRD Hons will develop research-capacity in methodology and techniques of the HRD discipline and students will be introduced to scientific methods of enquiry that could be effectively applied during post-graduate research in HRD. This qualification would enable HRD professionals to effectively engage in current HRD discourse, to conduct independent HRD post-graduate research) and to achieve some critical distance from conventional (including own) HRD practices and HRD systems. The students will be able to consolidate and deepen their expertise by critically evaluating their own, organisational, national and international HRD practices and systems, in order to select, recommend, apply and implement applicable, creative and effective evidence-based, theory-driven and practice-related HRD solutions and strategies to HRD problems within a variety of HRD contexts, thereby also contributing to the advancement of HRD as an academic discipline/science and applied field of professional practice.

EMS.8.24.2   CURRICULUM OUTCOMES

After completion of this BHRD Hons qualification, the graduate will demonstrate:

a) Integrated and applied knowledge and critical understanding of and the ability to effectively apply and evaluate HRD theories, concepts, ideas, scientific methods of enquiry and engagement in current discourse relevant to HRD as an academic discipline and applied practice.
b) The ability to critically interrogate, demarcate and evaluate multiple sources of knowledge within the field of HRD and to display critical understanding of knowledge transfer from related fields such as adult learning, as well as the interrelationship between and application of HRD theory, research and practice within familiar and unfamiliar contexts.
c) The ability to select and implement applicable and effective evidence-based solutions, strategies and recommendations and theory-driven arguments to improve HRD systems and practices, where applicable, within a variety of HRD contexts, in the student's own country and organisation in line with international standards.
d) The advanced ability to reflect on, select, apply and critically judge the effectiveness of a range of appropriate HRD procedures, techniques, theories and best practices by drawing systematically on the HRD body of knowledge and methods studied, in order to effectively address similar complex HRD problems and challenges.
e) The advanced ability to identify, judge and address ethical issues based on critical reflection on the suitability of various ethical value systems to the field of HRD.
f) An ability to access, process and manage information responsibly, including relevant current articles and prescribed material by using scientifically appropriate information-gathering processes and to validate, evaluate and manage the information and taking full accountability for decisions and actions.
g) The ability to understand, evaluate, critique and judge the suitability of different scientific methods of enquiry to the field of HRD and suggest the most suitable scientific methods of enquiry in order to inform and advance HRD as an academic discipline/science, an applied field of practice, as well as the professional status of HRD.
h) The ability to present and communicate academic, practice and professional HRD-related ideas and texts and effectively engage with the HRD body of scholarship, offering creative insights into and solutions to identified problems, contemporary challenges and issues, in an academically acceptable format for post-graduate HRD students and professionals.

i) The ability to critically reflect on own learning strategies with the view to adjusting it where necessary to address own ongoing learning needs and professional development.
j) The ability to operate effectively within and manage a system within the context of HRD by demonstrating a logical and critical understanding of the relationship between HRD and other related fields as well as the interrelationship between HRD theory, practice and research.

EMS.8.24.3   Admission requirements

Candidates should:
a) Be in possession of a suitable bachelor's degree or equivalent qualification at NQF level 7 for which the student has achieved a final average mark of at least 65%.
b) The student must have a minimum of five years' work experience in the human resource development field.

The selection criteria are:
a) Candidates should have achieved at least 65% in their research methodology module in their undergraduate qualification. Note that candidates without a minimum of 65% in the research methodology module of the undergraduate qualification may be allowed to register concurrently for this undergraduate module.;
b) Evidence of current human resource development work experience in the form of a curriculum vitae.

EMS.8.24.4   Code: 5HEL01: E601P

Campus: *Potchefstroom*

Delivery mode: Part-time

Year level relevant to changes: Year 1					
First semester			**Second semester**		
Module name and code	**NQF**	**Cr**	**Module name and code**	**NQF**	**Cr**
Contemporary challenges in HRD (HRDT 611)	8	16	HRD in a global context (HRDT 626)	8	16
Research methodology (HRDT 612)	8	16	People development in an organisational context (HRDT 627)	8	16
Total semester 1		**32**	**Total semester 2**		**32**
Total credits for year 1					**64**
Year level relevant to changes: Year 2					
First semester			**Second semester**		
Module name and code	**NQF**	**Cr**	**Module name and code**	**NQF**	**Cr**
Advanced adult learning (HRDT 613)	8	16	HRD in a changing world (HRDT 628)	8	16
Research project (HRDP 671)	8	15	Research project (HRDP 671)	8	15
Total semester 1		**31**	**Total semester 2**		**31**
Total credits for year 2					**62**
Total credits of qualification: 126					

EMS.8.25   BACHELOR OF COMMERCE HONOURS IN TOURISM MANAGEMENT

EMS.8.25.1   Curriculum

Code: 5GBL02: E601M/P

Campus: Mahikeng, Potchefstroom

Delivery mode: Full-time

FIRST SEMESTER		
Module code	Module description	Credits
TMBP676 (year module)	Advanced Tourism Management and Development	30
TMBP680 (year module)	Advanced Nature Tourism	30
TMBP678 (year module)	Advanced Tourism Marketing	30
TMBP679 (year module)	Research in Tourism Management	38
Total credits for the curriculum		128
Requirements: • 65% in the core modules of TMBP 211, 221, 311, 312, 321, 322. • Admission is subject to selection. • In programmes where student choose between TMBP311/312 and TMBP321/322, the selection for honours depends on 65% for either 311 and 321 or 312 and 322.		

* Registration for this qualification on Mahikeng Campus is subject to pending external approval.

EMS.9 POSTGRADUATE DIPLOMA (PGDIP) IN ACCOUNTANCY

EMS.9.1 PURPOSE OF THE QUALIFICATION

The curriculum compiled in this programme equips students with specialised knowledge skills, attitudes and competencies needed for the professional behaviour and practices expected of a graduate proposing to enter the profession of chartered accountancy. The qualification aims to enhance the student's understanding of the knowledge, methods and techniques relevant to the accountancy field, as well as the understanding of how to apply such knowledge in a particular context, including specific competencies in the fields of strategy, risk management and governance, accounting and external reporting, auditing and assurance, financial management, management decision making and control and taxation.

The above purpose is in line with the NQF level 8 descriptor and the curriculum is designed to include and address all the mentioned competency areas, as well as to develop personal attributes, ethical behaviour and professionalism and life-long learning skills.

EMS.9.2 CURRICULUM OUTCOMES

After completion of this curriculum the student will be able to demonstrate:

a) *a broad range of integrated knowledge that, together with cohesive skills, attitudes and behaviour, accounts for the ability to deliver a specialised professional service as expected from a graduate entering the chartered accountancy profession;*

b) *an understanding of the methods and techniques relevant to the accountancy field and how to apply this knowledge in a particular context, including the fields of strategy, risk management and governance, accounting and external reporting, auditing and assurance, financial management, management decision-making and control, and taxation;*

c) *an ability to interrogate multiple sources of knowledge in the accountancy field, including the use of information technology;*

d) *an understanding of the complexities and uncertainties of selecting, applying or transferring appropriate standard procedures, processes or techniques to unfamiliar problems in accountancy;*

e) *an ability to use a range of specialised skills to identify, analyse and address complex or abstract problems drawing systematically on the body of knowledge and techniques appropriate to accountancy;*

f) *an ability to identify and address ethical issues based on critical reflection on the suitability of different ethical value systems to specific contexts and act in a professional manner;*

g) *an ability to critically review information gathering, synthesis of data, evaluation and management processes in accountancy in order to develop creative responses to problems and issues;*

h) *an ability to present and communicate professional ideas and texts effectively to a range of audiences, offering creative insights, rigorous interpretations and solutions to problems and issues appropriate to the context;*

i) *an ability to operate effectively within a team, or manage a team based on an understanding of the roles and relationships between elements within the team;*

j) *an ability to apply, in a self-critical manner, learning strategies which effectively address his or her professional and life-long learning needs; and*

k) *an ability to take full responsibility for his or her work, decision-making and use of resources, and full accountability for the decisions and actions of others where appropriate.*

EMS.9.3 ADMISSION REQUIREMENTS

To be admitted to the Postgraduate Diploma in Accountancy, the student:

a) *must have obtained a BCom, BAcc, or an equivalent degree as approved by the Faculty Board. This degree must, as a minimum, include the following modules (or equivalent courses): Accounting, Auditing, Management Accounting and Financial Management, and Taxation, all at third-year level i.e. NQF level 7; AND*

b) *the student must have obtained an average of at least 57% in each of Accounting, Auditing, Management Accounting and Financial Management, and Taxation in his/her final year. If one or more of the above-mentioned modules were passed due to adjustment or condonation (including through the utilisation of a "third opportunity" examination), then admission will be rejected; OR*

c) *a student who obtained any BCom degree other than a BCom (CA) or equivalent, should obtain the BComHons (Financial Accountancy) in order to be admitted to the Postgraduate Diploma in Accountancy. The same percentage requirements as stated in paragraph (b) above will then apply; OR*

d) *students who completed the BCom (Forensic Accountancy) at NWU may apply for admission given that they have also met the requirements of paragraphs (a) and (b) above, as well as have successfully passed the following additional modules: Management Accounting and Financial Management on both second and third-year level, as well as Strategy, Risk Management and Governance on third-year level; OR*

e) *students who completed the BComHons (Forensic Accountancy) at NWU may apply for admission if they have successfully passed the following additional modules: Management Accounting and Financial Management on both second and third year level, as well as Strategy, Risk Management and Governance on third year level. In addition, the student must have obtained an average of at least 57% in Accounting, and a combined average of 57% for Auditing, Management Accounting and Financial Management, and Taxation at third year level. For these purposes the relevant modules in the BComHons (Financial Accountancy) will be considered as equivalent to the third year CA modules; AND*

f) *students who completed the BComHons (Financial Accountancy) at NWU may apply for admission if the student met the requirements of paragraph (b) above; AND*

g) *the modules referred to in paragraph (b) must have been passed in the immediately preceding year, or the year before that (i.e. in the two years preceding enrolment for the Postgraduate Diploma in Accountancy). If any of these modules were passed more than two years before, the percentage requirement mentioned in paragraph (b) is increased to 65% for each affected subject. If any of these modules were passed longer than three years ago, the student may be required to write an admission test; otherwise will be rejected; AND*

h) *if the applicant previously studied with another university, stricter requirements may be applied; OR*

i) *previously unsuccessful students wishing to repeat the Postgraduate Diploma in Accountancy may be allowed to do so once, but only if they have already obtained the BComHons (Accountancy) or the Postgraduate Diploma in Accountancy, with no module scored lower than 40%; OR*

j) *applicants who previously, but not more than once, attempted the Certificate in the Theory of Accounting (CTA) or equivalent at any other university may be admitted to the Postgraduate Diploma in Accountancy if the applicant achieved at least 45% for three of the four main subjects and at least 40% for the fourth one; AND*

k) *an application must be made on the prescribed form to the programme leader of the Programme for Chartered Accountants' Training (CA) on or before 30 November of the year preceding the Postgraduate Diploma in Accountancy studies; AND*

l) *the number of students that can be admitted is limited to the available capacity. Preference will be given to students who studied at this university in the year immediately preceding the Postgraduate Diploma in Accountancy, and thereafter to other applicants based on the strength of their academic records; OR*

m) *applicants not satisfying the admission or re-admission requirements may be advised to do an appropriate bridging course, e.g. the BComHons (Financial Accountancy).*

EMS.9.4   CURRICULUM

POSTGRADUATE DIPLOMA (PGDip) IN ACCOUNTANCY

Code: *5HCD01: E501P/V*

Campus: *Potchefstroom, Vanderbijlpark*

Delivery mode: Full-time

YEAR MODULES		
Module code	Module description	Credits
ACCC671	Advanced External Financial Reporting	40
AUDT671	Advanced Auditing & Governance	40
TAXC671	Advanced Taxation	40
MAFM671	Advanced Management Accounting and Financial Management	40
Total credits for the curriculum		160

EMS.10   POSTGRADUATE DIPLOMA (PGDIP) IN MANAGEMENT

EMS.10.1   INTRODUCTION

The Postgraduate Diploma in Management of the North-West University is offered by the NWU Business School and is accredited by the Higher Education Quality Council (HEQC) (NQF 8) in South Africa. The NWU Business School has been delivering competent graduates to Southern Africa who, in turn, are making a proven contribution to social and economic growth in the region. The NWU Business School aims to provide professional postgraduate management leaders. The NWU Business School is therefore focused on combining theory and practice, to fully develop the strategic leadership potential of business managers. The programme content and standard of the NWU Business School's Postgraduate Diploma in Management ensure that participants acquire skills regarding best business practice and thought leadership that can successfully be applied to the multi-disciplinary challenges encountered.

EMS.10.2   PURPOSE OF THE PROGRAMME

The programme is designed to provide students with an advanced academic understanding of management processes and higher-level thinking and problem-solving skills. There is an emphasis on developing advanced professional skills for those looking to enhance career prospects and those in employment.

Specifically, the programme aims to:

a)   *develop competencies in strategic issues associated with organisations;*

b)   *develop an understanding of fundamental concepts and principles for the various business disciplines;*

c)   *enhance students' managerial skills through a commitment to an on-going managerial development;*

d)   *encourage students to think broadly and bridge gaps between theories and the actual practice of effective management.*

e)   *Lecturer evaluations per semester. This process is done every semester and ongoing improvements according to the feedback from students are implemented to improve the structure and content of the programme.*

This programme will enable students to gain relevant knowledge and skills and develop a deeper understanding of their particular specialisation. In addition to the taught modules, a student must complete a research project or assignment project of limited scope on a topic selected to permit the student to use knowledge, theory and research skills obtained in classroom learning in an applied setting related to the individual's employment, interest or community.

EMS.10.3   ADMISSION REQUIREMENTS

* Students must have a Bachelor degree with 360 credits.
* BTech. (NQF 7) students will be considered if they obtained 60% in the final year of study, plus 2 years' working experience.
* Students who have obtained an Advanced Diploma (NQF 7) will be considered if they obtained 60% in the final year of study, plus 2 years' working experience.
* Students must have at least 2 (two) years' proven working experience or 60% pass in the third or fourth (final) study year in all final year prescribed modules for that programme.
* Students can apply for RPL if they have 2 years' managerial experience prior the year of study.
* Closing date for RPL is 30 September prior the year of study.
* Closing date for applications will be communicated to students.
* Students must be computer literate and must have internet access.
* Student numbers can be capped based on available capacity.

EMS.10.4   ABRIDGED RECOGNITION OF PRIOR LEARNING (RPL) POLICY

Applicants can be accepted on the basis of RPL.

See the Quality Manual of the FEMS, Annexure 4 for more information regarding RPL.

The prerogative for RPL admission lies with the selection committee and programme manager of the PGDM.

RPL applications for the year close on 30 September of the previous year.

The following principles seek to create a foundation for the application of the Recognition of Prior Learning

(RPL) within higher education.

* RPL seeks to achieve inclusion and to overcome a variety of barriers to access and success in higher education. RPL should be premised on overcoming possible barriers to admission to, or registration for, higher education studies for those people who lack the formal prerequisites.
* RPL is more than a process of assessment: rather, it is a specialised pedagogical process that also includes "translation" of informal and non-formal bodies of knowledge into their formal and structured equivalents based on specified competencies. RPL will require close consideration of the associated epistemologies and specifically of the differentiation between experiential and academic knowledge, and hence of the areas and levels to which RPL can appropriately be applied. It also requires clear understanding of the possible contribution of such informal and/or non-formal knowledge to each particular qualification type in higher education.
* The implementation of RPL is context-specific, in terms of institution, discipline, programme and level.

EMS.10.5 LEARNING OUTCOMES

The programme is designed to provide students with an advanced academic understanding of management processes at higher level thinking and problem solving skills. There is an emphasis on developing advanced professional skills for those looking to enhance career prospects and those in employment.

The learning outcomes (LO) are that students should be able to:

LO 1 Demonstrate knowledge and understanding of fundamental concepts and principles of the business world and the functioning thereof.

LO 2 can apply their knowledge and understanding, and problem solving abilities in environments related to the field of management;

LO 3 have the ability to integrate knowledge and handle complexity,

LO 4 reflecting on social and ethical responsibilities linked to the application of their knowledge and findings;

LO 5 encourage students to think broadly and bridge gaps between theories and the actual practice of effective management, and;

LO 6 be able to function in a group, engage and communicate with other stakeholder and presentation of their knowledge and findings.

Assess the ways in which learning outcomes cover intellectual, analytical, personal and enterprise qualities as well as knowledge

This programme will also enable students to gain relevant knowledge and skills and develop a deeper understanding of their particular specialisation. In addition to the taught modules, a student must complete a research project or assignment project of a limited scope on a topic selected to permit the student to use knowledge, theory and research skills obtained in classroom learning in an applied setting related to the individual's employment, interest or community.

The teaching and learning methods involve personal study using prescribed text books, additional reading materials, and relevant journal articles, popular related articles in press, presentations, group discussion, and group work. Together these methods strive to achieve the aims and outcomes of each module. The focus is also on developing the student's independent learning habits, then mastering the fundamental theories and concepts of management while progressing to become well-grounded graduates in management education. In the mature stage students need to be able to integrate information, to be thoughtful strategic analysts, consultants and strategic thinkers.

EMS.10.6 POSTGRADUATE DIPLOMA IN MANAGEMENT

Code: 5FCD05 (FULL-TIME AND PART-TIME) AND (5HAD05 – DISTANCE)

Campus: Mahikeng, Potchefstroom

Delivery mode: Full-time, part-time or distance

FIRST SEMESTER		
Module code	Module description	Credits
BLLR511	Labour Relations	12
CCMM511	General Management	12
CCMM515	Managerial Economics	12
CCMM517	Financial Reporting	12
GOPM511	Operations Management	12
First semester credits total		60
SECOND SEMESTER		
GLOM522	Strategic Talent Management	12
MKTM521	Marketing Management	12
PGRE521	Research Methodology	12
Electives – select two: GPRM521 CCMM521 GLOM521 GSCM521 BLCG522	 Project Management Information Management Logistics Management Supply Chain Management Corporate Governance	12 12 12 12 12
Second semester credits total		60
Total credits for the curriculum		120
Note that part-time/distance students could spread their modules across a two-year period to manage their workload. During Covid times, the online mode of delivery will be applicable unless communicated otherwise. All modes of delivery is offered only in English.		

EMS.11 MASTER OF ADMINISTRATION (MADMIN)

EMS.11.1 PURPOSE OF THE QUALIFICATION

a) *To provide qualifiers with an advanced knowledge, analytical skills, interpersonal skills, effective oral and written communication skills, problem solving skills in their chosen field, that would enable them to be self-driven, and integrated thinkers who can critically evaluate the literature pertaining to the field of specialisation and continue professional growth.*

b) *To develop researchers who are capable of contributing to the advancement of knowledge.*

c) *To provide South Africa with a significant number of researchers in order to ensure that the local research leadership and scholarly activity is widened.*

EMS.11.2 ADMISSION REQUIREMENTS

To be admitted to the qualification a student should have:

a) *An approved honours degree, or equivalent with a 60% average.*

b) *Approval of the School Director and the Dean.*

EMS.11.3 MASTER OF ADMINISTRATION IN HUMAN RESOURCE MANAGEMENT

Code: 5CSN01: E801M

Campus: Mahikeng

Delivery mode: Full-time

Module code	Module description	Credits
HRMA871	Dissertation	180
Total credits for the curriculum		180

EMS.11.4 MASTER OF ADMINISTRATION IN LABOUR RELATIONS MANAGEMENT

Code: 5CUN01

Campus: Mahikeng

Delivery mode: Full-time

Module code	Module description	Credits
LARM871	Full-Dissertation	180
Total credits for the curriculum		180

EMS.12 MASTER OF COMMERCE AND MASTER OF ARTS (MCOM & MA)

EMS.12.1 APPROVAL OF THE PROGRAMME

a) *Approval of the study programme and the rules followed in the procedure are determined in terms of General Academic Rules. The study programme must, to the satisfaction of the director of the research entity, contribute to the research programme(s) of the University as determined by the different research entities.*

b) *A master's degree requires a minimum of 180 credits.*

c) *If a mini-dissertation is required with some examination papers then the mini-dissertation must represent at least 25% of the total number of credits.*

d) *If a dissertation is required with some examination papers then the dissertation must represent at least 50% of the total number of credits.*

e) *In the School of Industrial Psychology and Human Resource Management where a mini-dissertation counts 50% of the master's degree, a minimum of 1 published/unpublished manuscript in article format should be presented. For the purposes of a dissertation that makes up more than 50% of the master's degree, a minimum of 2 published/unpublished manuscripts in article format should be presented.*

EMS.12.2 SPECIFIC ADMISSION REQUIREMENTS

a) *A student must be in possession of a BAHons or BComHons degree or have the status of an BAHons or BComHons degree as approved by the Senate. The study content of this degree must be to the satisfaction of the Dean and the director involved with the intended MA or MCom studies.*

b) *The student must have obtained an average of at least 65% in the BComHons / BAHons (with the exceptions of the BComHons (Chartered Accountancy), the Postgraduate Diploma (Accountancy) and the BComHons (Forensic Accountancy) where only a pass is required; as well as BComHons (Management Accountancy) and BComHons (Financial Accountancy) where the student must obtain an average mark of 60%.*

c) *The student must have obtained at least 65% in the BComHons module(s) upon which the intended studies are based (subject to the aforementioned exceptions).*

d) *For Risk Management, International Trade and Agricultural Economics: Average of 65% for Honours degree and 65% for selected Honours modules. For Economics: Average of 60% for Honours degree and an average of 65% for research module.*

e) *The research ability of the student must be to the satisfaction of the School director and the Director of the research entity. Students whose ability in research methods are deemed not to be adequate by the school director and research director will only be accepted into a M-programme after successfully completing the faculty's short courses in research methodology.*

f) *Prospective MCom and MA Industrial Psychology or Human Resource Management or Labour Relations Management students who have obtained a 65% average in honours, are also subject to a selection programme before they can be accepted within this programme.*

g) *If the Masters-study consists only of a research part, then the application of a prospective student will be accepted after a research proposal was accepted by the school or research entity's research committee and if there is a study leader available.*

EMS.12.3   EXAMINATIONS

EMS.12.3.1   Examination opportunities

The examination opportunities and relevant rules are determined in terms of General Academic Rule 3.5.2.

EMS.12.3.2   Nomination of examiners

The nomination of examiners and moderators takes place in terms of General Academic Rule 3.5.1. Where possible make use of external examiners for full dissertations.

EMS.12.3.3   Admission to examinations

The admission to the examination in any module takes place by acquiring a proof of participation. A proof of participation, which grants admission to the examination, will only be issued after a student has complied with the requirements for the relevant module to the satisfaction of the school director in consultation with the subject group chairperson involved.

EMS.12.3.4   Examinations

a) *The examination for the master's degree is taken in terms of the prescriptions of General Academic Rule 4.4.4.*

b) *A student registering at such a stage of the year that he/she cannot catch up on the examination paper section of that specific year will have to complete the examination paper section right at the end of the second study year. Such a student must submit the research proposal to the Executive Committee of the Faculty Council for approval within six months after registration.*

c) *A dissertation or mini-dissertation is submitted only with the written consent of the study leader(s) (General Academic Rule 4.4).*

d) *The number of times that a student may present him-/herself for examination and the repetition of modules are determined in terms of General Academic Rule 5.7.5.*

e) *Requirements for a dissertation/mini-dissertation:*

- *The requirements to which a dissertation or mini-dissertation must conform are determined in terms of General Academic Rule 4.3.1.*

- *Students must make sure of the contents of the **Manual for Postgraduate Studies**.*

- *According to this manual it is a requirement that the language of dissertation/thesis must be edited by a professional language editor.*

- *Participation mark: A participation mark for modules may be compiled from assignments and other forms of assessment.*

- *Module mark / Results: The module mark is passed if the module mark is 50%, A module, mini-dissertation or dissertation will be passed with distinction if an average mark of at least 75% is awarded in the examination of that module, mini-dissertation or dissertation. The qualification will be passed with distinction if an average of 75% is obtained. (A.4.11.6.1)*

- *Modules in all structured degrees (course work or lectured) must be completed before the research component is submitted for examination.*

EMS.12.3.5   Termination of studies

A student's studies may be terminated on the basis of the provisions of General Academic Rule 4.1.

Note: Due to Covid protocols, Continuous Assessment in an online environment will be done in 2022. All protocols have been observed.

