

UNIVERSITY OF THE FREE STATE



**ECONOMIC AND
MANAGEMENT SCIENCES
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BESTUURSWETENSKAPPE**

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SILLABUSES 2015

UNDERGRADUATE

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EBCS1514 - Business Calculations (16 credits)

Student will be able to:

- Perform basic mathematical calculations confidently;
- Apply mathematical