EMS.12.4   SPECIFIC REQUIREMENTS FOR M AND PHD PROGRAMMES IN ACCOUNTING SCIENCES

a) *Students must meet the university's basic entry requirements for admission to the respective degrees:*

- *Master's degree: For acceptance into the masters' program, the applicant **must** already be in possession of a relevant and supporting BComHons or equivalent degree with an average of **60%** for such honours degree. An exception may be made in the case of the Honours in Chartered Accountancy / Postgraduate Diploma in Accountancy (CTA) and Honours in Forensic Accountancy, where applications may be considered on an ad-hoc basis. The School reserves the right to require additional competencies on an ad-hoc basis from time to time.*

- *PhD degree: For acceptance into the PhD program, the applicant must be in possession of a relevant and supporting Masters in Commerce or equivalent degree with an average of **60%** for the master's degree.*

b) *All candidates for masters and PhDs **must**, as part of the initial application process, submit a two-page preliminary research proposal in which (at a bare minimum) the intended research question(s) and objective(s), together with the anticipated research methodology are clearly explained and justified. This proposal is to be used to determine the availability and capacity of a relevant study leader/promoter, and to evaluate whether the intended research project falls within the broader scope of the School's competencies and focus. Consideration of applicants will be conducted in separate committee panel meetings (dates TBD)*

c)   *In instances where a candidate is in possession of a non-South African degree, a professional qualification or a technical degree (such as a B.Tech or M.Tech), the candidate is to include the necessary supporting documentation (including the SAQA report) as part of their application documentation to the university's post-graduate administration department. Such applicants will then be considered on an ad hoc basis by the appropriate committees within the School and may be required to fulfil additional requirements.*

EMS.13   CURRICULUM MASTER OF COMMERCE DEGREES

EMS.13.1   MASTER OF COMMERCE IN MANAGEMENT ACCOUNTANCY (LECTURED)

Code: 5DJP01: E802P

Campus: Potchefstroom

Delivery mode: *Full-time or part-time*

Module code	Module description	Credits
MDAC873	Management Accounting: Mini-dissertation	100
MDAC874	Management Accounting: Advanced Financial Management and Strategy	40
MDAC875	Management Accounting: Advanced Management Accounting and Business Strategy	40
Total credits for the curriculum		180

EMS.13.2   MASTER OF COMMERCE IN MANAGEMENT ACCOUNTANCY (DISSERTATION)

Code: 5CLN01: E801P/V

Campus: Potchefstroom, Vanderbijlpark

Delivery mode: *Full-time or part-time*

Module code	Module description	Credits
MACC871	Management Accounting: Dissertation	180
Total credits for the curriculum		180

EMS.13.3   MASTER OF COMMERCE IN ACCOUNTANCY (DISSERTATION)

Code: 5CMN01: E801P/V

Campus: Potchefstroom, Vanderbijlpark

Delivery mode: *Full-time or part-time*

Module code	Module description	Credits
ACCC871	Accounting: Dissertation	180
Total credits for the curriculum		180

EMS.13.4   MASTER OF COMMERCE IN ACCOUNTANCY (LECTURED)

Code: 5HBP01: E801P/V

Campus: Potchefstroom (Programme will not be offered at Vanderbijlpark Campus during 2021)

Delivery mode: *Full-time or part-time*

Module code	Module description	Credits
ACCC872	Accountancy: Research dissertation	90
ACCC874	Business Analysis	30
ACCC875	Corporate Reporting	30
ACCC876	Governance, Risk and Ethics	30
Total credits for the curriculum		180

EMS.13.5 MASTER OF COMMERCE IN TAXATION (DISSERTATION)

Code: 5CNN01: E801P/V

Campus: Potchefstroom, Vanderbijlpark

Delivery mode: Part-time

Module code	Module description	Credits
TAXM871	Taxation: Dissertation	180
Total credits for the curriculum		180

EMS.13.6 MASTER OF COMMERCE IN TAXATION (LECTURED)

Code: 5DKP01: E801P

Campus: Potchefstroom

Delivery mode: Part-time

Module code	Module description	Credits
TAXM873	Taxation: Mini-dissertation	60
TAXM876	Basic Principles of Taxation	44
TAXM877	Advanced Principles of Taxation	44
TAXM878	Taxation: International Taxation	32
Total credits for the curriculum		180

EMS.13.7 MASTER OF COMMERCE IN FORENSIC ACCOUNTANCY

Code: 5CPN01: E801P

Campus: Potchefstroom

Delivery mode: Full-time or part-time

Module code	Module description	Credits
FORP871	Dissertation: Forensic Accounting	180
Total credits for the curriculum		180
Requirements: • BComHons Forensic Accountancy; or • CA(SA) with LLB; or • CA(SA) with three years applicable practical experience in the forensic accounting environment.		

EMS.13.8 MASTER OF COMMERCE IN ECONOMICS

Code: 5CGN01: E801M/P/V

Campus: Mahikeng, Potchefstroom, Vanderbijlpark

Delivery mode: Full-time or part-time

Module code	Module description	Credits
ECON871	Dissertation	180
Total credits for the curriculum		180
Requirements: • Average of 60% for Honours degree and, • an average of 65% for research module.		

EMS.13.9 MASTER OF COMMERCE IN INTERNATIONAL TRADE

Code: 5CHN01: E801P/V

Campus: Potchefstroom, Vanderbijlpark

Delivery mode: Full-time or part-time

Module code	Module description	Credits
EKIP871	Dissertation	180
Total credits for the curriculum		180
Requirements: • Average of 65% for Honours degree and, • an average of 65% for research module.		

EMS.13.10   MASTER OF COMMERCE IN RISK MANAGEMENT

Code: *5CJN01: E801P/V*

Campus: *Potchefstroom, Vanderbijlpark*

Delivery mode: Full-time or part-time

Module code	Module description	Credits
EKRP871	Dissertation	180
Total credits for the curriculum		180
Requirements: • Average of 65% for Honours degree and, • an average of 65% for research module.		

EMS.13.11   MASTER OF COMMERCE IN APPLIED RISK MANAGEMENT
EMS.13.11.1   Admission requirements

Prospective students should adhere to the following admission requirements:

a)   Be in possession of a suitable honours degree or equivalent qualification at NQF level 8 for which the student has achieved a final average mark of at least 65%.

b)   This programme is intended for mature students with significant experience in risk-related fields. The student must have a minimum of two years' work experience in a risk related field.

c)   Prospective students have to pass a selection process as set out by UARM the Centre for Applied Risk Management.

d)   BTech degrees will not be considered for admission to the master's degree.

d)

EMS.13.11.2   Curriculum

Code: *5ARN01: E810V*

Campus: *Vanderbijlpark*

Delivery mode: Full-time or part-time

Module code	Module description	Credits
UARM811	Applied Analysis and Research in Risk Management	16
UARM812	Fundamentals of Risk Management	16
UARM814	Risk Data and Reporting	16
UARM822	Governance, Risk and Compliance	16
UARM823	Risk Assessment Tools	16
UARM821	Behavioural Risk Management	16
MARM873	Dissertation	84
Total credits for the curriculum		180

EMS.13.12   MASTER OF COMMERCE IN OPERATIONS RESEARCH

Code: *5GWN01: E801M*

Campus: *Mahikeng*

Delivery mode: Full-time or part-time

Module code	Module description	Credits
STOR871	Dissertation	180
Total credits for the curriculum		180

EMS.13.13   MASTER OF COMMERCE IN STATISTICS

Code: *5GHN01: E801M*

Campus: *Mahikeng*

Delivery mode: Full-time

Module code	Module description	Credits
STBS871	Dissertation	180
Total credits for the curriculum		180

EMS.13.14   MASTER OF COMMERCE IN INFORMATICS WITH INFORMATION SYSTEMS

Code: *5GXP01: E801M*

Campus: *Mahikeng*

Delivery mode: Full-time

Module code	Module description	Credits
RSWW811	Research Methodology	8
RSWW821	Research Communication	8
ITRP872	Dissertation	100
Select two: ITRW876 ITRW877 ITRW878 ITRW883 ITRW884 ITRW885 ITRW886	 Databases Decision Support Systems Artificial Intelligence Image Processing Information Systems Engineering Computer Security Data Warehousing	2 x 32
Total credits for the curriculum		180

EMS.13.15   MASTER OF COMMERCE IN BUSINESS MANAGEMENT

Code: *5CQN01: E801M/P/V*

Campus: *Mahikeng, Potchefstroom, Vanderbijlpark*

Delivery mode: *Full-time or part-time*

Module code	Module description	Credits
BMAN871	Dissertation	180
Total credits for the curriculum		180

EMS.13.15.1   Admission requirements

a)   Only applicants with a BComHons in Business Management will be considered.

b)   Prospective students must have obtained an average of at least 65% in the BComHons in Business Management.

c)   BMAN672 or an equivalent research module is compulsory, with a minimum of 60%.

d)   The research ability of the prospective student must be to the satisfaction of the school director and/or director of research, and acceptance of the prospective student is subject to selection by the School's selection committee.

e)   Prospective students must, as part of the initial application process, submit a draft research proposal, in which the intended research question and objectives and the anticipated research methodology are clearly explained and justified, together with a short literature review about the topic and constructs. This proposal will be used to determine the availability and capacity of a relevant study leader and to evaluate whether the intended research project falls within the broader scope of the School's competencies and focus.

EMS.13.16   MASTER OF COMMERCE IN MARKETING MANAGEMENT

Code: *5CKN01: E801M/P/V*

Campus: *Mahikeng, Potchefstroom, Vanderbijlpark*

Delivery mode: *Full-time or part-time*

Module code	Module description	Credits
BMAR871	Dissertation	180
Total credits for the curriculum		180

EMS.13.16.1   Admission requirements

a)   Only applicants with a BComHons in Marketing Management will be considered.

b)   Prospective students must have obtained an average of at least 65% in the BComHons in Marketing Management.

c)   BMAR673 or an equivalent research module is compulsory, with a minimum of 60%.

d)   The research ability of the prospective student must be to the satisfaction of the school director and/or director of research, and acceptance of the prospective student is subject to selection by the School's selection committee.

e)   Prospective students must, as part of the initial application process, submit a draft research proposal, in which the intended research question and objectives and the anticipated research methodology are clearly explained and justified, together with a short literature review about the topic and constructs. This proposal will be used to determine the availability and capacity of a relevant study leader and to evaluate whether the intended research project falls within the broader scope of the School's competencies and focus.

EMS.13.17   MASTER OF COMMERCE IN INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY

EMS.13.17.1 Admission requirements

Prospective students should adhere to the following admission requirements:

a)   *A student should be in possession of a BA Honours or BCom Honours degree in Industrial Psychology from an accredited HPCSA university (this implies that the degree will lead to the registration as Counsellor/Psychometrist with the HPCSA after successfully completing the board exam). The study content of this degree must be to the satisfaction of the dean and the director of the School of Industrial Psychology and Human Resource Management.*

b)   *The degree should include the following subjects: Psychometrics, Psychological Evaluation (Psychometric testing), Career Psychology, Research Methodology and Research Report, Organisational Development, Human Resource Strategies and Descriptive Statistics and Practical Statistics (STTN 111 and STTN 124).*

c) The student must have obtained an average of <u>65%</u> in the honours degree in order to qualify to be invited to the selection process.

d) Prospective students should also pass a selection process directed at the measurement of the competencies set for psychologists by the Health Professions Council of South Africa (HPCSA).

Students from other universities:

e) Any other student will be judged based on the outcomes and content of the programme they studied at the particular university.

f) Credits for prospective students may be considered on the basis of interviews, portfolios and/or tests that seek to identify experiential learning, skills and motivation.

g) Diplomas or degrees from Universities of Technology will not be acknowledged.

h) Any other degree outside of Industrial psychology will not be considered for admission.

EMS.13.17.2 Curriculum

Code: 5EDQ01: E801P/V

Campus: Potchefstroom, Vanderbijlpark

Delivery mode: Full-time or part-time

Module code	Module description	Credits
IOPP873	Mini-dissertation	80
IOPP874	Scientific Reasoning	16
IOPP875	People Development in Industrial Psychology	16
IOPP876	Professional Industrial Psychology and Assessment	36
IOPP877	Psychology of Work-related Wellbeing	16
IOPP878	Applied Counselling	16
Total credits for the curriculum		180

EMS.13.18 MASTER OF COMMERCE IN HUMAN RESOURCE MANAGEMENT

EMS.13.18.1 Admission requirements

Prospective students should adhere to the following admission requirements:

a) *A student should be in possession of a BAHons or BComHons degree in Human Resource Management or Industrial Psychology. The study content of this degree must be to the satisfaction of the dean and the director of the School for Industrial Psychology and Human Resource Management. The degree should include the following modules (or similar modules): Research methodology and Research Report, Applied Labour Relations, Human Capacity Development, Organisational Development, Strategic Human Resource Management and Descriptive and Practical Statistics.*

b) *The student must have obtained a minimum average of 65% in the honours degree in order to qualify to be invited to the selection process.*

c) *Prospective students should also pass a selection process directed at the measurement of the competencies set for Human Resource Practitioners.*

Students from other universities:

d) *Any other student will be assessed based on the outcomes and content of the programme they studied at the particular university.*

e) *Credits for prospective students may be considered on the basis of interviews, portfolios and/or tests that seek to identify experiential learning, skills and motivation.*

f) *Students in possession of a NQF level 8 qualification in Human Resource Management (or equivalent) will be considered on competence and experience for admission to the master's degree.*

EMS.13.18.2 Curriculum

Code:　　　*5CEN01: E801M*

Campus:　　　*Mahikeng*

Delivery mode: Full-time

Module code	Module description	Credits
HRMA871	Dissertation	180
Total credits for the curriculum		180

EMS.13.19 MASTER OF COMMERCE IN HUMAN RESOURCES MANAGEMENT

EMS.13.19.1 Curriculum

Code: 5HDP01: E801P/V

Campus: Potchefstroom, Vanderbijlpark

Delivery mode: *Full-time or part-time*

Module code	Module description	Credits
HRMA872	Dissertation	148
HRMA874	Scientific Reasoning	16
HRMA875	Advanced Strategic Human Resource Management	16
Total credits for the curriculum		180

EMS.13.20 MASTER OF COMMERCE IN LABOUR RELATIONS MANAGEMENT

EMS.13.20.1 Admission requirements

a) *A student must be in possession of a relevant and applicable BComHons degree or have the status of a relevant and applicable BComHons degree as approved by the Senate. The study content of this degree must be to the satisfaction of the Dean and the director involved with the intended MCom studies. The degree should include the following modules (or similar modules): Research Methodology and Research Report, Applied Labour Relations, Labour Market Principles, Advanced Labour Relations, Organisational Development, Descriptive Statistics and Practical Statistics.*

b) *The student must have obtained a minimum average of 65% in the honours degree in order to qualify to be invited to the selection process.*

c) *Prospective students should also pass a selection process directed at the measurement of the competencies set for Labour Relations Practitioners.*

EMS.13.20.2 Curriculum

Code: 5CFN01: E801M/P/V

Campus: Mahikeng, Potchefstroom, Vanderbijlpark

Delivery mode: *Full-time or part-time*

Module code	Module description	Credits
LARM871	Dissertation	180
Total credits for the curriculum		180

EMS.13.21 MASTER OF COMMERCE IN TOURISM MANAGEMENT (DISSERTATION)

EMS.13.21.1 Specific requirements

Admission to these programmes is subject to the following requirements:

a) *A student should have obtained a BAHons or BComHons degree in Tourism Management. The academic content of this degree must be to the satisfaction of the Dean and the Director of the School Tourism Management.*

b) *The student must have achieved an average of 65% for the honours degree to qualify for the MA or MCom in Tourism Management.*

c) *The student must demonstrate his/her ability to conduct research to the satisfaction of the Director of the Research Entity based on academic performance and an interview.*

d) *Prospective students must submit an abridged research proposal with regard to the interview.*

e) *All students are subject to the TOELF test to be completed successfully.*

f) *Final admission to the programme is determined by the applicable director and is also subject to current student numbers in the programme.*

EMS.13.21.2 Curriculum

Code: 5FTN01: E801P

Campus: Potchefstroom

Delivery mode: *Full-time*

Module code	Module description	Credits
TMBP871	Tourism Management: Dissertation	180
Total credits for the curriculum		180

EMS.13.22 MASTER OF ARTS IN INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY

EMS.13.22.1 Admission requirements

Prospective students should adhere to the following admission requirements:

g) *A student should be in possession of a BHons or BComHons degree in Industrial Psychology from an accredited HPCSA university (this implies that the degree will lead to the registration as Counsellor/Psychometrist with the HPCSA after successfully completing the board exam). The academic content of this degree must be to the satisfaction of the dean and the director of the School of Industrial Psychology and Human Resource Management.*

h) *The degree should include the following subjects: Psychometrics, Psychological evaluation (Psychometric testing), Career psychology, Research methodology and research report, Organisational development, Strategic Human Resource Management and Descriptive and Practical Statistics.*

i) *The student must have obtained an average of 65% in the honours degree in order to qualify to be invited to the selection process.*

j) *The research ability of the student must be to the satisfaction of the school directors and the director of the research entities. Students whose abilities in research methods (as determined during the selection process) are deemed not to be adequate will only be accepted into the master's programme after successfully completing a research methodology course. (Such a course is made available by the Faculty of Economic and Management Sciences or any other course to the satisfaction of the director of the research entities).*

k) *Prospective students should also pass a selection process directed at the measurement of the competencies set for psychologists by the Health Professions Council of South Africa (HPCSA).*

Students from other universities:

l) *Any other student will be judged based on the outcomes and content of the programme they studied at the particular university.*

m) *Credits for prospective students may be considered on the basis of interviews, portfolios and/or tests that seek to identify experiential learning, skills and motivation.*

n) *Diplomas or Technicon degrees will not be acknowledged.*

o) *Any other degree outside of Industrial psychology will not be considered for admission.*

EMS.13.22.2 Curriculum

Code: 5EFQ01: E801P/V

Campus: Potchefstroom, Vanderbijlpark

Delivery mode: Full-time or part-time

Module code	Module description	Credits
IOPP873	Mini-dissertation	80
IOPP874	Scientific Reasoning	16
IOPP875	People Development in Industrial Psychology	16
IOPP876	Professional Industrial Psychology and Assessment	36
IOPP877	Psychology of Work-related Wellbeing	16
IOPP878	Applied Counselling	16
Total credits for the curriculum		180

EMS.13.23 MASTER OF ARTS IN HUMAN RESOURCE MANAGEMENT

EMS.13.23.1 Admission requirements

Prospective students should adhere to the following admission requirements:

a) *A student should be in possession of a BAHons or BComHons degree in Human Resource Management or Industrial Psychology. The academic content of this degree must be to the satisfaction of the dean and the director of the School for Industrial Psychology and Human Resource Management. The degree should include the following modules (or similar modules): Research methodology and Research Report, Applied Labour Relations, Human Capacity Development, Organisational Development, Strategic Human Resource Management and Descriptive and Practical Statistics.*

b) *The student must have obtained a minimum average of 65% in the honours degree in order to qualify to be invited to the selection process.*

c) *Prospective students should also pass a selection process directed at the measurement of the competencies set for Human Resource Practitioners.*

Students from other universities:

d) *Any other student will be assessed based on the outcomes and content of the programme they studied at the particular university.*

e) *Credits for prospective students may be considered on the basis of interviews, portfolios and/or tests that seek to identify experiential learning, skills and motivation.*

f) Students in possession of a NQF level 8 qualification in Human Resource Management (or equivalent) will be considered on competence and experience for admission to the master's degree.

EMS.13.23.2 Curriculum

Code: 5CTP01: E801P/V

Campus: Potchefstroom, Vanderbijlpark

Delivery mode: Full-time or part-time

Module code	Module description	Credits
HRMA872	Dissertation	148
HRMA874	Scientific Reasoning	16
HRMA875	Advanced Strategic Human Resource Management	16
Total credits for the curriculum		180

EMS.13.24 MASTER OF ARTS IN LABOUR RELATIONS MANAGEMENT

EMS.13.24.1 Admission requirements

a) A student must be in possession of a relevant and applicable BComHons degree or have the status of a relevant and applicable BComHons degree as approved by the Senate. The academic content of this degree must be to the satisfaction of the Dean and the director involved with the intended MCom studies. The degree should include the following modules (or similar modules): Research Methodology and Research Report, Applied Labour Relations, Labour Market Principles, Advanced Labour Relations, Organisational Development, Descriptive Statistics and Practical Statistics.

b) The student must have obtained a minimum average of _65%_ in the honours degree in order to qualify to be invited to the selection process.

c) Prospective students should also pass a selection process directed at the measurement of the competencies set for Labour Relations Practitioners.

EMS.13.24.2 Curriculum

Code: 5FRP01: E801P/V

Campus: Potchefstroom, Vanderbijlpark

Delivery mode: Full-time or part-time

Module code	Module description	Credits
LARM872	Dissertation	148
LARM874	Scientific Reasoning	32
Total credits for the curriculum		180

EMS.13.25 MASTER OF ARTS IN TOURISM MANAGEMENT

EMS.13.25.1 Specific requirements

Admission to these programmes is subject to the following requirements:

a) A student should have obtained a BA or BComHons degree in Tourism Management. The academic content of this degree must be to the satisfaction of the Dean and the Director of the School Tourism Management.

b) The student must have achieved an average of 65% for the honours degree to qualify for the MA or MCom in Tourism Management.

c) The student must demonstrate his/her ability to conduct research to the satisfaction of the Director of the Research Entity based on academic performance and an interview.

d) Prospective students must submit an abridged research proposal with regard to the interview.

e) All students are subject to the TOELF test to be completed successfully.

f) Final admission to the programme is determined by the applicable director and is also subject to current student numbers in the programme.

EMS.13.25.2 Curriculum

Code: 5FSN01: E801M/P

Campus: Mahikeng, Potchefstroom

Delivery mode: Full-time

Module code	Module description	Credits
TMBP871	Dissertation	180
Total credits for the curriculum		180

EMS.14   MASTER OF BUSINESS ADMINISTRATION (MBA)

EMS.14.1   PURPOSE OF THE QUALIFICATION

The NWU MBA programme aims to:

a)   *contribute to and underpin the students' general intellectual development;*

b)   *empower successful and aspiring managers who want to develop their careers, develop as leaders and positively contribute to the growth of their organisations and their communities. The aim is to prepare and develop leaders who are committed to making a difference both personally and professionally;*

c)   *foster and encourage an innovative entrepreneurial mind-set to solve problems and pursue organisational opportunities;*

d)   *develop students' understanding of the role and functions of leadership, management in organisational, economic, social and political contexts;*

e)   *broaden students' perspectives and enable a better understanding of the global, national and local business and management environments;*

f)   *establish and embed the importance to students of working effectively with others as members of teams to achieve results;*

g)   *develop independent reflective learners able to meet the requirements of post graduate level study;*

h)   *provide students with an analytic and evaluative understanding of a range of concepts, models, approaches and techniques for managing and leading public service organisations effectively and efficiently;*

i)   *to undertake advanced integrative and applied study on a selected topic, project or issue of strategic relevance to business or public service management drawing on the student's own organisational context;*

j)   *cultivate the social development competency necessary in South Africa; and*

k)   *ensure that the programme outcomes satisfy all the relevant NQF-level descriptors.*

The broad foundation of the MBA Programme provides a holistic approach to all managerial functional areas. The student's existing experience in business enterprises or public service is utilised in the development of critical thinking skills, encouraging the deployment of innovative ideas in the face of challenges, whilst remaining true to the strategic integrity of a Master's in Business Administration.

EMS.14.2   GENERAL INFORMATION

EMS.14.2.1   Minimum credit requirements

210 Credits (NQF level 8: 24 credits and NQF level 9: 186 credits)

The professional MBA programme consists of 210 credits (NQF level 8: 24 credits and NQF level 9: 186 credits). This means that a student must complete courses/modules to the value of 2100 hours in order to obtain the professional MBA qualification. The MBA is planned around 2100 hours of teaching / learning, including examinations and the compilation and submission of a portfolio of evidence.

EMS.14.2.2   Admission requirements

Admission to the MBA programme is subjected to strict criteria and in accordance with accredited business schools and best practices. MBA applicants must be in the possession of the following minimum requirements-

- A completed official application form PLUS a written motivational letter on doing the MBA; and
- One or more of the following post-school education:
  - A recognized 4-year professional degree qualification on NQF-level 8. Any international qualification must be verified by the South African Qualification Authority (SAQA). This verification process is the sole responsibility of the applicant; and/or
  - an honours degree on NQF level 8; and/or
  - a Post-Graduate Diploma (PGDip) on NQF level 8; and
- A minimum of 3 years' relevant management experience; and
- Successful completion of a formally recognized Business School admission test (GMAT, NMAT); and
- An interview pertaining to the reasons why doing the MBA at the NWU Business School
- Access to computers - Internet and e-mail
- Admission to modules is subject to minimum numbers per module per site. If these numbers are not achieved, students opting for certain modules may be required to either do that module on another site or mode of delivery or (in the case of an elective) to opt for another elective.

☞ Notwithstanding the above minimum requirements the Business School reserves the sole and unfettered discretionary right to admission to the MBA programme after taking its operational and capacity (including financial aspects) requirements, quality assurances, teaching and learning policies, as well as any other matters that may have an effect on admission into account.

EMS.14.2.3   Curriculum Outcomes

Upon completion of this degree, all MBA graduates are expected to show the following: Knowledge and Understanding:

a)   *Develop in-depth and systematic understanding of knowledge in management, applied areas and work with theoretical research-based knowledge at the forefront of the discipline of management;*

b)   *show awareness and ability to manage the implications of ethical dilemmas and work pro-actively with others to formulate solutions;*

c)   *show critical awareness and ability to synthesise information in a manner that may be innovative, utilising knowledge or processes from the forefront of their practice;*

d)   *develop a level of conceptual understanding that will allow him/her to critically to evaluate research, advanced scholarship and methodologies and argue alternative approaches;*

e)   *demonstrate ability in research methods and methodology underpinning research in leadership and management to critically evaluate leadership and management literature and understand recent trends and developments;*

f)   *master the core concepts, principles and techniques in Leadership and Management decision-making;*

g)   *demonstrate a comprehensive understanding of Leadership and Management decisions in the context of how they contribute to maximising value.*

Skills:

a)   *demonstrate analytical and research skills to collect, analyse and synthesise data and information that will inform business and management decision;*

b)   *apply skills acquired from general business and management knowledge including the functional disciplines of accounting, economics, finance, information systems, marketing, management, leadership, organisational environments, operations management, international issues and strategy;*

c)   *demonstrate the ability to apply multiple theoretical perspectives to complex managerial issues for effective problem solving and decision-making in contemporary organisational environments and successfully communicate decisions and conclusions to appropriate individuals and groups;*

d)   *evaluate, select and integrate information and organisational processes in order to assess the impact of environmental forces on organisations, including ethical, social, economic and technological issues of change, and the likely effects of international development;*

e)   *apply appropriate interpersonal, professional group management skills in various team-based activities of different organisations in the public and private sectors;*

f)   *demonstrate mastery in comprehensive skills needed for managing and resolving conflict at all levels of hierarchal organisations including those of communicating, advocating, negotiating, mediating and arbitrating;*

g)   *continue with the advancement of knowledge and understanding in the pursuit of new skills to ensure continuing professional development;*

h)   *work effectively as a member of a group of professionals and a wider local, national and international cross-cultural community, demonstrating self-responsibility, autonomy and contribution to the development of others;*

i)   *select appropriate research methods and use them to good effect in order to investigate problems, issues or opportunities;*

j)   *gather and critically evaluate evidence drawn from a range of sources, and to draw conclusions on the basis of the student's own evaluations. This is likely to include contexts of incomplete data or ambiguity.*

Applied competence:

a)   *demonstrate self-direction and originality in problem solving and act autonomously in planning and implementing tasks at a professional or equivalent level;*

b)   *demonstrate a comprehensive understanding of techniques/methodologies applicable to their own work;*

c)   *undertake analysis of complex, incomplete or contradictory areas of knowledge and communicate the outcome effectively;*

d)   *engage confidently in academic and professional communication with others, reporting action clearly, autonomously and competently;*

e)   *show independent learning ability required for continuing professional study, making professional use of others where appropriate;*

f)   *select appropriate leadership style for situations;*

g)   *set targets, motivate, monitor performance, coach and mentor, in order to continuously improve the people, activities, operations and units being managed;*

h)   *operate in complex and unpredictable, possibly specialised contexts, and has an overview of the issues governing good practice; and*

i)   *develop technical expertise, perform with precision and effectiveness, can adapt skills and design or develop new skills and procedures for new situations.*

EMS.14.2.4   Rules pertaining to the progress and completion of the MBA programme

a)   *Modules are presented in each semester of the two years of the MBA programme (Blocks A to D).*

b)   *The programme entails among others four compulsory study schools (one in each of Blocks A-D) and an MBA day per semester after each examination opportunity.*

c)   *A student starts with the MBA programme at the beginning of the calendar year (with Block A of the MBA programme) and studies according to the programme succession (except where rules allow otherwise).*

d)   *Only two registrations per module are allowed – should a specific module is again failed during the second registration; the student's studies will be terminated.*

e)   *A maximum of three registration years without interruption in the studies is allowed – should a student's degree not be completed after three registration years; his/her studies will be terminated.*

f)   *A student who does not perform satisfactorily in the MBA programme will have his/her studies blocked on the system according to the discretion of the programme manager. This implies a cooling period of one year, during which as student may not study further, and will only be allowed back is proof can be offered of actions taken to improve studies.*

g)   *Should a student fail three or more modules per year, his/her studies will be blocked and terminated on the system.*

h)   *As in the case of academic modules, a student may only register twice for the mini-dissertation before the MBA studies are terminated.*

i)   *It is the discretion of the MBA programme manager's examination committee to decide upon admission to second examination opportunities.*

j)   *Only one module can be chosen between Public Management and Entrepreneurship. The chosen module can only be offered to a group of 15 students and more in that academic year.*

EMS.14.3   PROGRAMME STRUCTURE

The programme consists of:

a)   *14 Core Modules:*

- *Corporate Governance*
- *Operations Management*
- *Executive Economics*
- *Research Methodology*
- *Technology Management*
- *Strategic Talent Management*
- *Managerial Accounting*
- *Strategic Management*
- *Organisational Project*
- *Financial Management*
- *Mini-dissertation*
- *Leadership*
- *Marketing Management*
- *Public Management*

*NEA: Not assessed by examination.

b)   ***A dissertation*** *of 20 000 to 25 000 words entailing an analysis of a real business or public management-related problem, to be completed by all students.*

EMS.14.3.1   Electives

In the second semester of the second year, the student choose one of the three electives (Entrepreneurship, International Business Issues or Public Management).

EMS.14.3.2   Distinction

A module, mini-dissertation or dissertation is passed with distinction where, at the examination thereof an average mark of at least 75% is awarded and the degree is passed with a distinction where a weighted average of at least 75% is achieved in all the elements examined.

EMS.14.3.3   Teaching and learning strategy

The MBA programme has been aligned across the three Sites of Delivery (SOD's - Vanderbijlpark, Mahikeng and Potchefstroom). In the new approach to teaching and learning the Business School applies a multi-model approach. This means that irrespective of the registered campus, a participant may attend a class or classes (but not the majority) at any SOD to keep abreast of the modules of the MBA. The new MBA (as offered from 2016) also allows both synchronous and asynchronous teaching. In these modes and through the application of Zoom or Teams, the Business School can now deliver classes simultaneously (synchronous mode) to all three Sites of Delivery or deliver the (recorded) class to other Sites of Delivery at a convenient time (asynchronous). These approaches and application of methodologies and use of ICT allows for the delivery of the same material across all Sites of Delivery.

a)   *Throughout the MBA experience, the inter-relationships between various disciplines are stressed and are explicitly explored as part of the assessment schedule in some of the modules, including the final integrative module. (Strategic Management).*

b) *Formal lectures enable students to understand the theoretical concepts, models and theories necessary to comprehend Leadership and Management at the appropriate level.*

c) *Seminars and workshops create opportunities where students have the opportunity to investigate specific areas of interest within Leadership and Management and discuss these with their peers and facilitators.*

d) *Analytical and practical skills-based modules create the opportunity to contextualise and apply knowledge.*

e) *The programme encourages active student participation whilst promoting independent learning.*

f) *Clear programme expectations and learning outcomes are placed at the forefront with an emphasis on critical thinking rather than rote learning; ensuring that study is relevant to the business environment.*

Therefore, teaching and learning methods involve personal study using prescribed text books, journals, presentations, discussions and group work. Students may draw upon recent case studies in a relevant module for projects. Together these methods achieve the aims and outcomes of each module.

This model supports the personal and professional development aims of the degree, which focus on students first developing independent learning habits, then progressing to become well-grounded graduates in management education, thoughtful analysts, consultants and strategic thinkers.

EMS.14.3.3.1 Assessment methods

a) *The assessment strategy aims to provide students with different skills sets through the development of range of assessment methodologies that complement the skills required of experienced and effective managers in the work place. The assessment strategy incorporates two different approaches to this purpose.*

b) *a) The summative assessment schedule which, over the course of the MBA journey, develops students' skills in ways which are formally assessed using primarily a numerical assessment model to ensure that it is the students' own work through work-based projects where appropriate, student presentations, and other forms of controlled assessments including the extensive use of reflective statements.*

c) *b) The formative assessment schedule is developmental and aims to develop the participants' skills through ongoing feedback, group work, exercises and discussions that enables the individuals to become independent learners through critical self-awareness and independent study, to become effective team members through group discussions in the taught sessions and where through relevant study visits and other exercises and to develop interdisciplinary thinking skills and approaches to problems solving through the core integrative modules on the professional MBA Programme.*

d) *Individual assignments, class participation as well as individual and group presentations are used to assess student's knowledge of the functional management disciplines and in particular their ability to analyse and quantify management information.*

e) *Both formative as well as summative assessment occur, where 50% of a course mark arises from continuous assessment (normally covering an individual and group assignment, a class test and other module activities and the remaining 50% is determined by the final examination.*

f) *Students have the opportunity, at the end of each module, to evaluate faculty facilitation and contact for that module and, at the end of the programme, benchmarking surveys are conducted to determine student satisfaction with the integration of the curriculum covering the functional areas of management as well as the programme's ethical and environmental dimensions.*

g) *Creativity and research skills are gauged through guided independent research.*

h) *A final mark of 50% constitutes a "pass" for all modules including the research project provided a subminimum of 45% for MBA in the final examination for course work is achieved.*

i) *In order to support the learning and teaching approach as outlined above, modules will normally include an early and brief formative assessment exercise. These formative assessment tasks may be additional to or built into the formal sessions and they are used to provide rapid diagnostic feedback to participants. Assessment at the end of each module is summative and is designed to provide an overall measure of the learning that has been achieved in the module. To support the participants in this process a series of study and research skills support workshops, in addition to a business research methods workshop, has been developed to be delivered normally in conjunction with each module to support the participants in the immediate application of knowledge, theories and concepts to organisational contexts.*

j) *Refer to the NWU General Academic Rules regarding examinations.*

EMS.14.3.3.2 Mini-dissertation

Refer to the NWU Manual for Master's and Doctoral Studies.

EMS.14.4   MASTER OF BUSINESS ADMINISTRATION

Code: *5BEQ01: E801M/P*

Campus: *Mahikeng, Potchefstroom, Vanderbijlpark*

Delivery mode: Part-time

MODULE CODE	MODULE DESCRIPTION	CREDITS	NQF level
Block A: MBA Year 1: First Semester			
MBAA812	Operations Management	12	9
MBAA815	Executive economics	12	9
MBAA816	Leadership	12	9
MBAA874	Research Methodology	12	9
Block B: MBA Year 1: Second Semester			
MBAB821	Technology Management	12	9
MBAB823	Managerial Accounting	12	9
MBAB824	Strategic Talent Management	12	8
Block C: MBA Year 2: First Semester			
MBAC811	Strategy Management	12	9
MBAC813	Financial Management	12	9
MBAC815	Marketing Management	12	9
MBAC873	Mini-dissertation	54	9
Block D: MBA Year 2: Second Semester			
MBAD824	Corporate Governance	12	8
MBAD823 ##	Entrepreneurship ##	12	9
MBAD825 ##	Public Management ##	12	9
MBAD826 ##	International Business Issues ##	12	9
MBAD827	Company Project	12	9
TOTAL CREDITS FOR THIS PROGRAMME		**210**	
## - Students choose between MBAD823, MBAD825 and MBAD 826			

EMS.15   MASTER OF EDUCATION IN TRAINING AND DEVELOPMENT (MED)

PROGRAMME IS PHASING OUT – NO NEW STUDENT INTAKE FROM 2021

EMS.15.1   METHOD OF PRESENTATION

- *This programme is only offered part-time, at the Potchefstroom campus and only in English.*

- *All master's programmes fall within the research entity of the faculty and must contribute to the development of the projects in the research entity. This degree is only offered at the Potchefstroom Campus.*

- *The stipulations for the MEd degree must be read together with the General Academic Rules of the university, which are available on the internet at: http://www.nwu.ac.za/gov_man/policy/7P-Academic_Rules_e.pdf.*

EMS.15.2   RESEARCH MED DEGREE

EMS.15.2.1   Admission requirements

EMS.15.2.1.1   General Admission Requirements

a) *A student intending to enrol for the MEd degree must obtain permission from the research director and HRD programme leader to undertake the study.*

b) *A student registering for the first time for the MEd degree must do so at the time determined by the university.*

c) *A student can only register if a letter of permission, signed by his/her supervisor, has been submitted to the registration office.*

d) *Re-registration for the following years of study must take place at the time determined by the university. Should a student not have re-registered at the time determined by the university, he/she must apply to the University for re-admission.*

EMS.15.2.1.2   Specific admission requirements

a) *A BEdHons degree in Training and Development/Bachelor of Human Resource Development and at least seven years' experience as a trainer are prerequisites (not teaching or HRM).*

b) *The student must have obtained a minimum average pass mark of 65% for the BEdHons degree, as well as a minimum pass mark of 65% for the research modules OPLN 612 and FOER 671 and RSPR 671 /ERTP 671 in the BEdHons degree.*

c) *Students must demonstrate acceptable levels of proficiency in terms of their computer and academic literacy and have substantial access to the internet. All prospective MEd students must undergo compulsory computer and academic literacy assessments and their admission will also depend on their performance in these assessments.*

d) *Even if a prospective student meets all of the above admission requirements, the application may still be turned down (1) owing to a lack of capacity in the faculty to render adequate supervision, or (2) if the proposed research topic cannot be accommodated within the focus of existing research programmes/projects in the faculty.*

EMS.15.2.2   Programme

a) *A student for the MEd degree must, unless the research director decides otherwise, follow an approved programme in the Research Focus Area in consultation with the research director. Attendance of the approved programme is compulsory, and if the student fails to do so, his/her studies may be terminated.*

b) *A student who has been admitted to the MEd programme must submit a research proposal to the faculty's prescribed committee for approval within six (6) months after registration. The approved academic processes and administrative cut-off dates for submission must be followed.*

c) *If a student fails to submit the research proposal for approval within six (6) months after registration, his/her studies may be terminated.*

EMS.15.2.3   Extension of study period

a) *A student who does not complete his/her studies within the maximum period must apply to the research director for an extension of the study period by one academic year at the end of the fourth year of the studies (General Academic Rule 1.14). The supervisor must provide a motivation for the extension of the study period to the research director of the Research Entity.*

b) *An application for the extension of the study period must be in the form of a submission in which the following are indicated:*

- *that the research topic is still relevant;*

- *what progress has already been made;*

- *what still has to be done to complete the studies; and*

- *whether the supervisor is still available (General Academic Rule 4.14.2.5).*

c) *If the study period is extended, a levy determined by the council from time to time, will be imposed (General Academic Rule 4.14.3).*

EMS.15.3   EXAMINATIONS

The examination for the MEd degree consists of a (a) full dissertation or (b) published research article(s).

EMS.15.3.1   Appointment of examiners

a) *The promoter of supervisor appoints the examiners.*

b) *The appointment of examiners is done in accordance with General Academic Rule 4.4.3.*

c) *At least three months before submission of the dissertation, students and their supervisors must notify the administration officer of the MEd and PhD Examination Committee in writing of their intention to submit the dissertation for examination.*

d) *No examiner of a dissertation may have been involved in any manner in the supervision of the student or have acted as a critical reader of the dissertation.*

EMS.15.3.2   Requirements to which the dissertation must conform

a) *A dissertation must provide proof that the student has mastered the relevant research paradigms and methodologies.*

b) *Regarding the technical requirements, a dissertation must comply with all the requirements prescribed by the Faculty Board and the latest "Manual for Postgraduate Studies".*

c) *Should a dissertation be presented in the form of (a) published research article(s) or (an) unpublished manuscript(s) in article format, and should more than one such article or manuscript be submitted, the dissertation must still be presented as a unit, containing an overarching problem statement, a focused and integrated literature review, as well as a concluding discussion.*

EMS.15.3.3   Submission in the dissertation for examination

a) *A dissertation may be submitted for examination only with the written permission of the supervisor(s).*

b) *A dissertation that has been submitted for examination cannot be withdrawn by the student or supervisor(s).*

EMS.15.3.4   Requirements for passing

a) *A student passes when a mark of at least 50% has been obtained.*

b) *A student passes with distinction when a mark of at least 75% has been obtained.*

c) *A student who has failed a dissertation may only apply for re-admission to the same MEd degree programme once, after which a new study must be registered. The director of the Research Focus Area must be notified before such registration may be approved.*

EMS.15.3.5   Termination of studies

The studies of a student may be terminated if he/she exceeds the maximum duration of the study period or in the case of unsatisfactory academic performance (General Academic Rule 4.4.11). From the time of registration, the student's academic progress will be monitored continuously by means of half-yearly progress reports.

EMS.15.4   CURRICULUM

Code: 403132: E813P

Campus: Potchefstroom (NO NEW STUDENT INTAKE FROM 2021)

Module code	Module description	Credits
OPLN871	Training and Development	240
Total credits for the curriculum		240

EMS.16 DOCTOR OF PHILOSOPHY(PHD)

This qualification can be obtained in one of the programmes and curricula listed in E.5.3 (d) and which are described in more detail below, and can be taken either part-time of full-time.

EMS.16.1 MINIMUM AND MAXIMUM DURATION

See EMS.1.2.4.

The study may be terminated by the Senate on the recommendation of the Faculty Board on the basis of unsatisfactory progress.

EMS.16.2 ADMISSION

A candidate should possess a master's degree in the curriculum for which the candidate would like to register for a PhD.

EMS.16.3 APPROVAL OF THE PROGRAMME

Approval of the study programme and the procedure that must be followed take place in terms of General Academic Rule 5.2. The study programme must, to the satisfaction of the director of the research entity, contribute to the research programme(s) of the university as determined by the different research entity.

A doctorate student must preferably within six months but not later than one year after the final date of registration as determined in the annual university calendar, present a research proposal and proposed title.

Research format - It is recommended that an article is presented to a subsidy bearing journal within three months after the submission of the thesis for examination.

Article format - For the purposes of a thesis in article format, a minimum of three (3) published articles or three (3) unpublished manuscripts in article format should be presented. At least one article presented to a subsidy bearing journal is required before the thesis is handed in for examination as a requirement to obtain a PhD-degree (refer to A-rule 5.10.4).

EMS.16.4 SPECIFIC ADMISSION REQUIREMENTS

a) *The research ability of the student must be to the satisfaction of the school director and the director of the research entity. Students whose ability in research methods are deemed not to be adequate by the school director and research director will only be accepted into a PhD-programme after successfully completing the faculty's short courses in research methodology.*

b) *PhD students may register for the PhD degree after a research proposal was accepted by the related school's Scientific Committee and if a promoter is available for the study.*

c) *A student must have a relevant and applicable M-degree or the status of a relevant and applicable M-degree as approved by the faculty's board and senate. The study field must be approved by the relevant school director and research entity director.*

d) *The student must at least have passed the abovementioned M-degree with an average of 60%.*

e) *For Economics, International Trade, Risk Management and Agriculture Economics – Masters average of 65%.*

f) *For Economics: For acceptance into the PhD program, the applicant must be in possession of a relevant and supporting Master's in Commerce or equivalent degree with an average of 60% for the Master's degree.*

EMS.16.5 EXAMINATIONS

Examinations take place in terms of General Academic Rule 5.11.

EMS.16.6 REQUIREMENTS FOR THE RESEARCH COMPONENT OF A DOCTORAL DEGREE

a) *The requirements to which a thesis must conform to are determined in terms of General Academic Rules 5.4 and 5.10.*

b) *At least one article presented to a **subsidy bearing journal** is required before the thesis is submitted for examination as a requirement to obtain a PhD-degree (refer to A-rule 5.10.4).*

EMS.16.7   CURRICULA

SCHOOL OF ACCOUNTING SCIENCES			
Qualification & curriculum code	Qualification	Module code	Credits
EMS.16.7.1 Doctor of Philosophy in Economic and Management Sciences with Accountancy			
5CAR01: E901P 5CAR01: E901V	Full-time or part-time. Prospective students in Accounting Sciences should be in possession of a Master's degree. An average of 60% in the master's degree is a prerequisite for PhD selection. All applications are subject to a selection process before registration.	ACCC971	360
EMS.16.7.2 Doctor of Philosophy in Economic and Management Sciences with Management Accountancy			
5CAR06: E901P 5CAR06: E901V	Full-time or part-time. Prospective students in Accounting Sciences should be in possession of a Master's degree. An average of 60% in the Master's degree is a prerequisite for PhD selection. All applications are subject to a selection process before registration.	MACC971	360
EMS.16.7.3 Doctor of Philosophy in Economic and Management Sciences with Taxation			
5CAR09: E901P 5CAR09: E901V	Full-time or part-time. Prospective students in Accounting Sciences should be in possession of a Master's degree. An average of 60% in the Master's degree is a prerequisite for PhD selection. All applications are subject to a selection process before registration.	TAXM971	360
EMS.16.7.4 Doctor of Philosophy in Forensic Accountancy			
5CDR01: E901P	Full-time or part-time. Prospective students in Accounting Sciences should be in possession of a Master's degree. An average of 60% in the Master's degree is a prerequisite for PhD selection. All applications are subject to a selection process before registration.	FORP971	360
SCHOOL OF ECONOMIC SCIENCES			
Qualification & curriculum code	Qualification	Module code	Credits
EMS.16.7.5 Doctor of Philosophy in Economic and Management Sciences with Economics			
5CAR03: E901M/P/V	Full-time or part-time. Requirement: A relevant and supporting Master in Commerce in Economics or equivalent degree with an average of 60% for the master's degree.	ECON971	360
EMS.16.7.6 Doctor of Philosophy in Economic and Management Sciences with International Trade			
5CAR04: E901P/V	Full-time or part-time.	EKIP971	360
EMS.16.7.7 Doctor of Philosophy in Economic and Management Sciences with Risk Management			
5CAR08: E901P/V	Full-time or part-time.	EKRP971	360
EMS.16.7.8 Doctor of Philosophy in Economic and Management Sciences with Business Statistics			
5CAR14: E901M	Full-time.	STBS971	360
EMS.16.7.9 Doctor of Philosophy in Economic and Management Sciences with Operations Research			
5CAR15: E901M	Full-time.	STOR971	360
EMS.16.7.10 Doctor of Philosophy in Computer and Information Sciences with Computer Science and Information Systems			
2CBR02: E901M	Full-time.	ITRW971	360

SCHOOL OF MANAGEMENT SCIENCES			
Qualification & curriculum code	Qualification	Module code	Credits
EMS.16.7.11 Doctor of Philosophy in Economic and Management Sciences with Business Management			
5CAR02 E901M/P/V	Full-time or part-time. Mahikeng, Potchefstroom, Vanderbijlpark. Prospective students must be in possession of a MCom (minimum 60%) in Business Management for a PhD in Business Management Prospective students must, as part of the initial application process, submit a draft research proposal, in which the intended research question and objectives and the anticipated research methodology are clearly explained and justified, together with a short literature review about the topic and constructs. This proposal will be used to determine the availability and capacity of a relevant study leader and to evaluate whether the intended research project falls within the broader scope of the School's competencies and focus.	BMAN971	360
EMS.16.7.12 Doctor of Philosophy in Economic and Management Sciences with Marketing Management			
5CAR07 E901M/P/V	Full-time or part-time. Mahikeng, Potchefstroom, Vanderbijlpark Prospective students must be in possession of a MCom (minimum 60%) in Marketing Management for a PhD in Marketing Management Prospective students must, as part of the initial application process, submit a draft research proposal, in which the intended research question and objectives and the anticipated research methodology are clearly explained and justified, together with a short literature review about the topic and constructs. This proposal will be used to determine the availability and capacity of a relevant study leader and to evaluate whether the intended research project falls within the broader scope of the School's competencies and focus.	BMAR971	360
EMS.16.7.13 Doctor of Philosophy in Public Administration			
553100: E901M	Full-time or part-time. (Phasing out)	PAYM971	360
SCHOOL OF INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT			
Qualification & curriculum code	Qualification	Module code	Credits
EMS.16.7.14 Doctor of Philosophy in Industrial Psychology			
5CCR01: E901M 5CCR01: E901P 5CCR01: E901V	Full-time or part-time. Prospective students in Industrial Psychology should be in possession of a Master's degree in Industrial Psychology. An average of 60% in the Master's degree is a prerequisite for PhD selection. All applications are subject to a selection process based on the student's CV and a scheduled interview during which the prospective research study of the student will be discussed.	IOPS971	360
EMS.16.7.15 Doctor of Philosophy in Economic and Management Sciences with Labour Relations Management			
5CAR05: E901M 5CAR05: E901P 5CAR05: E901V	Prospective students in Labour Relations Management should be in possession of a Master's degree in Labour Relations. An average of 60% in the Master's degree is a prerequisite for PhD selection. All applications are subject to a selection process based on the student's CV and a scheduled interview during which the prospective research study of the student will be discussed.	LARM971	360
EMS.16.7.16 Doctor of Philosophy in Economic and Management Sciences with Human Resources Management			
5CAR13: E901M 5CAR13: E901P 5CAR13: E901V	Prospective students in Human Resource Management should be in possession of a Master's degree. An average of 60% in the Master's degree is a prerequisite for PhD selection. All applications are subject to a selection process based on the student's CV and a scheduled interview during which the prospective research study of the student will be discussed.	HRMA971	360

EMS.16.7.17 Doctor of Philosophy in Economic and Management Sciences with Human Resource Development			
5CAR11: E901P	Part-time **A Masters in Human Resource Development passed with average 65 % and at least 10 years' managerial experience in Human Resource Development, is a prerequisite for PhD selection.**	HRDT971	360

SCHOOL OF TOURISM MANAGEMENT			
Qualification & curriculum code	Qualification	Module code	Credits
EMS.16.7.18 Doctor of Philosophy in Economic and Management Sciences with Tourism Management			
5CAR10: E901P 5CAR10: E901M	Full-time or part-time.	TMBP971	360

NWU BUSINESS SCHOOL			
Qualification & curriculum code	Qualification	Module code	Credits
EMS.16.7.19 Doctor of Philosophy in Economic and Management Sciences with Business Administration			
5CAR12: E901P 5CAR12: E901M	Part-time. Proposed admission requirements: 2023 The research ability of the student must be to the satisfaction of the school director/scientific committee; •The PhD in Economic and Management Sciences with Business Administration is offered only parttime; • A student must have a SAQA approved master's/MBA degree or the status of a relevant master's degree as approved by the Faculty's board and senate at NQF Level 9; • A student must have passed the **research component** (**Research module and Mini Dissertation**) of the above- mentioned master's degree with an average of 65% or more. • In case the candidate did a research Master's degree, the final mark for the degree must be 65% or more.	DBAA971	360

EMS.17   DOCTOR OF PHILOSOPHY IN ECONOMIC AND MANAGEMENT SCIENCES WITH HUMAN RESOURCE DEVELOPMENT (PART TIME)

The stipulations for the doctoral degree must be read together with the General Academic Rules of the university, which are available on the internet at: http://www.nwu.ac.za/sites/www.nwu.ac.za/files/files/i-governance-management/policy/7P-Arules2014_a.pdf.

All doctoral studies fall within the research entity of the faculty and must contribute to the development of the projects in the research entities. This degree is only offered at the Potchefstroom Campus and only part time.

EMS.17.1   AIM OF THE QUALIFICATION

The aim of the doctoral degree programme is to provide in South Africa's need for dedicated and highly specialised training and human resource development researchers, who are empowered to conduct original training and development research, to make a scientific contribution to knowledge construction and understanding of training and development either by contributing to the discovering of new knowledge or developing a critical research approach, and to contribute in a responsible and meaningful way to the improvement of training and development at a local, national and international level.

EMS.17.2   QUALIFICATION OUTCOMES

The ability to conduct original training and human resource development research, to make a scientific contribution to knowledge construction and understanding of training and human resource development either by contributing to the discovering of new knowledge or developing a critical research approach, and to contribute in a responsible and meaningful way to the improvement of training and human resource development at a local, national and international level.

The student will prove that he/she has attained the outcomes of the module when he/she can submit a doctoral thesis that meets the following criteria:

a)   *the doctoral thesis needs to contribute towards scientific training and human resource development research, knowledge construction and insight into the research domain, and has to provide proof of originality, either by finding new facts, or by exercising an independent critical research approach;*

b)   *the editing of the thesis must be satisfactory and comply with the requirements laid down by the Faculty Board and the latest Manual for Postgraduate Studies; and*

c)   *if the thesis is presented in the form of (a) published research article(s) or (an) unpublished manuscript(s) in article format, and if more than one such article or manuscript is used, the thesis must still be presented as a unit, supplemented by an overarching problem statement, a focused literature analysis and integrated together with a summarised concluding discussion.*

EMS.17.3   ADMISSION REQUIREMENTS

EMS.17.3.1   General admission requirements

a)   *Admission shall be subject to approval by the faculty on recommendation of the research director and in consultation with the Human Resource Development programme leader where applicable. Students are advised to discuss their intended research and supervision well in advance of admission to a doctoral programme.*

b)   *A student can only register if a letter of permission, signed by his/her promoter, has been submitted to the registration office.*

c)   *A student registering for the first time for the doctoral degree must do so at the time determined by the university.*

d)   *Re-registration for the following years of study must take place at the time determined by the university.*

e)   *Should a student in any year fail to register at the time determined by the university, the faculty may allocate the topic of the thesis, if already registered, to another student.*

f)   *Should a student fail to register at the time determined by the university, he/she must apply to the Registrar for re-admission.*

EMS.17.3.2   Specific admission requirements

a)   *An applicable master's degree (MEd) in Training and Development and at least ten years' experience as a trainer (HRD professional) are prerequisites.*

b)   *The student must have obtained a minimum average pass mark of 65% for the MEd degree in Training and Development.*

c)   *Students must demonstrate acceptable levels of proficiency in terms of their computer and academic literacy and have substantial access to the internet. All prospective PhD students must undergo compulsory computer and academic literacy assessments and their admission will also depend on their performance in these assessments.*

d)   *Even if a prospective student meets all of the above admission requirements, the application may still be turned down (1) owing to a lack of capacity in the Human Resource Development Subject Group to render adequate supervision, or (2) if the proposed research topic cannot be accommodated within the existing research programmes/project in the Human Resource Development Subject Group.*

EMS.17.3.3   Recognition of prior learning

Prior learning as recognised by the Faculty Board.

EMS.17.3.4   Programme

a)   *A student for the PhD degree must, unless the research director decides otherwise, follow an approved programme in the research Focus Area in consultation with the research director. Attendance of the approved programme is compulsory, and if the student fails to do so, his/her studies may be terminated.*

b)   *A student who has been admitted to the PhD programme must preferably submit a research proposal to the prescribed Committee for approval within six (6) months but not later than one (1) year after the final date of registration as determined in the annual university calendar. The approved academic processes and administrative cut-off dates for submission must be followed.*

c) If a student fails to submit a research proposal as indicated above, his/her studies may be terminated (General Academic Rule 5.4.11).

EMS.17.3.5   Extension of the study period

a) A student who does not complete his/her studies within the maximum period must apply to the research director for an extension of the study period by one academic year at the end of the fourth year of his studies (General Academic Rule 5.4.10).

b) The promoter must provide a motivation for the extension of the study period to the research director of the Focus Area.

c) An application for the extension of the study period must be in the form of a submission in which the following are indicated (General Academic Rule 5.4.10.3):

- that the research topic is still relevant;

- what progress has already been made;

- what still has to be done to complete the studies; and

- whether the promoter is still available.

- If the study period is extended, a levy determined by the council from time to time, will be imposed (General Academic Rule 5.4.10.4).

EMS.17.4   CURRICULUM

METHOD OF PRESENTATION: Part-time in English only on Potchefstroom Campus

CODE: 5CAR11

Programme code	Curriculum code	Module code	Credits
5CAR11	E901P	HRDT971	360

EMS.17.5   EXAMINATIONS

EMS.17.5.1   Appointment of examiners

a) For the examination of a doctoral thesis, at least three examiners, including international external examiners, are appointed by the Research Committee of the faculty. The external examiners must be in the majority. No examiner of a thesis may have been involved in any manner in the supervision of the student or have acted as a critical reader of the thesis.

b) At least three months before submission of the thesis, students and their promoters must notify the Higher Degrees Office in writing of their intention to submit the thesis for examination.

EMS.17.5.2   Examinations

a) Examinations for a doctoral degree comprise at least a doctoral thesis that details the student's original research.

b) A doctoral thesis must be submitted for examination.

EMS.17.5.3   Requirements for a doctoral thesis

a) A doctoral thesis must contribute towards scientific training and development research, knowledge construction and insight into the research domain, and has to provide proof of originality, either by finding new facts, or by exercising an independent critical research approach (General Academic Rule 5.4.4.1).

b) The editing of a thesis must be satisfactory and comply with the requirements laid down by the Faculty Board (General Academic Rule 5.4.2.5) and the latest Manual for Postgraduate Studies.

c) If a thesis is presented in the form of (a) published research article(s) or (an) unpublished manuscript(s) in article format, and if more than one such article or manuscript is used, the thesis must still be presented as a unit, supplemented by an overarching problem statement, a focused literature analysis and integrated, together with a summarised concluding discussion.

EMS.17.5.4   Termination of studies

The studies of a student may be terminated if he/she exceeds the maximum duration of the study period or in the case of unsatisfactory academic performance (General Academic Rule 5.4.11). From the time of registration, the student's academic progress will be monitored continuously by means of half-yearly progress reports.

EMS.18   MODULE OUTCOMES: HONOURS MODULES

ACCOUNTANCY

Module code: ACCC671	Year module	NQF level 8
Module name: Advanced External Financial Reporting		

Module outcomes

Upon the completion of this module, the student should:

- demonstrate the ability to compile and criticise advanced external financial reports, including consolidated financial reports, based on an extensive and deep knowledge of the standards, methods and techniques relevant to external financial reporting practice;
- demonstrate the ability to use a range of specialised skills to identify, analyse and address complex, abstract and/or integrated external financial reporting problems by drawing systematically from the standards, methods and techniques relevant to external financial reporting practice according to the demand of the problem;
- demonstrate the ability to present contextualised external financial reporting opinions and arguments on unfamiliar, complex and uncertain problems by selecting and applying methods, standards and techniques appropriate to external financial reporting practice; and
- effectively, innovatively and responsibly apply the pervasive qualities and skills required in external financial reporting practice, including ethics and professionalism, personal attributes (e.g. self-management, leadership and teamwork) and professional skills (e.g. effective communication and utilisation of information technology).

Module code: AUDT671	Year module	NQF level 8
Module name: Advanced Auditing & Governance		

Module outcomes

Upon the completion of this module, the student should:

- demonstrate the ability to perform assurance engagements and evaluate and criticise manual and computerised internal control and governance systems, based on an extensive and deep knowledge of the relevant authority, standards, methods and techniques relevant to assurance practice;
- demonstrate the ability to use a range of specialised skills to identify, analyse and address complex, abstract and/or integrated assurance problems by drawing systematically from the relevant authority, standards, methods and techniques relevant to assurance practice according to the demand of the problem;
- demonstrate the ability to present contextualised assurance reports, opinions and arguments on unfamiliar, complex and uncertain problems by selecting and applying relevant authority, methods, standards and techniques appropriate to assurance practice; and
- effectively, innovatively and responsibly apply the pervasive qualities and skills required in assurance practice, including ethics and professionalism, personal attributes (e.g. self-management, leadership and teamwork) and professional skills (e.g. effective communication and utilisation of information technology).

BUSINESS MANAGEMENT

Module code: BMAN612	Semester 1	NQF level 8
Module name: Advanced Entrepreneurship		

Generic module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an integrated knowledge of the theory, discipline and practice of the area of study of entrepreneurship in the economy, the broad meaning of entrepreneurship, entrepreneurial mind set, success skills in different contexts, and the dominant themes for entrepreneurial success;
- the ability to identify, evaluate and solve new problems within a familiar context of the driving forces of entrepreneurship in an entrepreneurial process – the entrepreneurial team, the opportunity and the resources;
- the ability to gather information from a range of sources, to select information appropriate to the task, and apply the processes in evaluating entrepreneurial opportunities;
- skill in using various key terms, concepts, facts, principles, and rules regarding taxation for the individual and the business;

- the discovery of effective solutions to problems within an ethical framework, as applicable to entrepreneurship;
- individual and team-based presentation and communication skills, by using appropriate information technology.

Specific module outcomes

Upon the completion of this module, the student should be able to:

- apply the role of entrepreneurship in the economy, the broad meaning of the term entrepreneurship, entrepreneurial mind-set and success skills in different contexts;
- analyse the dominant themes for entrepreneurial success;
- develop and present a personal entrepreneurial or career strategy;
- apply the driving forces of entrepreneurship in the entrepreneurial process;
- analyse various business opportunities by means of the window of opportunity;
- analyse business opportunities by means of opportunity scanning;
- know how to get access to various financing alternatives;
- analyse a franchise as an opportunity;
- know the basic principles of taxation for the individual and business;
- write and analyse a case study;
- know how to manage a business in the start-up and growth phase;
- work in groups on assignments and give effective feedback; and
- make meaningful presentations.

Module code: BMAN613	Semester 1	NQF level 8
Module name: Advanced Operations Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an integrated knowledge of and engagement in the field of operations management, and a critical understanding and application of theories, practices, strategies and tactics of operations management on an advanced level;
- an ability to critically interrogate multiple sources of information within the field of operations management, and critically evaluate and review that information and the manner in which the knowledge was produced, with a view to respond to operations management-related issues;
- the ability to select, apply and critically judge the effectiveness of the implementation of a range of relevant and/or appropriate theories, tactics, practices and/or strategies, with a view to steer operations towards achieving business objectives;
- the ability to identify, demarcate, analyse, critically reflect on and effectively solve and/or address complex problems, issues and challenges related to the field of operational management and apply evidence-based, practice-driven and/or proven solutions with theory-driven arguments; and
- the ability to use a range of specialised skills to identify, analyse and address complex or abstract problems, systematically drawing on the body of knowledge and methods appropriate to the field and practices of operations management.

Module code: BMAN615	Semester 1	NQF level 8
Module name: Advanced Strategic Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an integrated knowledge of and engagement in the field of strategic management, and a critical understanding and application of theories, practices and strategies relevant to strategic management on an advanced level;
- the ability to critically interrogate multiple sources of information within the field of strategic management, and critically evaluate and review that information and the manner in which the knowledge was produced with a view to respond to strategic management issues;
- the ability to select, apply and critically judge the effectiveness of the implementation of a range of relevant and/or appropriate theories, practices and/or strategies with a view to make informed strategic management decisions;

- the ability to identify, demarcate, analyse, critically reflect on and effectively solve and/or address complex problems, issues and challenges related to strategic management and apply evidence-based, practice-driven and/or proven solutions with theory-driven arguments;
- the ability to effectively present and communicate academic, professional and/or occupational ideas and texts to a range of audiences, offering creative insights, rigorous interpretations and solutions to problems and issues appropriate to the context of management; and
- the ability to act as innovative thinkers, capable of critical analysis, creative solving of complex problems and the generation of original ideas and concepts within the field of strategic management.

Module code: BMAN625	Semester 2	NQF level 8
Module name: Advanced Financial Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an applied knowledge and understanding of key terms and principles within the field of financial management;
- the ability to select core procedures to solve fundamental problems in the field of financial management;
- a complete and applied analysis of cash management, fixed assets, financial statements, working capital, time value of money, internal rate of return, financial decisions, cost of capital, break-even, capital structure, leverage and dividend policy;
- skills, based upon an informed comprehension of theories and concepts, in evaluating the Du Pont analysis and the time value of money, using financial aspects and making decisions based on these results; and
- the ability to undertake a literature and environmental review, prepare a report on financial issues as individual or as a member of a team and to communicate in writing as well as verbally the report to an audience.

Module code: BMAN627	Semester 2	NQF level 8
Module name: Advanced Project Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an integrated knowledge of and engagement in the field of project management, and a critical understanding and application of theories, practices, strategies and tactics of project management on an advanced level;
- the ability to critically interrogate multiple sources of information within the field of project management, and critically evaluate and review that information and the manner in which the knowledge was produced, with a view to respond to project management-related issues;
- the ability to select, apply and critically judge the effectiveness of the implementation of relevant or appropriate theories, tactics, practices or strategies with a view to steer projects towards achieving organisational objectives;
- the ability to identify, demarcate, analyse, critically reflect on and effectively solve and/or address complex problems, issues and challenges related to the field of project management and apply evidence-based, practice-driven and/or proven solutions with theory-driven arguments; and
- an ability to effectively communicate in different formats and/or to apply appropriate technologies in different contexts within the field of project management.

Module code: BMAN672	Year module	NQF level 8
Module name: Business Research Project		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an integrated knowledge of and engagement in the field of management, and a critical understanding and application of theories, practices, strategies and tactics relevant to management on an advanced level;
- the ability to critically interrogate multiple sources of information within the field of management, and critically evaluate and review that information and the manner in which the knowledge was produced, with a view to research a management-related topic;

- supervised research skill by selecting and implementing scientific methods and/or procedures to effectively execute a planned research design, report research findings, and produce conclusions in an acceptable research report format;
- the ability to critically review information gathering, synthesis of data, evaluation and management processes in a business management context, in order to develop creative responses to management problems and issues; and
- the ability to present and communicate academic, professional or occupational ideas and texts effectively to a range of audiences, offering creative insights, rigorous interpretations and solutions to problems and issues appropriate to the context of management.

MARKETING

Module code: BMAR614	Semester 1	NQF level 8
Module name: Retail Marketing Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- a comprehensive knowledge and understanding of theory related to the situational analysis of a retail outlet;
- the capacity to engage in informed argument and reasoning concerning the current situation of the retail outlet;
- a critical understanding and application of the theory regarding the consumer segmentation process in order to choose and appropriately motivate the customers selected for a retail outlet;
- a comprehensive knowledge and understanding of theory related to the location of a retail outlet;
- the capacity to engage in informed argument and reasoning concerning the selection of the location of a retail outlet;
- the ability to solve complex and unfamiliar problems through the creation of new knowledge and understanding that will assist in the management of a retail outlet;
- the ability to solve complex and unfamiliar problems through the creation of new knowledge and understanding that will assist in the management of merchandise and the pricing of products in a retail outlet;
- the ability to critically analyse alternative approaches, and to offer value-driven and logical arguments for the selection of appropriate methods to communicate with customers;
- the ability to position and apply own knowledge and understanding within the context of broader societal trends and to compile a value-driven retail plan.

Module code: BMAR615	Semester 1	NQF level 8
Module name: International Marketing		

Generic module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an integrated knowledge of and engagement in the field of international marketing, and a critical understanding and application of international marketing theories, practices, strategies and tactics;
- an ability to critically interrogate multiple sources of information within the field of international marketing, and critically evaluate and review that information and the manner in which the knowledge was produced, with a view to respond to international marketing issues;
- an advanced ability to effectively implement, use and/or apply knowledge and understanding with the view to direct international marketing towards obtaining marketing and organisational objectives;
- the ability to identify, demarcate, analyse, critically reflect on and effectively solve and/or address complex problems, issues and challenges related to the field of international marketing and apply evidence-based, practice-driven and/or proven solutions with theory-driven arguments; and
- the ability to act as an innovative thinker, capable of critical analysis, creative solving of complex problems, and the generation of original ideas and concepts specific to international marketing.

Specific module outcomes

Upon the completion of this module, the student should be able to:

- express a thorough understanding of the theory as set out in the prescribed textbook and apply this to case studies;
- compile a profile from a marketing- and possible international export point of view for a given country and or region in terms of specific criteria;
- apply the factors of the socio-economic, legal, economic, political, physical and technological environments to an international marketing campaign;

- explain the importance of international marketing research;
- formulate a product idea for an international marketing plan and discuss aspects of importance when incorporating the product into the marketing mix;
- develop and submit a written international marketing plan; and
- present an international marketing plan.

Module code: BMAR621	Semester 2	NQF level 8
Module name: Marketing Plan		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- a comprehensive knowledge and understanding of theory related to the marketing environment, including the macro environment, the market environment (the consumer, the competitor) and the internal environment;
- an ability to effectively present and communicate academic, professional or occupational ideas and texts to a range of audiences, offering creative insights, rigorous interpretations, and solutions to problems or issues concerning the marketing environment;
- a critical understanding and application of the theory regarding the marketing planning process, in order to choose and appropriately motivate marketing strategies that may enhance the profitability of the firm;
- the ability to solve complex and unfamiliar problems through the creation of new knowledge and understanding that will assist in the identification and compilation of appropriate strategies to be included in the marketing plan;
- the ability to position and apply own knowledge and understanding within the context of broader societal trends and to compile a value-driven marketing plan; and
- the ability to critically analyse alternative approaches and to offer value-driven and logical arguments for the selection of appropriate methods to assess the implementation and success of the marketing plan.

Module code: BMAR625	Semester 2	NQF level 8
Module name: Relationship Marketing		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an integrated knowledge of and engagement in the field of relationship marketing, and a critical understanding and application of relationship marketing theories, practices, strategies and tactics;
- the ability to critically interrogate multiple sources of information within the field of relationship marketing, and critically evaluate and review that information and the manner in which the knowledge was produced, with a view to respond to relationship marketing issues;
- the ability to select, apply and critically judge the effectiveness of the implementation of a range of relevant and/or appropriate theories, practices, strategies and tactics with a view to make informed decisions concerning relationship marketing;
- the ability to identify, demarcate, analyse, critically reflect on, and effectively solve and/or address complex problems, issues and challenges related to the field of relationship marketing and apply evidence-based, practice-driven and/or proven solutions with theory-driven arguments; and
- an ability to act as innovative thinker, capable of critical analysis, creative solving of complex problems and the generation of original ideas and concepts within the field of relationship marketing.

Module code: BMAR626	Semester 2	NQF level 8
Module name: Advanced Digital Marketing		

After the successful completion of module BMAR626, the student must be able to demonstrate:
- the ability to strategically plan and prepare a digital marketing campaign through understanding and researching the macro environment, products, services, communication challenges, markets, competitors and consumers;
- develop intellectual competencies and practical skills in the range of decisions implicit in planning and implementing electronic marketing strategies to improve digital marketing effectiveness;
- the ability to showcase digital skills and manage digital tools required to support and enhance marketing activities;
- the ability to respond creatively to the challenges and opportunities within the digital environment to build stronger customer relationships;
- the ability to assess digital marketing resources as a marketing research tool to improve all marketing efforts.

The student will prove that he/she has attained the outcomes of the BMAR626 module when he/she can:

- compile a complete analysis of the macro environment, products, services, communication challenges, markets, competitors and consumers and use the information to strategically plan and prepare a digital marketing campaign;
- identify and utilise intellectual competencies and practical skills to make strategic decisions during the planning and implementing of effective digital marketing strategies;
- manage digital tools through specific digital skills required to support and enhance digital marketing activities;
- identify and reactively encage with challenges and opportunities within the digital environment to build stronger customer relationships; and
- critically analyse digital marketing resources through digital marketing research to improve selected marketing efforts.

Module code: BMAR673	Year module	NQF level 8
Module name: Marketing Research Project		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an integrated knowledge of and engagement in the field of marketing, and a critical understanding and application of theories, practices, strategies and tactics relevant to marketing on an advanced level;
- the ability to critically interrogate multiple sources of information within the field of marketing, and critically evaluate and review that information and the manner in which the knowledge was produced, with a view to research a marketing-related topic;
- supervised research skill by selecting and implementing scientific methods and/or procedures to effectively plan a research design (including problem definition, measurement and scaling, questionnaire design and pretesting, and sampling design and procedure), report research findings, and produce conclusions in an acceptable research report format;
- the ability to critically review information gathering, synthesis of data, evaluation and management processes in a marketing context in order to develop creative responses to marketing problems and issues;
- the ability to identify and address ethical issues with regard to collecting and reporting on primary and secondary data; and
- the ability to effectively present and communicate academic, professional or occupational ideas and texts to a range of audiences, offering creative insights, rigorous interpretations, and solutions to research problems and opportunities.

AGRICULTURAL ECONOMICS

Module code: AECP611	Semester 1	NQF level 8
Module name: Agricultural policy and development		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

a) a good theoretical knowledge about agricultural policy, how South African agricultural policy works and have a thorough understanding of it.

b) an understanding of the agricultural policy framework process; knowledge of and engagement in the application of policies in the area of agricultural development and the ability to evaluate the effect of agricultural policy on agricultural development by applying different methods of policy analysis.

c) the ability to formulate economic policy advice that could address the economic problems of less developed countries, especially for African countries south of the Sahara, including South Africa,

d) the ability to critically judge the effectiveness of the implementation of a range of relevant agricultural policies with a view to further develop the agricultural sector.

- e)the ability to communicate specify applicable concepts verbally or in writing and via appropriate technologies and media, in an accurate and coherent manner, with understanding of copyright principles and adherence to the rules on plagiarism.

Module code: AECP612	Semester 1	NQF level 8
Module name: Agricultural Marketing		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

a) integrated knowledge of and engagement in agricultural marketing and critical understanding and application of marketing of strategies relevant to marketing of grains, livestock and horticultural products and food products within a South African and international context;

b) an ability to critically interrogate multiple sources of knowledge within the field of agricultural marketing, and critically evaluate and review that knowledge and the manner in which the knowledge was produced with a view develop a marketing plan.

c)	Ability to position own knowledge and understanding within the context of broader societal trends and developments, for example agricultural policies, global market trends.
d)	The ability to identify, analyse and effectively solve complex problems related to the dynamic agricultural marketing environment and apply theory-driven arguments.
e)	the ability to communicate specify applicable concepts verbally or in writing and via appropriate technologies and media, in an accurate and coherent manner, with understanding of copyright principles and adherence to the rules on plagiarism.

Module code: AECP621	Semester 2	NQF level 8
Module name: Advanced Production Economics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

a) Integrated knowledge of and engagement in the economics of agricultural production and critical understanding and application of micro-economic principles relevant to the production of grains, livestock and horticulture products within a South African context;

b) An ability of critically interrogate multiple sources of knowledge within the field of agricultural production economics and critically evaluate and review that knowledge and the manner in which the knowledge was produced with a view to develop an agricultural production plan.

c) Ability to position own knowledge and understanding within the context of broader societal trends and developments, for example agricultural policies, global market trends

d) The ability to identify, analyse and effectively solve complex problems related to the agricultural production and apply practice-driven arguments.

Module code: AECP622	Semester 2	NQF level 8
Module name: Agricultural Finance		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

a) The student will demonstrate applied knowledge of and engagement in agricultural financial practises and critical understanding and application agribusiness's financial position.

b) An ability to critically interrogate multiple sources of financial information within the agricultural sector.

c) Advanced ability to effectively use acquired skills to make recommendations lending to farmers and agribusinesses, in particular how to manage risks and costs along the entire loan cycle.

d) An ability to act as innovative thinkers, capable of critical analysis and creative solving of complex problems in the field of agricultural finance.

ECONOMICS

Module code: ECAM614	Semester 1	NQF level 8
Module name: Planning Techniques		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an ability to act as innovative thinkers, capable of critical analysis, creative solving of complex problems and the generation of original ideas and concepts of economic modelling;

- ability to solve complex and unfamiliar problems through the creation of new knowledge and understanding within the field of economic problem solving;

- critical analysis of alternative approaches to problem solving and the ability to offer value-driven and logical arguments for judgements within economic modelling;

- integrated knowledge of and engagement in economic and econometric modelling and critical understanding and application of theories, research methodologies, techniques relevant to economic problem solving;

- the ability to identify, demarcate, analyse, critically reflect on and effectively solve/address complex problems and scenarios related to economics and apply proven solutions with theory-driven economic models and arguments;

- explain the main reason for use of models in economics;

- apply the relevant mathematical tools and modelling techniques to simplify, analyse and solve economic problems and relationships;

- learn to identify the appropriate mathematical model when confronted with specific micro- and macro-economic problems;

- apply models to explain how a complex economic system works and use the constructed model to calculate and predict future trends;
- learn about the basics of solving linear functions using matrix algebra, input-output tables, and apply linear programming in economic modelling;
- learn to deal with the problem of endogeneity in simultaneous equation modelling;
- have an improved understanding of basic econometric panel data models. Econometrics is a branch of economics that uses mathematical models to measure and estimate quantitative economic relationships;
- be equipped to do a wide range of empirical research, particularly in the analysis of panel data; and
- have a sufficient grasp of the concepts that would facilitate further study in econometrics.

Module code: ECAM624	Semester 2	NQF level 8
Module name: Advanced Planning Techniques		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- the ability to analyse, select and effectively apply carefully supervised scientific methods of enquiry/research methods within economics to reflect on and then address complex or abstract problems and contribute to positive change within practice;
- the ability to select, apply and critically judge the effectiveness of the implementation of a range of appropriate data analysis, problem solving, report writing with a view to better explain the economic phenomena;
- advanced ability to effectively apply economic planning methods in government, private sector, civil society, academia and households with a view to provide long-term term solutions for economic betterment;
- ability to solve complex and unfamiliar problems through the creation of new knowledge and understanding within the field of economics;
- flexibility and adaptability to apply their specialised knowledge and professional skills to theoretical / practical contexts, including the workplace environment (specify for module context);
- the ability to apply specialised knowledge and/or professional skills (specify for module context) in the workplace environment; and
- the capacity to live and work constructively in an inclusive society, through an awareness and appreciation of social, cultural and linguistic diversity, linked to an appropriate understanding within their fields of study of the historical contexts, intellectual traditions and societal conditions that have shaped diverse local, national and global political, economic, legal, scientific, educational, healthcare, social, cultural, environmental and religious systems.

Module code: ECOH611	Semester 1	NQF level 8
Module name: Micro-Economics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- the ability to solve micro-economic problems using logical and quantitative skills;
- the ability to think critically and analytically on 'real world' issues and to analyse critically a range of micro-economic policy issues;
- the ability to evaluate micro-economic arguments and evidence; and
- the ability to present micro-economic arguments orally and in writing.

Module code: ECOH612	Semester 1	NQF level 8
Module name: Macro-economics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of the functioning of the macro-economy over both the short and long run in order to analyse key economic concerns of economic growth, unemployment, inflation, and business cycles;
- an ability to integrate different viewpoints concerning the interrelationships and interdependencies of the economy as a whole and to evaluate macro-economic policy recommendations;
- an ability to communicate written macro-economic analysis and policy evaluation reliably, accurately and coherently; and

- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: ECOH613	Semester 1	NQF level 8
Module name: Labour Economics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of the theory of labour economics;
- the ability to critically labour market theories;
- the ability to think analytically and critically, to identify and contrast schools of thought and to demonstrate insight into labour market- and labour market related issues;
- the ability to communicate results regarding labour market analysis orally, in written format and mathematically where applicable; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: ECOH614	Semester 1	NQF level 8
Module name: Competition Policy		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of different market structures and associated conduct and performance;
- knowledge of the South African Competition Act;
- the ability to evaluate case studies against the background of the South African Competition Act as well as economic theory;
- the ability to conduct a research project in the broad field of competition policy; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: ECOH615	Semester 1	NQF level 8
Module name: Poverty Analysis		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of different market structures and associated conduct and performance;
- knowledge of the South African Competition Act;
- the ability to evaluate case studies against the background of the South African Competition Act as well as economic theory;
- the ability to conduct a research project in the broad field of competition policy; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: ECOH616	Semester 1	NQF level 8
Module name: Policy Analysis		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- advance knowledge in the branch of economics that is concerned with public policy analysis;
- the ability to identify, analyse and critically reflect on various national policies and techniques necessary to analyse a policy with theory-driven arguments;
- advanced ability to effectively use welfare economics framework as a tool to evaluate economic well-being in terms of economic efficiency and income distribution; and

• demonstrate advanced practical skills in understand the implications for government policy, specifically with respect to public goods and realising why markets may fail to provide particular goods at Pareto efficient levels.	

Module code: ECOH617	Semester 1	NQF level 8
Module name: Econometrics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of time-series regression models and diagnostic testing in the context of economic research;
- an ability to analyse economic data critically with the aim to test and evaluate economic theory and solve economic questions, using the appropriate software;
- an ability to identify the appropriate model, estimate, analyse and communicate econometric results reliably, accurately and coherently; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: ECOH618	Semester 1	NQF level 8
Module name: Industrial Economics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- advance knowledge in the branch of economics that is concerned with public policy analysis;
- the ability to identify, analyse and critically reflect on various national policies and techniques necessary to analyse theory-driven arguments;
- advanced ability to effectively use welfare economics framework as a tool to evaluate economic well-being in terms of economic efficiency and income distribution; and
- demonstrate advanced practical skills in understanding the implications for government policy, specifically with respect to public goods and realising why markets may fail to provide particular goods at Pareto efficient levels.

Module code: ECOH621	Semester 2	NQF level 8
Module name: Development Economics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an integrated knowledge of the principles and application of economic development on a post-graduate level. This may include topics such as demographics, poverty, labour, capital, finance and agriculture and industrial development;
- an ability to participate intelligently as an economist in the development debate on topics such as policy, fiscal policy, education and health issues;
- an ability to identify and evaluate the interrelated aspects and applications of economic development, within the theoretical framework. This may include aspects of growth and development, government policies and environmental issues;
- an understand the practical circumstances in less developed countries (LDCs); formulate consistent economic policy advice that could address the economic problems of less developed countries, especially for African countries south of the Sahara, including South Africa;
- knowledge of government policies and suggest an economic policy framework;
- an ability to gather information, analyse and communicate in both oral and debate as well as academic writing; and
- conduct research on developmental issues on an introductory level.

Module code: ECOH622	Semester 2	NQF level 16

Module name: Monetary and Fiscal Policy

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- a well-rounded and systematic knowledge of current monetary and fiscal policy issues in the South African context on a post-graduate level. This may include topics on monetary economics, inflation, fiscal economics, trade policy, growth policy, service delivery, infrastructure, technology, IT, risk management, and competition policy;
- an ability to participate intelligently as an economist in economic policy debate. This may include for example topics on tax reform, sugar and other taxes, international monetary reform, broadening the tax base, housing and services;
- an ability to identify and evaluate the interrelated aspects and applications of economic policy, within the theoretical framework;
- demonstrate as an individual and/or part of a group, the practical skills to identify current policy issues (e.g. fiscal rules or monetary targets) and to recommend the appropriate policy action;
- an ability to gather information, analyse and communicate both in oral presentations and written form; and
- demonstrate the competence to evaluate different forms of government intervention in the economy and to communicate recommendations to policymakers and stakeholders in written reports and oral presentations.

Module code: ECOH623	Semester 2	NQF level 8
Module name: Advanced Mathematical Economics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an ability to act as innovative thinkers, capable of critical analysis, creative solving of complex problems and the generation of original ideas and concepts of economic modelling;
- ability to solve complex and unfamiliar problems through the creation of new knowledge and understanding within the field of economic problem solving;
- critical analysis of alternative approaches to problem solving and the ability to offer value-driven and logical arguments for judgements within economic modelling;
- integrated knowledge of and engagement in economic and econometric modelling and critical understanding and application of theories, research methodologies, techniques relevant to economic problem solving;
- the ability to identify, demarcate, analyse, critically reflect on and effectively solve/address complex problems and scenarios related to economics and apply proven solutions with theory-driven economic models and arguments;
- explain the main reason for use of models in economics;
- apply the relevant mathematical tools and modelling techniques to simplify, analyse and solve economic problems and relationships;
- learn to identify the appropriate mathematical model when confronted with specific micro- and macro-economic problems;
- apply models to explain how a complex economic system works and use the constructed model to calculate and predict future trends;
- learn about the basics of solving linear functions using matrix algebra, input-output tables, and apply linear programming in economic modelling;
- learn to deal with the problem of endogeneity in simultaneous equation modelling;
- have an improved understanding of basic econometric panel data models;
- econometrics is a branch of economics that uses mathematical models to measure and estimate quantitative economic relationships;
- be equipped to do a wide range of empirical research, particularly in the analysis of panel data; and
- have a sufficient grasp of the concepts that would facilitate further study in econometrics.

Module code: ECOH624	Semester 2	NQF level 8
Module name: Geographical Economics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of the role and importance of geographical economics and related concepts and an understanding and application of theories and models within geographical economics;

- an ability to evaluate the relevant issues and challenges for the economy and highlight the role of geographical economics;
- an ability to critically analyse the different components of geographical economics, including geography, trade, development, property, transport and the environment and the underlying principles of each of these components;
- the ability to work as individual or in groups to formulate, evaluate and analyse strategies to enhance economic growth and development;
- the ability to identify, select and effectively apply research methods to reflect on and address complex problems in the economy and contribute to positive change within practise;
- critically analyse as individual or in a group case studies and practical circumstances and develop evidence-based solutions; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: ECOH625	Semester 2	NQF level 16
Module name: Economic Modelling		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of Input-Output, Social Accounting Matrix and General Equilibrium models and their application in answering "what if" questions in Economics;
- the skills to modify a provincial SAM, run a simulation shock and interpret the results;
- competency in identifying an economic shock or policy intervention, using the COPS Minimal or GTAP model to simulate the shock, interpreting the results and presenting the findings in a written research report; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: ECOH626	Semester 2	NQF level 8
Module name: Energy and Environmental Economics		

Module outcomes

Upon the completion of this module, the student should be able to:

- identify and describe the current and potential energy mix of South Africa;
- understand the different energy terminologies such as energy efficiency, intensity, sustainable development, energy security, energy demand and energy supply;
- evaluate the determinants of supply of and demand for energy in the economy and society, the available and developing sources and the importance of sustainability, competitiveness and security of supply;
- assess the feasibility and impact of carbon and other environmental taxes on climate change and sustainable development;
- analyse the role of international trade in energy security;
- analyse South African and international energy and energy-related environmental policy evolution and direction, and the drivers of change in these policies;
- critically analyse the causes and consequences of global warming (climate change) and other environmental impacts of energy supply and use, and the carbon reduction measures in place in Africa and across the world;
- evaluate the arguments for and against green economy discourse across the scientific spectrum;
- describe the organisation and evolution of the electricity supply industry in Ireland, and the development of electricity markets and trading in South Africa and abroad; and
- identify and evaluate the current and potential contribution of renewable technologies, the case for accelerating their development and the potential of distributed energy resources and of corporate strategies and lifestyle changes to reduce carbon emissions.

Module code: ECOH627	Semester 2	NQF level 8
Module name: Power Systems Economics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of and engagement of electricity and critical understanding and application of economics theories relevant to energy economics;
- critical understanding of the complex nature of knowledge transfer from economics techniques to electrical economics; and
- ability to solve complex and unfamiliar problems through the creation of new knowledge and understanding within the field of power system economics.

Module code: ECOH628	Semester 2	NQF level 8
Module name: History of Economic Thought		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of and engagement in the historical debates within economics and critical understanding and application of inductive, deductive, retroductive and abductive methodologies relevant to various schools of economic thought;
- an ability to critically interrogate multiple sources of knowledge within the field of the History of Economic Thought and critically evaluate and review that knowledge and the manner in which the knowledge was produced with a view to understand the development of various schools of economic thought;
- the ability to critically reflect on and effectively address complex issues related to changing economic contexts which can be applied to the development of different schools of thought;
- capacity to engage in informed argument and reasoning, based on a principled defence of different schools of economic thought;
- ability to position their own knowledge and understanding within the context of economic policies and identify the influence of various schools of economic thought; and
- critical analysis of alternative approaches to economic policies and the ability to offer logical arguments based on a specific school of thought.

Module code: ECOH671	Year module	NQF level 8
Module name: Research Project		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of the research process;
- the skills to plan a research project, undertake the literature review and empirical analysis, interpret the results and come to conclusions;
- competency in identifying a research question, collecting literature and data, reviewing the literature, using statistical and econometric methods to analyse the data, interpreting the results and presenting the findings in a written research report); and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: EKRP611	Semester 1	NQF level 8
Module name: Investment Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- advanced knowledge and abilities to effectively apply investment management knowledge with a view to design or develop an investment strategy or portfolio;
- critical analysis of various underlying markets and alternative approaches and strategies to investment management and the ability to offer value-driven and logical arguments for judgements;
- the ability to identify, monitor, analyse and effectively address potential risks and losses from an investment manager's perspective;
- the ability to work independently or as a group, with the skill to utilise available resources effectively and to exercise initiative;
- flexibility and adaptability to apply their knowledge and skills to a practical investment management context and, by doing so, develop a mentality to become a self-directed lifelong learner; and

| • | acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others while taking co-responsibility for his/her own learning progress. |

Module code: EKRP615	Semester 1	NQF level 8
Module name: Derivative Instruments		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of and engagement in derivative instruments and critical understanding and advanced application of relevant derivative instruments to hedge a position in various underlying markets;
- critical analysis of alternative approaches to hedging against risks of positions taken in various underlying markets and the ability to offer value-driven and logical arguments for judgements;
- the ability to identify, demarcate, analyse, and effectively address complex issues related to hedging with derivative instruments and apply practice-driven solutions with theory-driven arguments;
- flexibility and adaptability to apply their specialised knowledge of derivative instruments and professional skills to practical hedging contexts; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: EKRP623	Semester 2	NQF level 8
Module name: Risk Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of and engagement in risk management and critical understanding and application of relevant risk management frameworks, methods and techniques relevant to the field of risk management;
- advanced ability to effectively apply risk management methods and techniques with a view to manage risk within an organisation;
- critical analysis of alternative approaches to managing the various types of risk within an organisation and the ability to offer value-driven and logical arguments for judgements;
- the ability to identify, demarcate, analyse, and effectively address complex issues related to risk management within an organisation and apply practice-driven solutions with theory-driven arguments;
- flexibility and adaptability to apply their specialised knowledge and professional skills to practical risk management contexts; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: EKIP613	Semester 1	NQF level 8
Module name: International Marketing Strategy		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of the role and importance of international marketing and related concepts in international trade;
- the ability to evaluate the relevant issues and challenges for an international marketing strategy;
- an ability to critically analyse the different components of an international marketing plan, including market selection and segmentation, market entry; market research, product, place, price and promotion; and the underlying principles of each of these components;
- the ability to work as individual or in groups to formulate strategies for each of the international marketing concepts;
- critically analyse as individual or in a group case studies and unfamiliar practical circumstances and develop international marketing strategies accordingly; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: EKIP616	Semester 1	NQF level 8
Module name: International Trade Policy Analysis		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of the role and importance of international policy and related theoretical concepts in international trade;
- the ability to evaluate the relevant issues and challenges for an international trade policy;
- an ability to critically analyse the different aspects of international trade policy, including trade theories, trade instruments, regional integration, foreign direct investment controversies, geography, trade agreements and value chains; as well as the underlying principles of each of these components;
- the ability to work as individual or in groups to formulate and analyse trade policy;
- critically analyse as individual or in a group case studies and practical circumstances in international trade policy accordingly; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: EKIP618	Semester 1	NQF level 8
Module name: Research Methods in International Trade		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an understanding of the importance of accurate international market selection and the ability to calculate, analyse and report market attractiveness indices;
- the ability to conduct panel data regression analyses within the theoretical framework of the Gravity Model of international trade and the cohesive reporting of results in order to analyse international trade patterns and policies;
- the ability to analyse a country's trade competitiveness and cohesively report the outcomes;
- the ability to conduct trade policy analysis with a partial equilibrium framework; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: EKIP619	Semester 1	NQF level 8
Module name: International Logistics Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of the role and importance of logistics in international supply chains;
- the ability to evaluate the relevant issues and challenges for an international logistics system;
- an ability to critically analyse the different components of an international logistics system, including inventory management; warehouse and distribution management; transport management; and operational management aspects; and understand the underlying principles of each of these components;
- the ability to work as individual or in groups to formulate strategies for the international logistics components;
- critically analyse as individual or in a group case studies and unfamiliar practical circumstances and develop international logistics strategies accordingly; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: EKIP622	Semester 2	NQF level 8
Module name: Applied International Macro-economics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated and detailed knowledge of the changing face of the world economy, and the factors influencing international competitiveness;
- an ability to evaluate the underlying causes of economic wellbeing as reflected in a country's economic growth and development, as well as the role of the balance of payments and other selected indicators in highlighting a country's general economic performance and potential;
- an ability to analyse the macro-economic policies which a country's national authorities implement to maximize savings and investment, control inflation and currency fluctuations and enhance a country's competitiveness;
- integrated and detailed knowledge of the composition of the international monetary system and the various role players in the system;
- an ability to analyse the economic events and decisions – both locally and internationally – that have moulded South Africa's business environment in recent years; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: EKIP625	Semester 2	NQF level 8
Module name: Export Administration		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an understanding of the complex nature of an export transaction;
- integrated knowledge of the role played by the various public and private sector parties, and the required documents in an export transaction;
- the ability to analyse the legal nature of export transactions, including an understanding of the international legal environment, the contractual nature of commercial transactions, the nature of international purchase and sales contracts, and the contractual arrangements between different parties involved in an international transaction;
- the ability to distinguish between the different Incoterms and the range of costs involved in each for both the exporter and importer, and critically evaluate the application of Incoterms in practical case studies;
- the ability to analyse specific transactions and applying the correct product classification procedures to be used for customs declarations for each transaction; as well as understanding the process of applying duties and taxes to each transaction according to the product classification;
- integrated knowledge of the impact of Value-Added Tax (VAT) on international transactions;
- the ability to evaluate and analyse practical case studies, to determine the feasibility of potential international transactions, and make suitable recommendations on the completion of the steps of the international transaction;
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: EKIP626	Semester 2	NQF level 8
Module name: Cross Cultural Business Practices		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an understanding of the complex nature of the human side of international trade transactions;
- integrated knowledge of the role played by the various dimensions of cross-cultural interaction in an export transaction;
- the ability to analyse the cross-cultural requirements and practises of an export transaction, which includes an understanding of the cultural intelligence, emotional intelligence, conflict resolution, negotiation skills that informs the human nature of international purchases and sales, as well as the contractual arrangements between the different parties involved;

- the ability to distinguish between the different Cultural Dimensions and Clusters internationally as well as how to critically evaluate the application of Cultural Intelligence in practical case studies;
- the ability to analyse specific transactions and applying the correct negotiation strategies for each transaction; as well as understanding the process of applying different negotiation strategies;
- integrated knowledge of the impact of human skills on international transactions;
- the ability to evaluate and analyse practical case studies, the determine the feasibility of potential international interactions, and make suitable recommendations on their completion; and
- acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

Module code: EKIP671	Semester 2	NQF level 8
Module name: Research Project		

Module outcomes

- Upon the completion of this module, the student should be able to demonstrate:
    - integrated knowledge of the research process;
    - the skills to plan a research project, undertake the literature review and empirical analysis, interpret the results and come to conclusions;
    - competency in identifying a research question, collecting literature and data, reviewing the literature, using statistical and econometric methods to analyse the data, interpreting the results and presenting the findings in a written research report; and
    - acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others whilst taking co-responsibility for his/her own learning progress.

FORENSIC ACCOUNTANCY

Module code: FORP673	Year module	NQF level 8
Module name: Applied Research in Forensic Accounting and Investigation Practice		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- a scope of knowledge and engagement in the field of forensic accountancy and investigation as well as an understanding of the theories, research methodologies, methods and techniques relevant to the field of forensic accounting and investigation practice;
- knowledge literacy in demonstrating the ability to interrogate multiple sources of knowledge in forensic accountancy and investigation;
- problem solving of complex or abstract problems in the forensic accounting and investigation field;
- the ability to produce and communicate academic ideas and texts in the field of forensic accountancy and investigations; and
- accountability for work decisions and actions.

Module code: FORP674	Year module	NQF level 8
Module name: Advanced Forensic Accounting and Practice Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate insight into:

- knowledge and engagement in the field of forensic accountancy as it pertains to financial statement manipulation;
- knowledge literacy in the area of fraud risk management;
- method and procedure in selecting and applying appropriate standards procedures, processes and techniques of financial statement manipulation and fraud risk management to problems in the field of forensic accountancy;
- ethics and professional practice relating to financial statements and fraud risk management; and
- accessing, processing and managing information on financial statement manipulation and fraud risk management problems and issues within the forensic accountancy environment.

Module code: FORP675	Year module	NQF level 8
Module name: Advanced Forensic Investigation		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate insight into:

- knowledge literacy in demonstrating the ability to interrogate multiple sources of knowledge in the area of conducting a forensic investigation;
- problem solving of complex or abstract problems in the forensic investigation field;
- the ability to produce and communicate professional ideas and texts in the field of forensic investigations;
- management of learning; and
- Accountability for work decisions and actions.

Module code: FORP676	Year module	NQF level 8
Module name: Forensic Regulatory Compliance and Technology		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- knowledge of and engagement in forensic regulatory compliance and forensic technology within the field of forensic accountancy;
- method and procedure in selecting and applying appropriate standards procedures, processes and techniques of forensic technology and regulatory compliance to unfamiliar problems in the field of forensic accountancy;
- ethics and professional practice relating to forensic regulatory compliance and forensic technology;
- accessing, processing and managing information on forensic regulatory compliance and forensic technology problems and issues within the forensic accountancy environment;
- context and systems relating to forensic regulatory compliance and forensic technology in the forensic accountancy environment.

Module code: HRDT611	Semester 1	NQF level 8
Module name: Contemporary challenges in HRD		

Module outcomes: On completion of the contemporary challenges in HRD module, the student should be able to demonstrate:

- Integrated and applied knowledge and a coherent, critical understanding of a range of concepts, theories, ideas and debates

  in order to engage in the current international discourse related to contemporary challenges in HRD as an academic discipline, applied field of practice, and the professional status thereof.

- The ability to critically interrogate, evaluate and review multiple sources of knowledge, namely scientific HRD journals and books applicable to contemporary challenges in HRD with a view to analyse, critically reflect on and apply the knowledge effectively by engaging in the current discourse and debates and to address identified issues/challenges by means of applicable theory-driven arguments and evidence-based practice-driven solutions, where applicable.

- The ability to critically reflect on the current discourse related to ethical issues and scientific methods of enquiry/research methods in HRD and judge the suitability of different ethical value systems and scientific methods of enquiry to HRD with a view to suggest and apply applicable ethics and (an) ethical value system/s and scientific methods of enquiry within an HRD academic environment and HRD professional context that would inform identified contemporary HRD challenges and contribute to the advancement of HRD as an academic discipline/science and recognized applied practice and profession.

- An ability to present and communicate HRD-related ideas and effectively engage with the HRD body scholarship, offering creative Insights and solutions to identified contemporary challenges and issues, in an academically acceptable format applicable to post-graduate students and HRD professionals.

Module code: HRDT627	Semester 2	NQF level 8

Module name: People development in an organisational context

Module outcomes: On completion of the people development in an organisational context module, the student should be able to demonstrate:

- Integrated and applied knowledge, engagement in and understanding of, as well as the ability to critically interrogate, evaluate and analyse multiple sources of knowledge related to people development within an organisational context, including, but not limited to, learning organisations, organisational development and change, career management and performance, multiskilling, management development and the role of human resource development, as well as strategic human resource development, in the aforementioned and how that knowledge was produced, as well as applying such knowledge within a human resource development context.

- The advanced ability to select, apply and critically judge the effectiveness of the implementation of a range of relevant techniques, methods and procedures related to people development within an organisational context, such as strategies, interventions, programmes, enabling factors, practices and models, including the sequential steps, phases and procedures, where applicable, with a view to effectively implement, use and apply the aforementioned in the practice and advancement of human resource development.

- The ability to identify, analyse, evaluate and critically analyse, reflect on and address insufficient practices, deficiencies, barriers and challenges related to people development within an organisational context by applying applicable evidence-based, practice-driven human resource development, as well as strategic human resource development solutions and recommendations based on applicable theory driven arguments.

- The ability to access, process and manage information, to critically review and apply information-gathering, synthesis of sources, evaluation and management processes in the form of assignments, presentations and examinations in an acceptable academic format, in order to ethically develop creative responses to problems and issues within a human resource development context.

- The ability to operate effectively within a system by understanding the roles of people and relationships between the various elements within the system related to people development within an organisational context, including, but not limited to organisational development, and the role of human resource development, strategic human resource development and human resource development practitioners therein.

Module code: HRTD671	Semester 1	NQF level 8

Module name: Research project

Module outcomes: On completion of the research project module, the student should be able to demonstrate:

- Integrated and applied knowledge and critical understanding of and engagement in human resource development as an academic discipline and applied practice and application of research methodology approaches and theories ethically with a view to develop advanced supervised research skills in order to effectively execute a planned research design, report research findings and produce conclusions relevant to human resource development.

- The ability to critically interrogate multiple sources of knowledge, including current articles and books in the field of human resource development and research and to critically evaluate and review that knowledge for the purpose of compiling an integrative literature review to identify the lacunae in the human resource development body of scholarship in order to address the identified gaps in the research report.

- The ability to demarcate, analyse and evaluate knowledge critically in order to identify a human resource development related researchable problem by considering and applying appropriate research theories and evidence -based solutions with theory-driven arguments to unfamiliar problems in a variety of human resource development contexts.

- The ability to analyse, select, evaluate and effectively implement carefully supervised scientific research methods to reflect on, investigate and address complex human resource development problems; thereby contributing to positive change within the practice of human resource development

- The advanced ability to apply research, communication, management and self-regulated learning skills in order to communicate and present creative insights, innovative and rigorous interpretations and findings in an accurate, coherent supervised research report in an acceptable academic format with understanding of and respect for intellectual property conventions, copyright and rules on plagiarism.

Module code: HRDT628	Semester 2	NQF level 8
Module name: HRD in a changing world		

Module outcomes: On completion of the module, the student should be able to demonstrate:

- Integrated and applied, well-rounded and practice-related knowledge of, engagement in and critical understanding and application of theories, methods, recent techniques and trends relevant to training and human resource development and emerging national and international best practice, including the changing role of trainers, as a result of the changing world and the fourth industrial revolution.

- An ability to critically interrogate multiple sources of knowledge, including current articles and prescribed material related to the changing world of trainers, the fourth industrial revolution and HRD professionals as learning and change agents within a global context and the application of recent emerging and best human resource development practice in organisations and to critically evaluate and review the knowledge and process of knowledge production.

- An understanding of the complex nature of transferring a range of evidence-based knowledge with a view to critically judge, select, apply and effectively implement the most applicable recent training and human resource development practices to other, unfamiliar and own organisational settings.

- The ability to select, evaluate and apply a range of specialised theory-driven training and development knowledge and applicable current acquired skills to identify, analyse and address complex training and human resource development challenges in the new world of work.

- Accurate, coherent, appropriate and creative presentation and communication of theory-driven arguments and innovative new professional methods and solutions to human resource development related challenges to peers, employers, subordinates and other academics in an occupational and academic environment.

- An ability to apply, in a self-critical manner, self-regulated learning and effective time-management skills, expected at post-graduate level and of human resource development professionals in order to realise all the outcomes of this module and to progress to further studies, if needed.

- An ability to take full responsibility for own work and decision–making, and the responsible use of resources by abiding by the rules of intellectual property and plagiarism and prescribed text referencing and bibliographical style applicable to post-graduate level and full accountability for decisions and actions.

HUMAN RESOURCE MANAGEMENT

Module code: HRMA614	Semester 1	NQF level 8
Module name: Research Methodology and Data Management		

Module outcomes

- Integrated knowledge and critical understanding of, as well as an ability to correctly evaluate and apply elements of the research process, different research approaches, designs and methodologies, psychometrics, psychometric properties of a measuring instrument and the steps in developing a measuring instrument or the adaptation of a measuring instrument utilised for research within the field of human resource management.
- An ability to consult and evaluate multiple sources providing knowledge of research methodology and the development of a measuring instrument utilised for research within the field of human resource management.
- A critical understanding of how knowledge and knowledge theories within social or management research relate to knowledge within other fields or practices (organisational behaviour, organisational development etc.) with a view to understand the interrelatedness thereof in designing research projects.
- A critical understanding of the complexities and uncertainties of applying reliability and validity procedures in psychometrics and the ability to critically judge the effectiveness of the implementation of a range of appropriate measuring instrument development skills with a view to develop new and evaluate existing measures.
- The ability to design, select and apply appropriate methods, techniques, processes or technologies to complex practical and theoretical problems and to evaluate the effectiveness of the implementation to reach scientifically rigorous conclusions.
- The ability to draw systematically on a body of appropriate knowledge of different research approaches, designs, and methodologies available to develop creative responses to research problems/issues identified.
- The ability to present and communicate research findings to a range of audiences with different levels of knowledge or expertise in the organisation, offering creative insights and interpretations relating to these findings and solutions to the problems investigated through research.
- The ability to critically judge the ethical/professional conduct of others within the research environments, and to address ethical issues and amend behaviour to the specific context where necessary.

Module code: HRMA615	Semester 1	NQF level 8
Module name: Human Resource Corporate Governance		

Module outcomes

- Demonstrate knowledge of and engagement in ethical leadership, organisation society, corporate citizenship, sustainable development, stakeholder inclusivity, integrated thinking and integrated reporting; and an understanding of how to apply such knowledge in an interrelational context of business, government and society.
- Critically reflect on the complexities, uncertainties and risks of selecting, applying, or transferring appropriate standard procedures, processes or techniques to unfamiliar problems in the specialised field of corporate governance relating to ethics, risk, compliance, remuneration, decision-making and stakeholder relationships in the public and private sector, and civil society.
- Use a range of specialised HR skill and competencies to identify, analyse and address complex or abstract problems by drawing systematically from the body of knowledge and methods appropriate to corporate governance within a symbiotic context of business, government and society.
- Critically review relevant strategic metrics, management and legislative processes within the context of business, government and society in order to develop creative responses to contemporary challenges within the human resource value chain.
- Compile, report and present interpretations or arguments that offer creative insight, accurate analysis, suitable strategies and interventions to contemporary corporate governance-related dilemmas.
- Operate effectively within a system and/or manage a system based on an understanding of roles and relationships between ethical leadership, organisation society, corporate citizenship, sustainable development, stakeholder inclusivity, integrated thinking and integrated reporting in the public and private sector, and civil society.
- Take full responsibility for his/her work, decision-making and use of resources, and apply in a self-critical manner learning strategies which effectively address his/her professional and ongoing learning needs, in addition to taking full accountability for the decisions and actions of others where appropriate.

Method of delivery: Full-time

Assessment methods: Assessment methods and weights will be indicated in the study guide and on E-fundi.

Module code: HRMA622	Semester 2	NQF level 8
Module name: Human Capacity Building		

Module outcomes

Upon the completion of this module, the student should be able to:

- Demonstrate an informed understanding of the emerging roles and competencies of human resource development (HRD) practitioners.
- Demonstrate an integrated understanding of HRD by referring to its key terms, concepts, facts, general principles and rules.
- Demonstrate an integrated understanding of HRD legislation.
- Demonstrate an awareness of the latest trends in HRD and make suggestions for the implementation thereof in organisations.
- Demonstrate the ability to think strategically about HRD by identifying opportunities and threats within the HRD context (globally and locally), to evaluate them and to use the opportunities while also addressing the threats to ensure organisational success.
- Demonstrate an awareness of how knowledge about the training cycle will assist HRD practitioners to plan training within organisations.

Method of delivery: Full-time

Assessment Methods: The assessment methods and weights will be indicated in the study guide and on E-fundi.

Module code: HRMA623	Semester 2	NQF level 8
Module name: Human Resource Management Strategies		

Module outcomes

Upon the completion of this module, the student should be able to:

- A critical understanding of the impact that globalisation, as well as the socio-economic, political and legal environments has on the field of human resource management (HRM) globally.
- Analyse an organisation's strategic intent and develop an HR strategy aligned to these strategic objectives.
- The ability to select, apply and critically judge specific strategic human resource management (SHRM) activities (e.g. people sourcing, HR management and talent management, performance management and reward and remuneration) for the successful implementation of an HRM strategy for an organisation to ensure long-term returns on investment.
- The ability to analyse talent acquisition and retention by means of utilising HR data (metrics).
- Integrated knowledge of compensation packages and remuneration.
- The ability to identify, analyse and critically evaluate complex problems related to the field of SHRM and effectively address these problems by applying practice-based solutions with theory-driven arguments.
- The ability to communicate effectively in writing and verbally in a professional environment with an understanding of copyright principles and adherence to the rules on plagiarism.
- An ability to operate independently and take full responsibility of own work; furthermore, to interact and collaborate effectively with others, and to work as part of a team, within diverse social, cultural and linguistic contexts.

Module code: HRMA671	Year module	NQF level 8
Module name: Research Project		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- Integrated knowledge of and engagement in human resource management literature and a critical understanding and application of human resource management theories and research methodology in applied or theoretical research.
- A critical understanding of the complexities and uncertainties of applying research methodology to novel problems in human resource management.
- The ability to conduct research under supervision by selecting and implementing a research plan to effectively execute a research project.

- The ability to critically review data collection methods and the synthesis of data as well as the evaluation of research findings.
- The ability to present and communicate research findings to various stakeholders in the academic environment, offering creative insights and interpretations relating to these findings and solutions to the problems investigated through research.
- The ability to critically judge the ethical/professional conduct of self and others within the research environment, and to address ethical issues and amend behaviour to the standards of the field of human resource management, where necessary.
- The ability to assess own progress towards producing a research report and to take appropriate action.
- Full responsibility for own research project, decision-making and use of resources.
- Full accountability for the management of the decisions and actions of others (research participants and/or supervisor), where appropriate.

INFORMATION SYSTEMS

Module code: INFS611	Semester 1	NQF level 8
Module name: Advanced Databases Systems		

Module outcomes

Upon the completion of this module, the student should be able to:

- Design distributed database management systems, database recovery, access and usage techniques which preserve the integrity of a distributed database.
- Implement good transaction management and concurrency control techniques.
- Optimise database performance and query processing.
- Distinguish critical components of data warehouse from an operational database system and appropriate the needs for developing a data warehouse for large organisations.
- Design a timeliness data warehouse and explain the process of data mining techniques and their impact on decision making.
- Evaluate the significance of OLAP tools in online data manipulation.
- Design an e-commerce database and deploy it through the internet using selected database connectivity tools.
- Discuss with the aid of illustrations the current trends and developments in database technology.

Method of delivery: Full-time.

Assessments: Practicals, case study demonstrations, individual or group project, assignments, quiz, presentation, tests and formal examination.

Pre-requisites: INFS222/INFS311 or equivalent.

Module code: INFS612	Semester 1	NQF level 8
Module name: Information Systems Development		

Module outcomes

Upon the completion of this module, the student should be able to:

•	Select among alternatives, an appropriate methodology for building a system.
	•	Perform requirements analysis for a project implementation and produce a requirements analysis document.
	•	Criticise a given set of documentation for a software product.
	•	Select suitable verification and validation techniques to test software and record findings.
	•	Modify code to conform to a new set of specifications.

Method of delivery: Full-time.

Assessments: Assignment, quiz, individual or group projects, presentation, tests, and formal examination.
Pre-requisites: INFS211, INFS312 or equivalent.

Module code: INFS613	Semester 1	NQF level 8
Module name: Business Programming Languages		

Module outcomes
Upon the completion of this module, the student should be able to:

- Analysis programming language design issues relating to data types, expressions and control structures.
- Develop a program in a dynamically type language.
- Design and run a table-driven parser for a simple context-free language.
- Analysis parameter passing methods of a given programming language.
- Analysis variable binding and scope rules.

Method of delivery: Full-time.

Assessments: Structured lab/programming exercises, assignments, tests, quiz, individual or group projects, presentation and formal examination.

Pre-requisites: INFS122, INFS211 or equivalent, example, understanding of common programming languages such as C, C++, C#, Java etc. is a must.

Module code: INFS614	Semester 1	NQF level 8
Module name: Business Intelligence and Analytics		

Module outcomes
Upon the completion of this module, the student should be able to:

- implement a system using expert systems shell;
- use the fundamental algorithm of an AI approach;
- build and deploy software utilising intelligent agents;
- analyse and report on the advantages and disadvantages of a given intelligent agent; and
- use alternative search strategies in solving AI problems.

Method of delivery: Full-time.

Assessments: Working projects, written reports, assignment, tests, quiz, and formal examination.

Pre-requisites: INFS324 or equivalent.

Module code: INFS621	Semester 2	NQF level 8
Module name: Management of Information Systems		

Module outcomes
Upon the completion of this module, the student should be able to:

- Identify the role ICT and IS/IT department play in adding value to an organisation.
- Develop an IS operational/Tactical/Strategic Plan for an organisation.
- Develop standards and polices for the IS department which are aligned to organisational goals.
- Understand the issues involved in ICT planning examine future ICT trends and their possible impact on organisations competitive advantage.
- Identify the role of the IS department and CIO in an organisation.

Method of delivery: Full-time.

Assessment: Written reports, case studies, presentations, project, assignment, quiz, tests and a formal examination.

Pre-requisites: INFS322 or equivalent.

Module code: INFS622	Semester 2	NQF level 8
Module name: Business Information System Security		

Module outcomes

Upon the completion of this module, the student should be able to:

- Identify security and privacy considerations and how they may be solved.
- Discuss methods of risk assessment and reduction.
- Assess the security of a systems based on the method and device used.
- Identify possible security risks in a given system.
- Design and implement a plan for security and control and system integrity.

Method of delivery: Full-time.
Assessment: assignments, quiz, individual or group projects, case studies, tests and formal examination.
Pre-requisites: INFS313 or equivalent.

Module code: INFS623	Semester 2	NQF level 8
Module name: Human Computer Interaction		

Module outcomes

Upon the completion of this module, the student should be able to:

- provide a critique of user interfaces;
- build a computer-based instruction unit to teach users how to use an interface;
- analyse and redesign the organisation of laboratories; and
- develop security capabilities for interfaces.

Method of delivery: Full-time.
Assessments: Written report, case studies, and presentations.
Pre-requisites: INFS211

Module code: INFS624	Semester 2	NQF level 8
Module name: Operating Systems		

Module outcomes

Upon the completion of this module, the student should be able to:

- learn how to make effective use of operating system by writing programs that exercise specific components in the modern operating system nucleus;
- become familiar with principles for process and thread management, memory management, file management and device management;
- learn to design and evaluate virtual machine models that support autonomous program execution, cooperating sequential computations, resources sharing, exclusive control of resources, deadlock management, and broad protection mechanisms;
- learn the basic principles of networks and distributed systems; and
- become well versed in the design and use of one OS, e.g. LINUS and others.

Method of delivery: Full-time.
Assessment: Structured laboratory exercises, projects, assignments, quiz, tests and a formal examination.
Pre-requisites: INFS212, INFS211and knowledge of C/C++.

Module code: INFS625	Semester 2	NQF level 8
Module name: IT Networks in Business		

Module outcomes

Upon the completion of this module, the student should be able to:

- analyse the basis of data communications and network architecture;
- analyse functions of each layers of a computer network;
- evaluate essential features of specific protocols in the common protocol suite;

- analyse the methodology and the rationale behind addressing, routing, and congestion control;
- evaluate the various multiplexing and switching methods used in networks; and
- evaluate wireless LANs, high-speed digital access, such DSL and cable modem, cellular phone and satellite networks.

Method of delivery: Full-time.
Assessment: assignments, quiz, individual or group projects, case studies, practicals, tests and formal examination.
Pre-requisites: Undergraduate networking courses/ Prior exposure to networking fundamentals courses.

Module code: INFS671	Year module	NQF level 8
Module name: Research Project: Information Systems		

Module outcomes
This short course introduces students to the concepts and philosophies underlying academic research and the scientific method. The process, assumptions, strengths and weaknesses of the scientific method are explored together with alternative paradigms. Students will be in a position to define their research problem on completion of this course.   Upon the completion of this module, the student should be able to: - understand the scientific method as used for academic research;   - understand the various stages of conducting academic research;   - critically evaluate what constitutes academic research;   - write an appropriate research project report with proper background, assumptions and delimitations;   Overall project outcomes: The following exit level outcomes are to be assessed: - Problem solving.   - Application of theoretical knowledge (scientific or otherwise).   - Full design and its completeness.   - Professional and technical written and oral communication.

Method of delivery: Full-time.
Assessment: Presentations, demonstrations as well as a formal research report (see the study guide for details).
Pre-requisites: Research methodology (4 to 5 weeks compulsory course prior to commencement of project).

INDUSTRIAL PSYCHOLOGY

Module code: IOPP612	Semester 1	NQF level 8
Module name: Psychological Evaluation		

Module outcomes
Upon the completion of this module, the student should be able to: - demonstrate the integrated knowledge to develop a critical approach to the tests registered psychometrists may use within the work and educational context at national and international level as well as the principles and purpose of psychometric evaluation;   - assemble and select valid and reliable test batteries of psychological tests that registered psychometrists may use at national and international level to measure an individual's abilities, personality, interests, motivation and potential for adults and children;   - utilise and administer psychological tests (for adults and children) under standardised circumstances and mark, analyse, interpret and formulate hypotheses (and refer clients if required for more advanced evaluation) based on the results thereof in an integrative, best practice and ethical manner in order to enhance psychological growth of the self and others; and   - verify formulated hypotheses and results based on psychological measurement in supervised feedback sessions in order to stimulate and develop psychological growth strategies and to refer clients if necessary in a culturally sensitive way.

Module code: IOPP613	Semester 1	NQF level 8
Module name: Organisational Psychology, Development and Change		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- knowledge of organisational behaviour and the application of such knowledge to aspects such as diversity management, individual- and group processes, and group processes;
- the integration of prior knowledge in respect of aspects related to foundations of organisational behaviour, individual processes of organisational behaviour, group processes of organisational behaviour and organisational processes of organisational behaviour;
- the ability to identify, analyse and address complex or abstract problems and prepare a report on challenges and issues dealing with organisational behaviour;
- comprehension of theories and concepts and apply it to identify challenges and issues dealing with the field of organisational behaviour;
- accountability and taking full responsibility for, identifying and addressing ethical issues based on critical reflection;
- an integrated understanding of the key terms, concepts, facts, general principles, rules and theories of organisational development;
- an awareness of the importance of knowledge about the organisational development practitioner, organisational functioning and current or future forces leading to change in organisations for the purpose of organisational development;
- the ability to follow an organisational development process with an emphasis on the diagnostic and intervention phases of such process in order to identify problems and opportunities and to intervene on individual, group and organisational level within organisations;
- awareness of the major types of planned change within organisations, the types of interventions used by each and the application of these interventions in organisational settings;
- an awareness of change management during an organisational development process; and
- knowledge of the ethical and professional practices relevant to the different phases of the organisational development process.

Module code: IOPP614	Semester 1	NQF level 8
Module name: Research Methodology and Psychometrics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate the following:

- integrated knowledge and critical understanding of, as well as an ability to correctly evaluate and apply elements of the research process, different research approaches, designs and methodologies, psychometrics, psychometric properties of a measuring instrument and the steps in developing a psychological measure or measuring instrument or the adaptation of a psychological measure or measuring instrument utilised for research within the field of industrial psychology;
- an ability to consult and evaluate multiple sources providing knowledge of research methodology and the development of a psychological measure or measuring instrument utilised for research within the field of industrial psychology;
- a critical understanding of how knowledge and knowledge theories within social or management research relate to knowledge within other fields or practices (well-being, psychometrics etc.) with a view to understand the interrelatedness thereof in designing research projects;
- a critical understanding of the complexities and uncertainties of applying appropriate reliability and validity procedures in psychometrics and the ability to critically judge the effectiveness of the implementation of a range of appropriate psychological measure development skills with a view to develop a new psychological measure and to evaluate existing measures;
- the ability to design, select and apply appropriate methods, techniques, processes or technologies to complex practical and theoretical problems and to evaluate the effectiveness of the implementation to reach scientifically rigorous conclusions;
- the ability to draw systematically on a body of appropriate knowledge of different research approaches, designs and methodologies available to develop creative responses to practical and theoretical problems;
- the ability to present and communicate research findings to a range of audiences with different levels of knowledge or expertise in the organisation, offering creative insights and interpretations relating to these findings and solutions to the problems investigated through research; and

• the ability to critically judge the ethical/professional conduct of others within the research environments, and to address ethical issues and amend behaviour to the specific context, where necessary.

Module code: IOPP616	Semester 1	NQF level 8
Module name: Psychological Wellbeing		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate the following:

- integrated knowledge of Psychological Well-being (PWB) for individuals and organisations, as well as an understanding of how to apply such knowledge in a particular context;
- the ability to evaluate integrated knowledge and being able to evaluate these sources of knowledge;
- explain how Psychological Well-being will be measured in organisations and the influence that work place factors have on PWB;
- the ability to effectively address problems drawing from integrated knowledge and methods appropriate to employee wellness;
- understand, outline and provide interventions for improving PWB and building a healthy workplace;
- identify, analyse and address certain factors that will influence work-related well-being; and
- the ability to identify and address ethical issues when applying integrated knowledge and methods in the field of PWB and work-related well-being.

Module code: IOPP625	Semester 2	NQF level 8
Module name: Workplace Counselling		

Module outcomes

Upon the completion of this module, the student should be able to:

- demonstrate integrated knowledge to describe the personality profile (personality characteristics, skills and knowledge) of an effective counsellor in the workplace;
- explain the theory, characteristics, principles and models of workplace counselling;
- explain the basic helping process and specific strategies of workplace counselling; and
- show the core dimensions of sensitive relationships (respect, empathy, genuineness and concreteness) in helping behaviour (verbal and non-verbal).

Module code: IOPP671	Year module	NQF level 8
Module name: Research Project		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of and engagement in industrial and organisational psychology literature and a critical understanding and application of industrial and organisational psychology theories and research methodology in applied or theoretical research;
- a critical understanding of the complexities and uncertainties of applying research methodology to novel problems in industrial and organisational psychology;
- conduct research under supervision by selecting and implementing a research plan to execute a research project;
- critically review data collection methods, the synthesis of data, and the evaluation of findings;
- present and communicate research findings to various stakeholders, offering creative insights and interpretations relating to these findings and solutions to the problems investigated through research;
- critically judge the ethical/professional conduct of self and others within the research environment, and to address ethical issues and amend behaviour to the standards of the field of industrial and organisational psychology;
- assess one's own progress towards producing a research report and to take appropriate action;
- full responsibility for one's own research project, decision-making and use of resources, and
- full accountability for the management of the decisions and actions of others (research participants and/or supervisor), where appropriate.

LABOUR RELATIONS

Module code: LARM612	Semester 1	NQF level 8
Module name: Social Change		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- knowledge and understanding of the dimensions and sources of change;
- knowledge and understanding of some of the classical and contemporary theories of social change;
- the ability to draw comparisons and differentiations between the theories of social change;
- the ability to identify and critically reflect on the patterns of change and to communicate effectively in a variety of formats to diverse audiences and for various purposes;
- the ability to critically judge the ethical and/or professional conduct of others within the area of social change and to effect change in conduct where necessary;
- the ability to critically review information gathering, evaluation and management processes within the social change contexts in order to develop creative responses to problems and issues that may arise; and
- the ability to operate as part of a group and make contributions for the successfully completion of group activities related to labour relations, taking co-responsibility for learning progress and outcome realisation of the group.

Module code: LARM615	Semester 1	NQF level 8
Module name: Advanced Labour Relations		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- applied knowledge of and engagement in labour relations and a critical understanding and application of theory applicable to the field of labour relations relevant to the management of advanced labour relations;
- an ability to critically interrogate multiple sources of knowledge within the field of labour relations and critically evaluate and review knowledge and the manner in which the knowledge was produced with a view to have an informed and well-grounded knowledge of core aspects of the management of sound labour relations practices;
- the ability to select, apply and critically judge the effectiveness of the implementation of a range of appropriate communication skills and consultation techniques appropriate to the field of labour relations with a view to achieve and maintain labour peace and promote democratic practices within the workplace;
- the ability to identify, critically reflect on and effectively address complex challenges related to labour relations and apply evidence-based and practice-driven solutions with theory-driven knowledge, understanding and insight;
- the ability to critically judge the ethical and/or professional conduct of others within different cultural, social, professional and academic environments or contexts, and to effect change in conduct where necessary;
- the ability to operate effectively within the labour relations field based on an understanding of the roles and relationships between the various role-players and elements within the system;
- the ability to operate as part of a team and make contributions for the successful completion of group activities related to labour relations, taking co-responsibility for learning progress and outcome realisation of the group; and
- an ability to critically review information gathering, evaluation and management processes within specialised labour-related contexts in order to develop creative responses to problems and issues in the field.

Module code: LARM617	Semester 1	NQF level 8
Module name: Research Methodology and Data Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge and critical understanding of, as well as an ability to correctly evaluate and apply elements of the research process, different research approaches, designs and methodologies, psychometrics, psychometric properties of a measuring instrument and the steps in developing a measuring instrument or the adaptation of a measuring instrument utilised for research within the field of labour relations management;
- an ability to consult and evaluate multiple sources providing knowledge of research methodology and the development of a measuring instrument utilised for research within the field of labour relations management;

- a critical understanding of how knowledge and knowledge theories within social or management research relate to knowledge within other fields or practices (organisational behaviour, organisational development etc.) with a view to understand the interrelatedness thereof in designing research projects;
- a critical understanding of the complexities and uncertainties of applying appropriate reliability and validity procedures in psychometrics and the ability to critically judge the effectiveness of the implementation of a range of appropriate measuring instrument development skills with a view to develop a new measure and to evaluate existing measures;
- the ability to design, select and apply appropriate methods, techniques, processes or technologies to complex practical and theoretical problems and to evaluate the effectiveness of the implementation to reach scientifically rigorous conclusions;
- the ability to draw systematically on a body of appropriate knowledge of different research approaches, designs and methodologies available to develop creative responses to research problems/issues identified;
- the ability to present and communicate research findings to a range of audiences with different levels of knowledge or expertise in the organisation, offering creative insights and interpretations related to these findings and solutions to the problems investigated through research; and
- the ability to critically judge the ethical/professional conduct of others within the research environments, and to address ethical issues and amend behaviour to the specific context, where necessary.

Method of delivery: Full-time.

Assessment methods: The assessment methods and weights will be indicated in the study guide and on E-fundi.

Module code: LARM623	Semester 2	NQF level 8
Module name: Applied Labour Relations		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- applied knowledge of and engagement in labour relations and a critical understanding, interpretation and application of legislation applicable to the field of labour relations;
- an ability to critically interrogate various sources of labour legislation and knowledge within the field of applied labour relations and critically evaluate the application of labour legislation at organisational level;
- the ability to select, apply and critically judge the implementation of a range of appropriate communication skills and consultation techniques appropriate to the field of applied labour relations with a view to implement and apply labour legislative required policies and procedures in the workplace;
- the ability to identify and critically reflect on and effectively address legislative challenges related to labour relations and to apply evidence-based and practice-driven solutions with theory-driven knowledge, understanding and insight;
- the ability to critically judge the ethical and/or professional conduct of others within different cultural, social, professional and academic environments or contexts, and to effect change in conduct where necessary;
- ability to communicate effectively in a variety of formats to diverse audiences and for various purposes;
- the ability to operate effectively within the labour relations field based on an understanding of the requirements as set out in labour legislation;
- the ability to operate as part of a group or team and make appropriate contributions for the successful completion of group activities and exercises related to applied labour relations, taking co-responsibility for learning progress and outcome realisation of the group or team; and
- an ability to critically review information gathering, evaluation and management processes within specialised labour-related contexts in order to develop creative responses to labour legislative problems and issues.

Module code: LARM624		
Module name: Collective Bargaining and Negotiation		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- knowledge and engagement of the legal framework of collective bargaining and organisational rights, distributive and integrative collective bargaining, the collective bargaining process, as well as agents in the collective bargaining field, discipline or practice;
- knowledge on labour negotiation processes, content, conduct, styles, levels, structures and strategies;

- an understanding of the collective bargaining and negotiation methods and techniques relevant to the field, discipline or practice; as well as an understanding of how to apply such knowledge within a particular labour context at different bargaining levels and structures;
- the ability to select and apply negotiation techniques appropriate to the field of labour relations;
- the ability to identify, critically reflect on and effectively and practically address complex challenges related to collective bargaining and negotiations;
- the ability to communicate effectively in a variety of formats to diverse audiences and for various purposes;
- the ability to critically judge the ethical and/or professional conduct of others within the bargaining and negotiation process and academic environments or contexts, and to effect change in conduct where necessary;
- the ability to critically review information gathering, evaluation and management processes within specialised labour-related contexts in order to develop creative responses to problems and issues in the field of labour relations; and
- the ability to operate as part of a group or team and make appropriate contributions for the successfully completion of group activities and exercises related to labour relations, taking co-responsibility for learning progress and outcome realisation of the group or team.

Module code: LARM626	Semester 2	NQF level 8
Module name: Labour Market Principles		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- knowledge and involvement in the discipline of labour market principles; an understanding of the various principles, theories and functions of the labour market; and the ability to apply such by means of analysing and evaluating labour market concerns such as labour supply and demand, wages, productivity, globalisation, human capital investment, labour market dispensation and discrimination, and social dialogue;
- an ability to interrogate a wide array of sources regarding aspects pertaining to the labour market, employing a range of research methods and techniques in order to identify, analyse and address complex or abstract problems confronting the labour market;
- the ability to identify and address ethical issues confronting the labour market, critically reflecting on the relevance of certain ethical value systems to specific labour contexts;
- the ability to critically review information gathering, evaluation and management processes within labour market contexts in order to stimulate creative responses to problems and issues confronting the labour market;
- an ability to communicate creative insights, interpretations and solutions to problems and issues confronting the labour market;
- the ability to operate effectively within the labour market, understanding the roles and relationships between the different stakeholders in the labour market; and
- an ability to apply learning strategies to effectively address his or her continuing learning needs, accepting full accountability for his or her work, decision-making and use of resources and also for the development, decisions and actions of others, where appropriate.

Module code: LARM671	Semester 2	NQF level 8
Module name: Research Report		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of and engagement in labour relations management literature and a critical understanding and application of labour relations management theories and research methodology in applied or theoretical research;
- a critical understanding of the complexities and uncertainties of applying research methodology to novel problems in labour relations management;
- the ability to conduct research under supervision by selecting and implementing a research plan to effectively execute a research project;
- the ability to critically review data collection methods and the synthesis of data as well as the evaluation of research findings;
- the ability to present and communicate research findings to various stakeholders in the academic environment, offering creative insights and interpretations related to these findings and solutions to the problems investigated through research;

- the ability to critically judge the ethical/professional conduct of self and others within the research environment, and to address ethical issues and amend behaviour to the standards of the field of labour relations management, where necessary;
- the ability to assess one's own progress towards producing a research report and to take appropriate action, where necessary;
- full responsibility for one's own research project, decision-making and use of resources; and
- full accountability for the management of the decisions and actions of others (research participants and/or supervisor), where appropriate.

| Method of delivery: Full-time. |
| Assessment methods: The assessment methods and weights will be indicated in the study guide and on E-fundi. |

MANAGEMENT ACCOUNTANCY

Module code: MACC611	Semester module	NQF level 8
Module name: Organisational Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge and understanding of the underlying functional areas and resources of business as well as the theoretical aspects supporting such functional areas of business;
- the ability to evaluate developments in the organisational and functional areas of business and to integrate applicable and relevant developments with existing knowledge;
- the ability to evaluate and apply organisational tools and techniques that are important and relevant to effectively manage functional business areas and resources;
- integrated basic knowledge and understanding of the underlying economic, social and political context of international businesses;
- effective operative skills within a team in the context of organisational management in order to demonstrate logical and critical understanding of such context, as well as communication, presentation, leadership skills and taking responsibility for specific task outcomes; and
- life-long learning skills in terms of the ability to stay up-to-date with the latest developments in organisational management and its context specific environment.

Module code: MACC612	Semester module	NQF level 8
Module name: Planning and Evaluation		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge and understanding of the underlying theories, methods and techniques available in the field of Financial Management and Management Accounting, and the ability to critically interrogate multiple sources of knowledge, such as financial and non-financial information of businesses as well as the general economic environment, and review that information as well as the manner in which it was produced;
- the ability to apply contextualised knowledge of theories, methods and techniques in the field of Financial Management and Management Accounting to solve complex planning and evaluation problems, and formulate opinions, arguments and recommendations within the context of the company as well as the specific business environment; and
- effectively, innovatively and responsibly apply the pervasive qualities and skills required in management accounting and finance practice, including ethics and professionalism, personal attributes (e.g. self-management, leadership and teamwork) and professional skills (e.g. effective communication and utilisation of information technology).

Module code: MACC614	Semester module	NQF level 8
Module name: Risk Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- the ability to identify, evaluate and monitor the different types of risks within an organisation including financial and non-financial risks;

- a critical understanding of risk management strategies of an organisation, including the use of general strategies of risk identification and management in order to establish and monitor appropriate systems of internal control;
- the application of a range of specialised skills to evaluate the types of risks facing an organisation, evaluate specific risk management strategies and internal controls while taking government and ethical issues into account; and
- effectively, innovatively and responsibly apply the pervasive qualities and skills required in the management of risk, including ethics and professionalism, personal attributes (e.g. self-management, leadership and teamwork) and professional skills (e.g. effective communication and utilisation of information technology).

Module code: MACC615	Semester module	NQF level 8
Module name: Financial Accounting		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- the ability to compile and criticise advanced external financial reports, including consolidated financial reports, based on an extensive and deep knowledge of the standards, methods and techniques relevant to external financial reporting practices;
- the ability to use a range of specialised skills to identify, analyse and address complex, abstract and/or integrated financial problems by drawing systematically from the standards, methods and techniques relevant to the financial accounting practice according to the demand of the contextualised problem; and
- the ability to present contextualised financial opinions and arguments on unfamiliar, complex and uncertain financial accountancy problems by selecting and applying self-regulated learning skills, methods, standards and techniques appropriate to financial reporting practice.

Module code: MACC621	Semester module	NQF level 8
Module name: Integrated Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an holistic, integrated view of management across the organisation;
- an ability to evaluate developments in both strategic management concepts and to integrate applicable and relevant developments into existing areas;
- ability to evaluate and apply tools and techniques important and relevant to strategic management and resources;
- integrated knowledge and understanding of the underlying competitive environment within a strategic organisational view – especially analysing such environment to maintain and gain competitive advantage;
- integrated knowledge and understanding of project management and its tools to assist and facilitate strategic management;
- operate effectively within a team in a business management related context to demonstrate logical and critical understanding of such a context, while employing communication, presentation and leadership skills in order to manage individuals and groups by applying negotiating skills and taking responsibility for specific task outcomes; and
- lifelong learning skills staying up-to-date with the latest developments in strategic management tools, techniques and concepts.

Module code: MACC622	Semester module	NQF level 8
Module name: Business Strategy		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge and understanding of the underlying theories, methods and techniques available in the field of Business Strategy;
- the ability to critically interrogate multiple sources of various business strategies that function within businesses as well as the general economic environment, and review that information as well as the manner in which it was produced;

- application of contextualised strategic business theories, methods, techniques and appropriate models in the field of Business accountancy in order to solve complex strategic problems, and formulate opinions, arguments and recommendations within the context of a company; and
- effectively, innovatively and responsibly apply the pervasive qualities and skills required in management accounting, including ethics and professionalism, personal attributes (e.g. self-management, leadership and teamwork) and professional skills (e.g. effective communication and utilisation of information technology).

Module code: MACC624	Semester module	NQF level 8
Module name: Financial Strategy		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge and understanding of the underlying theories, methods and techniques appropriate to the field of financial strategies and management accountancy;
- the use of a range of specialised skills and the key elements in managing and evaluating an organisation's financial strategy, in the context of contributing to achieving the organisation's objectives within its external constraints;
- the ability to critically interrogate multiple sources of knowledge, such as financial and non-financial information of businesses as well as the general economic environment, and review that information as well as the manner in which it was produced;
- the ability to apply contextualised knowledge of theories, methods and techniques in the field of Financial Management to solve complex investment, financing and dividend decisions and present finance opinions, arguments and recommendations within the context of the company as well as the context of the environment;
- the skill to develop creative responses with regard to the responsible financial management of a company and its assets by critically reviewing the information, evaluating the processes and effectively using the financial aids within the boundaries of the strategic aim of the company; and
- effective, innovative and responsible application of pervasive qualities and skills required in finance practice, including ethics and professionalism, personal attributes (e.g. self-management, leadership and teamwork) and professional skills (e.g. effective communication and utilisation of information technology).

Module code: MACC625	Semester module	NQF level 8
Module name: Decision-Making and Control		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge and understanding of the underlying theories, methods and techniques available in the field of Management Accounting that inform decision-making and control practices;
- the ability to critically interrogate multiple sources of knowledge with regard to decision-making and control of businesses as well as the general economic environment, and review that information as well as the manner in which it functions within the business environment;
- the ability to apply contextualised knowledge of theories, methods and techniques in the field of Management Accounting to solve complex planning, decision-making and control problems, and formulate opinions, arguments and recommendations within the context of the company as well as the context of the environment; and
- effectively, innovatively and responsibly apply the pervasive qualities and skills required in management accounting, including ethics and professionalism, personal attributes (e.g. self-management, leadership and teamwork) and professional skills (e.g. effective communication and utilisation of information technology).

Module code: MACC671	Year module	NQF level 8
Module name: Applied Research Project for Management Accountants		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- a critical understanding and application of research methodologies that are relevant to the field of accountancy;
- the ability to apply and integrate the theoretical knowledge gained from the accountancy modules to an unfamiliar research context by means of a practically defined research problem;

- appropriate research skills to critically interrogate multiple sources of knowledge and information within the field of accountancy; to select the appropriate resources and critically evaluate and review that knowledge in the context of the practical research problem presented;
- an understanding of the reason as to why research has to be conducted and use this to formulate a research question that is empirically addressed in order to provide a solution to the client;
- the ability to present and prepare contextualised and empirically researched opinions in the accountancy field that encompasses the following research orientated process:
- a problem on which a client requires views and advice presented to the students;
- students to formulate the research process that will be used to arrive at a solution for the client;
- students required to conduct a thorough literature review; and
- compiling an accurate and coherent written report with an innovative solution to the problem posed to them.

Module code: MAFM671	Year module	NQF level 8
Module name: Advanced Management Accounting and Financial Management		

Module outcomes

Upon the completion of this module, the student should be able to:

- demonstrate integrated knowledge and understanding of the underlying theories, methods and techniques available in the field of Financial Management and Management Accounting;
- demonstrate the ability to critically interrogate multiple sources of knowledge, such as financial and non-financial information of businesses as well as the general economic environment, and review that information as well as the manner in which it was produced;
- demonstrate the ability to present contextualised management accounting and finance opinions, arguments and recommendations on unfamiliar, complex and uncertain problems by selecting and applying theories, methods, standards and techniques appropriate to management accounting and finance practice;
- demonstrate the ability to apply knowledge, theories, methods and techniques in the field of Financial Management to solve complex investment, financing and dividend decisions, within the context of the company as well as the context of the environment;
- demonstrate the ability to apply knowledge, theories, methods and techniques in the field of Management Accounting to solve complex planning, decision-making and control decisions, within the context of the company as well as the context of the environment;
- demonstrate the ability to develop creative responses with regards to the responsible financial management of a company and its assets by critically reviewing the information, evaluating the processes and effectively using the financial aids within the boundaries of the strategic aim of the company; and
- effectively, innovatively and responsibly apply the pervasive qualities and skills required in management accounting and finance practice, including ethics and professionalism, personal attributes and professional skills.

Module code: REKP671	Year module	NQF level 8
Module name: Advanced International Financial Reporting Standards (IFRS) and Group Statements		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- the ability to identify and interpret transactions and related information in accordance with International Financial Reporting Standards;
- the ability to apply principles prescribed by International Financial Reporting Standards;
- the ability to compile financial statements in accordance with International Financial Reporting Standards; and
- Capita Selecta.

Module code: REIP671	Year module	NQF level 8
Module name: Advanced Taxation and Trusts		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- the ability to interpret the Income Tax Act, legal opinions and practice notes issued by the South African Revenue Service;
- the ability to calculate normal taxation payable by individuals based on taxable income from remuneration, fringe benefits, lump sums and the carrying on of a trade or business;
- the ability to calculate normal taxation payable by companies and trusts;
- the ability to solve advanced case studies relating to estate duty, donations tax, capital gains tax and value added tax; and
- Capita Selecta

Module code: REKP674	Year course	NQF level 8
Module name: Audit and Corporate Governance		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- knowledge and understanding of corporate governance in South Africa;
- understanding and application of the ethical aspects of the professional accountant;
- the ability to identify applicable auditing standards (e.g., ISAs), laws and regulations relevant to an audit engagement; and
- knowledge and understanding of the key elements of assurance service engagements.

Module code: REKP675	Year module	NQF level 8
Module name: Financial Management and Strategy		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge and understanding of the underlying theories, methods and techniques available in the field of management accounting that inform decision-making and control practices;
- the ability to apply contextualised knowledge of theories, methods and techniques in the field of financial management to solve complex investment, financing and dividend decisions and present finance opinions, arguments and recommendations;
- the use of a range of specialised skills and the key elements in managing and evaluating an organisation's financial strategy; and
- an understanding of the entity's mission, vision and strategy.

Module code: REKP677	Year module	NQF level 8
Module name: Research Report in Financial Accountancy		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- a critical understanding and application of appropriate research methodologies that are relevant to the field of accountancy;
- knowledge of appropriate research skills to critically interrogate multiple sources of knowledge and information;
- the ability to present and prepare contextualised and empirically researched opinions in the field of accountancy; and
- conduct and report research under supervision and produce a research report.

Module code: RPRO671	Year module	NQF level 8
Module name: Research Project for Accountancy Students [compulsory module]		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- an understanding of the purpose of research in the field of accountancy;
- the ability to identify research problems and formulate research questions;
- a critical understanding and application of the research process and appropriate research methodologies that are relevant to the field of accountancy practice;
- the ability to integrate and apply the theoretical knowledge obtained in the other modules to an unfamiliar research context by means of innovatively solving a practically defined research problem or problems;

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- appropriate research skills to critically interrogate multiple sources of knowledge and information within the field of accountancy; and
- to select the appropriate literature and resources and critically evaluate and review the knowledge in the context of the practical research problem presented.

Module code: TAXC671	Year module	NQF level 8
Module name: Advanced Taxation		

Module outcomes

Upon the completion of this module, the student should be able to:

- demonstrate the ability to perform and criticise advanced tax calculations based on an extensive and deep knowledge of the relevant authority, methods and techniques relevant to tax practice;
- demonstrate the ability to use a range of specialised skills to identify, analyse and address complex, abstract and/or integrated tax problems by drawing systematically from the relevant authority, methods and techniques relevant to tax practice according to the demand of the problem;
- demonstrate the ability to present contextualised tax opinions and arguments on unfamiliar, complex and uncertain problems by selecting and applying the relevant authority, methods and techniques appropriate to tax practice; and
- effectively, innovatively and responsibly apply the pervasive qualities and skills required in tax practice, including ethics and professionalism, personal attributes (e.g. self-management, leadership and teamwork) and professional skills (e.g. effective communication and utilisation of information technology).

LOGISTICS

Module code: MANM624	Semester 2	NQF level 8
Module name: Advanced Materials Management		

Module outcomes

On completion of this module you should be able to:

- Recognise, interpret, conceptualize and utilize the basics of the Materials Management.
- Demonstrate the conceptual skills acquired in the module.
- Be able to explain the concepts of the module.
- Relate the relevance of all the practical concepts, most importantly in relation to the real problems and word environment.
- Apply the concepts of Materials Management in real problem solving and business improvement by taking informed discussions throughout.

STATISTICS

Module code: STFM611	Semester 1	NQF level 8
Module name: Stochastic Models		

Module outcomes

Upon the completion of this module, the student should be able to:

- apply the operations research or the statistical techniques to situations where customers have to be served by a single or by several service facilities;
- identify the probability distributions at the arrivals of customers and the service times at the service facilities;
- define concepts used in stochastic models;
- derive formulae used in stochastic models; and
- recommend strategies to be used in processing orders.

Module code: STFM612	Semester 1	NQF level 8
Module name: Advanced Probability Theory		

Module outcomes

• Upon the completion of this module, the student should be able to apply the probability theory to real-life situations.		

Module code: STFM613	Semester 1	NQF level 8
Module name: Multivariate Analysis		

Module outcomes
Upon the completion of this module, the student should be able to use a computer to:

- do multivariate discriminate analysis;
- do factor analysis, and cluster analysis;
- do multivariate ANOVA and MANCOVA; and
- apply a multidimensional scaling to real data.

Module code: STFM614	Semester 1	NQF level 8
Module name: Statistical Quality Control		

Module outcomes

- Upon the completion of this module, the student should be able to assess the quality of a product.

Module code: STFM615	Semester 1	NQF level 8
Module name: Decision Theory		

Module outcomes
Upon the completion of this module, the student should be able to:

- evaluate the potential benefit of buying more information about the probabilities of various payoffs and spend the optimal amount of resources in this decision-making process;
- logically and objectively incorporate all the information that they have in the decision-making process; and
- make the best decision even when a problem is complex and the result of each decision is uncertain.

Module code: STFM616	Semester 1	NQF level 8
Module name: Applied Regression Analysis		

Module outcomes
Upon the completion of this module, the student should be able to:

- do logistic regression analysis;
- do statistical inference in real-life situations; and
- fit a non-linear regression model to data.

Module code: STFM621	Semester 2	NQF level 8
Module name: Design of Experiments and Sampling		

Module outcomes
Upon the completion of this module, the student should be able to:

- design a sample survey;
- determine the right sample size for a sample survey, while
- minimise the cost function; and
- optimise the allocation of sample size.

Module code: STFM671	Year module	NQF level 8
Module name: Research project		

Module outcomes

- Upon the completion of this module, the student should be able to conduct and report on an independent research.

Module code: STOM611	Year module	NQF level 8
Module name: Optimization 1		

Module outcomes		
Upon the completion of this module, the student should be able to:		

- apply linear, parametric and integer programming to solve real-life problems;
- define the decision variables used in optimisation;
- derive the formulae used in optimisation;
- identify data to be used in optimisation; and
- recommend the optimal allocation of resources.

Module code: STOM612	Year module	NQF level 8
Module name: Network Analysis		

Module outcomes

Upon the completion of this module, the student should be able to:

- apply the theory of network analysis to select optimal alternatives in decision-making situations;
- design a network connecting a number of locations (pipelines, rail lines, telecommunications, etc.);
- identify data to be used in network analysis;
- determine the durations of projects; and
- derive the formulae used in network analysis.

Module code: STOM613	Semester 1	NQF level 8
Module name: Reliability Theory		

Module outcomes

Upon the completion of this module, the student should be able to:

- estimate the parameters of the reliability function;
- define the decision variables used in reliability theory;
- calculate the survival rates of components and systems;
- derive formulae of reliability functions; and
- identify data to be used in reliability theory.

Module code: STOM621	Semester 2	NQF level 8
Module name: Theory of Games		

Module outcomes

Upon the completion of this module, the student should be able to:

- apply the theoretical game strategies to real-life situations;
- identify data to be used in game theory;
- derive the formulae used in game theory;
- determine the optimal decision in a decision-making situation; and
- use dominance to reduce the size of a game problem.

Module code: STOM622	Semester 2	NQF level 8
Module name: Reliability Production Planning and Scheduling		

Module outcomes

Upon the completion of this module, the student should be able to:

- solve a large problem in terms of the solutions of smaller interrelated problems;
- solve non-linear models involving non-linear constraints;
- identify the shortest route in a network;
- allocate recourses optimally using optimisation technique; and
- solve an inventory control problem.

Module code: STOM624	Semester 2	NQF level 8
Module name: Inventory Control		
Module outcomes		

Upon the completion of this module, the student should be able to:

- apply the deterministic models with static demand, periodic and continuous review models and stochastic dynamic review models to real-life situations;
- define the decision variables to be used in inventory control;
- derive the formulae to be used in inventory control;
- estimate the parameters of the inventory models; and
- identify data to be used in inventory models.

Module code: STOM671	Year module	NQF level 8
Module name: Research project		

Module outcomes

- Upon the completion of this module, the student should be able to conduct and report on an independent research.

TRANSPORT ECONOMICS

Module code: TERM611	Semester 1	NQF level 8
Module name: Research Methodology		

Module outcomes

Upon the completion of this module, the student should be able to conduct and report on an independent research.

- The ability to conduct transport supervised research by selecting and implementing various research methods/procedures to effectively execute a planned research design, report research findings and produce conclusions in an acceptable academic format,
- The ability to analyse, select and effectively apply carefully supervised scientific methods of inquiry/research methods in the transport and related industries to reflect on and then address complex or abstract problems in transport and contribute positively in research within practice,
- The ability to select, apply and critically judge the effectiveness of the implementation of a range of relevant/appropriate research techniques and procedures with a view to conducting research.

Module code: TERP621	Semester 2	NQF level 8
Module name: Research Project		

Module outcomes

Upon the completion of this module, the student should be able to conduct and report on an independent research.

- Supervised research skill by selecting and implementing appropriate research methods/procedures to effectively execute a planned research design, report research findings and produce conclusions in an acceptable academic format and the ability to engage with current research, scholarly or professional literature in transport economics.

Module code: TECM611	Semester 1	NQF level 8
Module name: Strategic Transport Management		

Module outcomes

Upon the completion of this module, the student should be able to conduct and report on an independent research.

- Learners should be able to demonstrate an understanding of the freight transport environment with particular emphasis on the regulatory environment.
- Learners should be able to demonstrate ability to and address strategic, operational issues within the various modes of freight transport
- Learners should be able to demonstrate ability to ensure provision of effective and efficient freight transport service
- Learners should be able to demonstrate an understanding of the financial aspects concerning freight transport.
- Learners should be able to demonstrate an understanding of intermodal freight transport systems and operations.

Module code: TECM612		NQF level 8
Module name: Public Transport		

Module outcomes
Upon the completion of this module, the student should be able to conduct and report on an independent research.
• Integrated knowledge of and engagement in understanding the urban transport problems in developed and developing countries and critically exploring and applying public transport theories relevant to public transport service provision and planning,
• Advanced ability to effectively market public transport services with due consideration of service requirements,
• the ability to identify, demarcate, analyse, critically reflect on and effectively distinguish among various public transport systems and modes, as well as explore their characteristics and their applicability under different circumstances,
• The ability to perform public transport planning and scheduling,
• critical understanding of the complex nature of financial aspects in public transport,
• Advanced ability to effectively manage public transport in South African context within the framework of public transportation policy and regulation.

Module code: TECM613		NQF level 8
Module name: Transport Policy and Regulation		

Module outcomes
Upon the completion of this module, the student should be able to conduct and report on an independent research.
• Integrated knowledge of the reasons for government involvement in transport and the roles of various government spheres in policy and transportation regulations,
• Advanced ability to effectively formulate transportation policy goals, objectives, as well as targets,
• The ability to identify, analyse, critically apply appropriate transport policy instruments,
• The ability to analyse comprehensive literature and formulate proposals about transport infrastructure investments,
• The ability to critically interrogate multiple sources of policy related literature within the transport discipline in South Africa and critically evaluate and review that knowledge and the manner in which the knowledge was produced with a view to interpret such policy knowledge.

Module code: TECM621		NQF level 8
Module name: Freight Transport		

Module outcomes
Upon the completion of this module, the student should be able to conduct and report on an independent research.
• Learners should be able to demonstrate an understanding of the freight transport environment with particular emphasis on the regulatory environment.
• Learners should be able to demonstrate ability to and address strategic, operational issues within the various modes of freight transport
• Learners should be able to demonstrate ability to ensure provision of effective and efficient freight transport services
• Learners should be able to demonstrate an understanding of the financial aspects concerning freight transport.
• Learners should be able to demonstrate an understanding of intermodal freight transport systems and operations.

TOURISM

Module code: TMBP679	Year module	NQF level 8
Module name: Advanced Tourism Management and Development		

Module outcomes
Upon the completion of this module, the student should be able to demonstrate the following:
• integrated knowledge and understanding of the concepts, components and theories of central areas of one or more fields, disciplines or practices of tourism management;
• the ability to apply detailed knowledge of an area or areas of specialisation of tourism management practices and how it relates to other fields/disciplines/practices;
• the ability to identify, analyse, critical reflect on tourism management and address complex problems, by applying evidence-based solutions and theory-driven arguments to manage any business within the tourism industry; and
• the ability to make responsible decisions within an ethical framework regarding the development and management of a sustainable tourism business.

Module code: TMBP680	Year module	NQF level 8
Module name: Advanced Nature Tourism		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate the following:

- applied knowledge of theories and methodologies regarding ecotourism, wildlife tourism, marine ecotourism, adventure tourism and sustainable tourism development/products;
- applied knowledge and engagement of park management (protected areas) and wetland management from a tourism perspective;
- the ability to use specialised skills to identify, analyse and address ecotourism management-related problems;
- present and communicate academic, professional or occupational ideas and texts effectively as well as offer creative insights, rigorous interpretations and solutions to ecotourism and wildlife tourism product challenges;
- identify and address ethical issues regarding sustainable and ecotourism development; and
- applied knowledge and practical skills, as an individual or team member, pertaining to park management that needs to be done within a well-established ethical value system.

Module code: TMBP678	Year module	NQF level 8
Module name: Advanced Tourism Marketing		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate the following:

- applied knowledge of the concepts, components and theories of advanced tourism marketing to critically evaluate the current scholarly content and add to the development thereof;
- the skill to select appropriate methods, procedures and techniques from a variety of sources to identify and analyse complex or abstract marketing problems within unfamiliar contexts that can be solved using value-driven, creative ideas;
- the skill to present academic work in tourism marketing professionally, in writing and orally, with insight, clear interpretations and solutions; and
- the skill to identify and address ethical dilemmas in tourism marketing and to take responsibility for own work, behaviour, decisions and use of resources.

Module code: TMBP675	Year module	NQF level 8
Module name: Research in Tourism Management		

Module outcomes

Upon the completion of this module, the student should be able to:

- apply knowledge of research methodology in multiple tourism environments and situations to contribute to literature and practice;
- identify, analyse and solve complex and abstract research problems with creative and informative ideas;
- critically evaluate multiple sources and utilise these to solve problems within unfamiliar contexts;
- work independently as a researcher in tourism and take responsibility for decisions and actions;
- present (written and oral) research results in a professional manner with insightful solutions; and
- act ethically responsibly in the planning and execution of research and to accept responsibility for own work, behaviour, decisions and the use of resources.

EMS.19   MODULE OUTCOMES: MASTER'S MODULES

Module code: ACCC871	Year module	NQF level 9
Module name: Accounting (Dissertation)		

Module outcomes

On completion of the module, the student should be able to demonstrate the following:
• Specialised knowledge of a particular area within the field of Accountancy;
• The ability to identify, under supervision, a research problem and to formulate and execute an appropriate research design;
• The ability to implement knowledge, which includes research paradigms, specialist theories and methodologies, in a critical way;
• The ability to analyse and evaluate relevant data or information with a view to develop insights into contemporary issues in the Accountancy field;
• The ability to produce and communicate research outputs in the Accountancy discipline within a local and/or global context;
• The ability to conduct ethically responsible research, including the identification and management of emerging relevant ethical issues, as well as the monitoring and evaluation of the consequences of these decisions, where appropriate.

Module code: ACCC872	Year module	NQF level 9
Module name: Research Dissertation		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

• integrated knowledge of the critical core of the discipline together with basic/rudimentary research skills;

• basic knowledge and skilful application of appropriate quantitative/qualitative research methods;

• the ability to articulate position within theoretical and methodological frameworks of the discipline;

• the ability to initiate independent research by means of collating, ordering and possibly contribute to existing information;

• successful application of a variety of approaches, possibly mainly descriptive/empirical research;

• synthesis of data/overview.

Module code: ACCC874	Year module	NQF level 9
Module name: Business Analysis		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

• assess the strategic position of an organisation;

• evaluate the strategic choices available to an organisation and discuss how an organisation might go about its strategic implementation;

• critique and redesign business processes and structures to implement and support the organisation's strategy taking account of customer and other major stakeholder requirements;

• integrate appropriate information technology solutions to support the organisation's strategy;

• advise on the principles of project management to enable the implementation of aspects of the organisation's strategy with the twin objectives of managing risk and ensuring benefits realisation;

• analyse and evaluate the effectiveness of a company's strategy and the financial consequences of implementing strategic decisions;

• assess the role of leadership and people management in formulating and implementing business strategy.

Module code: ACCC875	Year module	NQF level 9
Module name: Corporate Reporting		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

• integrated knowledge of the professional and ethical duties of the accountant;

• an ability to critically evaluate the financial reporting framework;

• an ability to advise and report on the financial performance of entities;

• accurate, coherent and appropriate preparation of the financial statements of groups of entities in accordance with relevant accounting standards;

• a critical understanding of the reporting issues relating to specialised entities;

• an ability to discuss and integrate the implications of changes in accounting regulation on financial reporting;

• an ability to appraise the financial performance and position of entities;

an ability to evaluate current developments in terms of corporate reporting requirements and expectations.

Module code: ACCC876	Year module	NQF level 9
Module name: Governance, Risk and Ethics		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- integrated knowledge of governance and be able to explain its function in the effective management and control of organisations and the resources for which they are accountable;
- a critical understanding and reflection on the Professional Accountant's role in internal control, review and compliance;
- an ability to appraise the role of the accountant in identifying and assessing risk;
- an ability to evaluate, critique and optimise the role of the accountant in controlling and mitigating risk;

    the application of professional values and judgement through and ethical framework that is in the best interests of society and the profession, in compliance with relevant professional codes, laws and regulations.

Module code: HRMA872	Year module	NQF level 9
Module name: Dissertation		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate the following:

- the ability to create a comprehensive and systematic knowledge base in the human resource management discipline with specialist knowledge in an area at the forefront of the human resource management discipline;
- apply a coherent and critical understanding of the theory, research methods and techniques relevant to the human resource management discipline;
- an ability to identify and understand complex and/or real-world problems and issues drawing systematically and creatively on theory, research methods and literature of the human resource management discipline;
- identify independent evaluation of quantitative and/or qualitative data;
- show the ability to undertake a study of the literature and current research in an area of specialisation in the human resource management discipline under supervision;
- understand the ethical requirements and standards for scientific research in the research area within the NWU; and

    an ability to effectively present and communicate the results of research to specialist and non-specialist audiences using the resources of an academic/professional discourse.

Module code: HRMA874	Year module	NQF level 9
Module name: Scientific Reasoning		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate the following:

- specialist knowledge to enable engagement with and critique of current research or practices; and an advanced scholarship or research in a particular field, discipline or practice;
- an ability to evaluate current processes of knowledge production and to choose an appropriate process of enquiry for the area of study or practice;
- an ability to design, select and apply appropriate and creative methods, techniques, processes or technologies to complex practical and theoretical problems;
- an ability to use a wide range of specialised skills in identifying, conceptualising, designing and implementing methods of enquiry to address complex and challenging problems within a field, discipline or practice; and an understanding of the consequences of any solutions or insights generated within a specialised context;
- an ability to make autonomous ethical decisions which affect knowledge production, or complex organisational or professional issues, an ability to critically contribute to the development of ethical standards in a specific context;
- an ability to design and implement a strategy for the processing and management of information, in order to conduct a comprehensive review of leading and current research in an area of specialisation to produce significant insights;
- an ability to use the resources of academic and professional or occupational discourses to communicate and defend substantial ideas that are the products of research or development in an area of specialisation; and use a range of advanced and specialised skills and discourses appropriate to a field, discipline or practice, to communicate to a range of audiences with different levels of knowledge or expertise;
- develop his or her own learning strategies which sustain independent learning and academic or professional development, and interact effectively within the learning or professional group as a means of enhancing learning; and

    operate independently and take full responsibility for his or her own work, and, where appropriate, to account for leading and initiating processes and implementing systems, ensuring good resource management and governance practices.

Module code: HRMA875	Year module	NQF level 9
Module name: Advanced Strategic Human Resource Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate the following:

- an informed understanding of the key terms, concepts, facts and general principles of human resource functions and the competencies and challenges associated with managing a HR department;
- an increased awareness of the profile as HR professional and describe the professional profile of an HR professional;
- identify areas of strengths and developmental areas and ways to address these;
- investigate the current HR strategy of an organisation and formulate a total HR strategy that align all the HR processes and support different business drivers and strategies;
- develop a total HR strategy to comply with the latest corporate governance guidelines;
- design a global talent-driven HR strategy directed at attracting, deploying, developing, engaging, retaining and optimising talent;
- analyse and design a fair and equitable global performance and remuneration strategy that will support the HR value proposition and attract, engage and retain competent employees; and

    a personal opinion on the selected topics through discussions, presentations and simulations.

Module code: IOPP873	Year module	NQF level 9
Module name: Mini-Dissertation		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- the ability to create a comprehensive and systematic knowledge base in the industrial and organisational psychology discipline with specialist knowledge in an area at the forefront of the industrial and organisational psychology discipline;
- apply a coherent and critical understanding of the theory, research methods and techniques relevant to the industrial and organisational psychology discipline;
- an ability to identify and understand complex and/or real-world problems and issues drawing systematically and creatively on theory, research methods and literature of the industrial and organisational psychology discipline;
- identification of independent evaluation of quantitative and/or qualitative data;
- show the ability to undertake a study of the literature and current research in an area of specialisation in the industrial and organisational psychology discipline under supervision;
- an understanding of the ethical requirements and standards for scientific research in the research area within the NWU; and

    an ability to effectively present and communicate the results of research to specialist and non-specialist audiences using the resources of an academic/professional discourse.

Module code: IOPP874	Year module	NQF level 9
Module name: Scientific Reasoning		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate the following:

- specialist knowledge to enable engagement with and critique of current research or practices; and an advanced scholarship or research in a particular field, discipline or practice;
- an ability to evaluate current processes of knowledge production and to choose an appropriate process of enquiry for the area of study or practice;
- an ability to design, select and apply appropriate and creative methods, techniques, processes or technologies to complex practical and theoretical problems;
- an ability to use a wide range of specialised skills in identifying, conceptualising, designing and implementing methods of enquiry to address complex and challenging problems within a field, discipline or practice;
- an understanding of the consequences of any solutions or insights generated within a specialised context;
- an ability to make autonomous ethical decisions which affect knowledge production, or complex organisational or professional issues, an ability to critically contribute to the development of ethical standards in a specific context;

- an ability to design and implement a strategy for the processing and management of information, in order to conduct a comprehensive review of leading and current research in an area of specialisation to produce significant insights;
- an ability to use the resources of academic and professional or occupational discourses to communicate and defend substantial ideas that are the products of research or development in an area of specialisation; and use a range of advanced and specialised skills and discourses appropriate to a field, discipline or practice, to communicate to a range of audiences with different levels of knowledge or expertise;
- develop his or her own learning strategies which sustain independent learning and academic or professional development, and interact effectively within the learning or professional group as a means of enhancing learning; and

operate independently and take full responsibility for his or her own work, and, where appropriate, to account for leading and initiating processes and implementing systems, ensuring good resource management and governance practices.

Module code: IOPP875	Year module	NQF level 9
Module name: People Development in Industrial Psychology		

South African context. After having completed this module, the student must be able to critically discuss the role played by the training and development department in order to reach the goals of an organisation. It is important that students display the necessary insight to form their own opinion regarding training and development.

Module code: IOPP876	Year module	NQF level 9
Module name: Professional Industrial Psychology		

Module outcomes

- After completion of this module learners must have insight into new developments in the field of Industrial Psychology and Human Resource Management. Some topics, which have been known for some years, are included if it is still a major force impacting on organisations and the management of organisations.
- Upon the completion of this module, the student should be able to demonstrate:
- Insight into new developments in the field of industrial psychology.
- Skills in psychometric assessment and insight in the role it has in an organisation.
- Understanding of major forces which have an impact on the organisation from a psychological perspective.
- Insight into ethical conduct within the selected topics.
- An ability to develop his/her own point of view on the selected topics.
- An ability to advise management of organisations on the selected topics by developing critical thinking on these topics.

Development towards an own identity as industrial psychologist.

Module code: IOPP877	Year module	NQF level 9
Module name: Psychology and Work-related Wellbeing		

Module outcomes

- Understand and explain the business alignment of Human Resource management and well-being by considering good corporate governance and the SABPP HR System Standards Model.
- Explain the shift in focus of work-related well-being and health care.
- Apply knowledge of work-related well-being in the work context.
- Explain and understand the Job Demands-Resources model of work-related well-being in the framework of the SABPP HR System Standards Model.
- Understand, outline and provide interventions for different important work-related well-being constructs.
- Understand and apply a process for individual well-being feedback.

Understand psychopathology in the work context.

Module code: IOPP878	Year module	NQF level 9
Module name: Applied Counselling		

Module outcomes

Upon the completion of this module, the student should:

- Show an increased awareness of his/her functioning in an interaction process;
- Be able to describe the personality profile (personality characteristics, skills and knowledge) of an effective facilitator (as shown by research);

- Be able to explain the basic helping process and specific strategies of helping;
- Be able to show the core dimensions of sensitive relationships (respect, empathy, genuineness and concreteness) in his/her helping behaviour (verbal and non-verbal);
- Be able to apply the basic skills of attending, responding, personalising and initiating in facilitative helping;
- Be able to describe the different models and processes of counselling;
- Be able to explain key terms, principles and concepts of the different approaches to counselling;
- Be able to apply the basic skills of counselling to stimulate psychological growth in the helping process;
- Describe and demonstrate ethical behaviour for the industrial psychologist in counselling;
- Explain key terms, principles and theoretical concepts of different approaches to trauma management and the impact of trauma in the workplace;
- Describe a model and process of trauma counselling and management in the workplace;
- Apply the basic skill of trauma management as industrial psychologist;
- Be able to facilitate the ventilation of the initial thoughts and feelings of traumatised employees;
- Be able to stabilise traumatised personnel emotionally in order to empower them to manage their immediate future effectively;

  Be able to identify personnel requiring referral and understanding the referral process.

Module code: LARM871 & LARM872	Year module	NQF level 9
Module name: Mini-Dissertation		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- specialist knowledge and critical understanding with regard to expertise and critical knowledge of industrial relations; and conceptualise new research initiatives within this field;
- the ability to meaningfully contribute to scholarly debates around theories of employee relation knowledge;
- the ability to design/develop appropriate new knowledge, methods, techniques, systems and processes in original/creative/innovative ways appropriate to the industrial relations setting;
- the ability to apply/implement specialist knowledge and theory in critically reflexive, creative and novel ways to employment relations challenges;
- advanced research and problem-solving skills;
- the ability to identify, demarcate and critically analyse an appropriate research problem to address complex labour relation issues and/or challenges, within the South African context;
- an ability to select and effectively use/apply a wide range of specialised skills for instance, conflict management, wage negotiations, and all other labour related issues, in order to effectively manage the human capital;
- an ability to use the resources of academic / professional / occupational discourses to communicate and defend substantial ideas in labour/employment relations;
- the ability to develop and execute a communication strategy to disseminate and defend research findings in labour issues within the South African context;
- the ability to identify, specify, address and manage emerging ethical issues related to labour relations and to advance processes of ethical decision-making, including monitoring and evaluation of the consequences of these decisions where appropriate; and

  the ability to identify, address and manage emerging ethical issues and processes of ethical decision-making, take full responsibility and be held ultimately accountable for overall governance.

Module code: LARM 874	Year module	NQF level 9
Module name: Scientific Reasoning		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate the following:

- specialist knowledge to enable engagement with and critique of current research or practices; and an advanced scholarship or research in a particular field, discipline or practice;
- an ability to evaluate current processes of knowledge production and to choose an appropriate process of enquiry for the area of study or practice;
- an ability to design, select and apply appropriate and creative methods, techniques, processes or technologies to complex practical and theoretical problems;

- an ability to use a wide range of specialised skills in identifying, conceptualising, designing and implementing methods of enquiry to address complex and challenging problems within a field, discipline or practice; and an understanding of the consequences of any solutions or insights generated within a specialised context;
- an ability to make autonomous ethical decisions which affect knowledge production, or complex organisational or professional issues, an ability to critically contribute to the development of ethical standards in a specific context;
- an ability to design and implement a strategy for the processing and management of information, in order to conduct a comprehensive review of leading and current research in an area of specialisation to produce significant insights;
- an ability to use the resources of academic and professional or occupational discourses to communicate and defend substantial ideas that are the products of research or development in an area of specialisation; and use a range of advanced and specialised skills and discourses appropriate to a field, discipline or practice, to communicate to a range of audiences with different levels of knowledge or expertise;
- develop his or her own learning strategies which sustain independent learning and academic or professional development, and interact effectively within the learning or professional group as a means of enhancing learning; and

  operate independently and take full responsibility for his or her own work, and, where appropriate, to account for leading and initiating processes and implementing systems, ensuring good resource management and governance practices.

Module code: MACC871	Year module	NQF level 9
Module name: Dissertation		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- specialised knowledge of a specialised area within the fields of management accounting or financial management;
- the ability to identify, under supervision, a research problem and to formulate and execute an appropriate research design;
- the ability to implement knowledge, which includes research paradigms, specialist theories and methodologies, in a critical way;
- the ability to analyse and evaluate relevant data or information with a view to develop insights into contemporary issues in a management accounting or financial management field;
- the ability to produce and communicate research outputs in the management accounting or financial management discipline within a local and/or global context; and

  the ability to conduct ethically responsible research, including the identification and management of emerging relevant ethical issues, as well as the monitoring and evaluation of the consequences of these decisions, where appropriate.

Module code: MDAC873	Year module	NQF level 9
Module name: Mini-Dissertation		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- specialised knowledge of a specialised area within the fields of management accounting or financial management;
- the ability to identify, under supervision, a research problem and to formulate and execute an appropriate research design;
- the ability to implement knowledge, which includes research paradigms, specialist theories and methodologies, in a critical way;
- the ability to analyse and evaluate relevant data or information with a view to develop insights into contemporary issues in a management accounting or financial management field;
- the ability to produce and communicate research outputs in the management accounting or financial management discipline within a local and/or global context; and

  the ability to conduct ethically responsible research, including the identification and management of emerging relevant ethical issues, as well as the monitoring and evaluation of the consequences of these decisions, where appropriate.

Module code: MDAC874	Year module	NQF level 9
Module name: Advanced Financial Management and Strategy		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- expertise, critical knowledge and a high level of theoretical understanding of contemporary financial management theories and tools;
- the ability to create and apply a method or process to complex practical and theoretical problems in the field of strategic financial management;
- the ability to design and implement a strategy by processing and applying a set of information received;
- the ability to formulate creative, relevant and appropriate responses and communicate these responses in a professional manner;
- an ability to develop and communicate his or her ideas and opinions in well-formed arguments;
- an understanding of the impact that an intervention in one area of a business will have on other areas and to address the intended and unintended consequences of interventions;
- an ability to take full responsibility for individual learning, decision-making and use of resources; and
  an ability to make decisions and act ethically and professionally.

Module code: MDAC875	Year module	NQF level 9
Module name: Advanced Strategic Management		

Module outcomes

Upon the completion of this module, the student should be able to demonstrate:

- expertise, critical knowledge and a high level of theoretical understanding of contemporary strategic management theories and tools;
- the ability to create and apply a method or process to complex practical and theoretical problems in the field of strategic management;
- the ability to design and implement a strategy by processing and applying a set of information received;
- the ability to formulate creative, relevant and appropriate responses and communicate these responses in a professional manner;
- an ability to develop and communicate his or her ideas and opinions in well-formed arguments;
- an understanding of the impact that an intervention in one area of a business will have on other areas and to address the intended and unintended consequences of interventions;
- an ability to take full responsibility for individual learning, decision-making and use of resources; and
  an ability to make decisions and act ethically and professionally.

Module code: MBAA812	Semester 1	NQF level 9
Module name: Operations Management		

Module outcomes

Upon the completion of this module, the student should be able to:

- have a comprehensive and systematic knowledge of operations and supply chain management;
- systematically identify transformation processes in any organisation;
- critically evaluate and interpret information regarding the above concepts to solve complex and real-life problems systematically and creatively;
- show that you possess a specialised knowledge of the key aspects of the above concepts and are able to communicate information regarding the above concepts coherently and reliably in an academically acceptable format;
- demonstrate how operations management principles could be used to design manage and optimise the processes of an organisation; and
  expertly analyse the nature of a real-life organisation and be able to practically apply your knowledge to product and service businesses.

Module code: MBAA815	Semester 1	NQF level 9
Module name: Executive Economics		

Module outcomes

Upon completion of this module you should be able to do the following:
- Demonstrate a systematic knowledge and in-depth understanding of the various micro-economic principles that drive the success of any business;
- Demonstrate a systematic knowledge and in-depth understanding of the various macro-economic principles that determines the success of different sectors and businesses;
- Analyse the interrelationship relationship between different economic variables in an open economy;
- Evaluate the effects of various policy steps on the functioning of the economy in the long- and short term; and
  identify and apply different policy measures to address macro-economic problems;

- Demonstrate a thorough knowledge and logical understanding of micro-economic concepts, principles, and theories to practically devise growth strategies on firm level;
- Demonstrate problem-solving abilities by being able to advise companies regarding consumer demand and choices, market structures and the behaviour of competitors, equilibrium analyses and government intervention in the economy in the form of taxation/subsidisation;
- An ability to communicate information reliably, accurately and coherently;
- Demonstrate acceptable behaviour within the academic environment, inclusive of adherence to rules on plagiarism and copyright principles, and the ability to interact and collaborate effectively with others while taking co-responsibility for his/her own learning progress; and
- Apply the triple bottom line principle in practice.

Module code: MBAA874	Semester 1	NQF level 9
Module name: Research Methodology		

Module outcomes

Upon the completion of this module, the student should be able to:

- identify, analyse and comprehend a research problem, based upon a relatively comprehensive literature review, and formulate a scientific problem statement, research objectives, relevant hypotheses and plan a research design suitable for the problem statement;
- demonstrate comprehensive and systematic knowledge and skills relevant to research methodology and as a manager be able to apply it to compile and contextualise a research proposal for a project; and

demonstrate an ethical and professional code of conduct and attitude towards research and research methodology.

Module code: MBAB821	Semester 2	NQF level 9
Module name: Technology Management		

Module outcomes

Upon the completion of this module, the student should be able to:

- demonstrate knowledge of the context of technology and innovation management;
- demonstrate knowledge of innovation types and innovation processes;
- apply strategic technology management;
- apply technology management frameworks and processes;
- apply technology and innovation management tools and techniques;
- demonstrate the management of new product introduction (NPI);
- identify and critically analyse technology and innovation management issue;
- evaluate technologies and innovations and select appropriate strategies to manage them; and
- apply tools and techniques to real business situations, cases and simulations.

Module code: MBAB824	Semester 2	NQF level 9
Module name: Human Resource Management		

Module outcomes

Upon the completion of this module, the student should be able to:

- demonstrate a comprehensive and systematic knowledge of strategic talent management theory and the ability to evaluate, integrate and apply the relevant themes of this subject of study practically;
- identify, analyse and solve complex and real-world problems in an ill-defined workplace context, specifically with regard to the unlocking of human potential in order to create high performance workplaces;
- identify the factors and trends that influence job performance and make use of this information to improve the job performance of employees;
- apply research skills when solving problems of the South African as well as international workplace environment through insight, advanced information retrieval and processing skills and ability to effectively present and communicate research results using the resources of an academic discourse; and

demonstrate the ability to manage learning tasks professionally, autonomously and ethically at both an individual and group level.

Module code: MBAB823	Semester 2	NQF level 9
Module name: Managerial Accounting		

Module outcomes

Upon the completion of this module, the student should be able to:

- have a comprehensive and systematic knowledge of management accounting with special reference to the information needed by managers as they carry out their planning, control and decision-making responsibilities in a managerial context;
- identify, analyse and solve complex and real-world problems related to management accounting in an ill-defined context and offer workable solutions with evidence based on theoretical argumentation; and
- demonstrate an ethical and professional code of conduct and attitude towards management accounting as profession, as well as towards the fulfilment of learning and assessment tasks situated in this module.

Module code: MBAC811	Semester 1	NQF level 9
Module name: Strategy Management		

Module outcomes

Upon the completion of this module, the student should be able to:

- demonstrate a comprehensive and systematic knowledge of Strategic Management theory, as well as the ability to evaluate, integrate and apply the relevant themes of this field of study, in a practical setting;
- identify, analyse and solve complex and real-world problems in an ill-defined business and workplace context, specifically with regard to appropriate and effective strategic managerial behaviour, actions and decisions during the core processes of strategy formulation and implementation;
- apply research skills when solving problems of the South African as well as international competitive strategic environments, through insight, advanced information retrieval and processing skills, as well as the ability to effectively present and communicate research results, using the resources of academic discourse;
- demonstrate the ability to manage learning tasks professionally, autonomously and ethically, at both an individual, group and business level; and
- demonstrate the ability to analyse business cases – to apply scientific case analysis methodology as well as actively participating in class discussions; oral reports and written assignments. This entails being able to perform a strategic audit when conducting detailed case analyses

Module code: MBAC813	Semester 1	NQF level 9
Module name: Financial Management		

Module outcomes

Upon the completion of this module, the student should be able to:

- demonstrate comprehensive and systematic knowledge of financial management theory with regard to investment, financing, and working capital decision making and have the ability to apply the theory to achieve strategic financial goals;
- identify, gather, organise, analyse, interpret, and evaluate financial issues, opportunities and figures in a complex business and work environment to systematically and creatively solve complex financial problems and create opportunities to create wealth for shareholders and the community;
- apply advanced data gathering/retrieval and processing techniques to allow sensible quantitative and qualitative assessment based on sound theory to effectively solve, present and communicate complex problems in the organisation, business, national and international environments; and
- demonstrate the ability manage and execute learning and work activities professionally, ethically and effectively as an individual within a group and have the ability to sustainably in future operate according to established ethical norms.

Module code: MBAC815	Semester 1	NQF level 9
Module name: Marketing Management		

Module outcomes

Upon the completion of this module, the student should be able to:

- demonstrate a comprehensive and systematic knowledge base in the field of marketing management;
- interpret and evaluate a coherent and critical understanding of theory, research methodology and techniques relevant to marketing management;
- master the application of research methods, techniques and technologies relevant to marketing management with the ability to undertake a research project and if selected, a mini-dissertation in marketing under supervision; and
- apply problem solving as an individual or in group context in integrated business scenarios and to effectively use and apply in according to ethically established norms and values.

Module code: MBAC873	Semester 1	NQF level 9
Module name: Mini Dissertation		

Module outcomes

Upon the completion of this module, the student should be able to:

- demonstrate the ability to undertake independent research in terms of evaluating, interpreting, and synthesising relevant literature, as well as qualitative or quantitative empirical research;
- illustrate the ability to integrate, interpret, draw conclusions, indicate the implications, and make recommendations on an advanced management level;
- reflect the ability to produce a scientific document of sufficient quality and originality that meets the prescribed technical requirements; and
- demonstrate understanding and application of the core dynamics of advanced management, in order to add value to an organisation.

Module code: MBAD823	Semester 1	NQF level 9
Module name: Entrepreneurship		

Module outcomes

Upon the completion of this module, the student should be able to:

- demonstrate a comprehensive and systematic knowledge base in the field of entrepreneurship;
- interpret and evaluate a coherent and critical understanding of theory, research methodology and techniques relevant to entrepreneurship;
- master the application of research methods, techniques and technologies relevant to entrepreneurship with the ability to undertake a research project and, if selected, complete a mini-dissertation in entrepreneurship under supervision; and
- apply problem solving in an individual or in group context to integrated business scenarios and to effectively use and apply ethically established norms and values.

Module code: MBAD827	Semester 1	NQF level 9
Module name: Company Project		

Module outcomes

Upon the completion of this module, the student should be able to:

- influence managerial processes and structures critical to the successful implementation of the formulated strategic action plan; and
- integrate the multi-discipline world of management training to practical problem-solving on a company level.

Module code: MBAD 824	Semester 1	NQF level 8
Module name: Corporate Governance		

Module outcomes

Upon the completion of this module, the student should be able to:

- Explain the background, development and branches of the South African legal system and the impact of the Constitution on the life of business and the state;
- Explain the principles and requirements relevant to the conclusion of a commercial contract, the consequences thereof, termination and delictual liability;
- Understand and describe the various theories of corporate governance;
- Explain the nature, functions and activities of boards of directors and other governing bodies;
- Describe the major aspects of corporate governance, including board committees, chairmen and chief executives, board remuneration and board leadership;
- Describe major aspects of corporate governance such as corporate governance principles and codes of practice, strategy for formulation, executive supervision, accountability and risk handling;
- Explain issues that are influencing corporate governance and board thinking such as strategic risk management, corporate social responsibility, sustainability and business ethics.
- Explain and apply various moral theories in ethical decision-making.

Module code: MBAD826	Semester 1	NQF level 9
Module name: International Business Studies		

Module outcomes

Upon the completion of this module, the student should be able to:

- • Appreciate the impact of digitalisation and innovation on businesses throughout the world.
- Understand and be able to demonstrate how you would measure the impact of a business in terms of CSR, ESG and SDGs.
- Understand the key challenges of remote and on-demand workforce management and describe how you would redesign processes, practices, and strategies in your business to engage and manage a remote and on-demand workforce.
- Evaluating the digital marketing strategies of both businesses and individuals and measure the effectiveness of their approach.
- Apply the Customer Experience canvas to describe and evaluate the customer experience journey of the typical customer your business aims to serve.
- Apply the Business model canvas and its subcomponents to describe and evaluate your own business.

Module code: MBAA816	Semester 1	NQF level 9
Module name: Leadership		

Module outcomes

Upon the completion of this module, the student should be able to:

- Provide and integrate specialist knowledge to enable engagement with, critique current research or practices, and practically apply a comprehensive and systematic knowledge base of key terms, principles and theories on leadership;
- Apply a wide range of specialised skills in identifying, conceptualising, designing and the use of methods, techniques and technologies of enquiry, to address, complex and challenging real world issues appropriate to leadership and write up a research report under supervision;
- Design and implement a strategy for processing and managing information, in order to conduct a comprehensive review of leading and current research, use the resources of academic and professional or occupational discourses to communicate and defend substantial ideas that are the products of research or development, and use a range of advanced and specialised skills and discourses appropriate to the field of leadership, to communicate to a range of audiences with different levels of knowledge or expertise; and
- Demonstrate leadership insight through effective communication and engagement with people at micro, meso and macro organisational levels and in a multi-cultural environment where a diverse context is evident.
- Operate independently and take full responsibility for his or her own work, and, where appropriate, to account for leading and initiating processes and implementing systems, ensuring good resource management and governance practices.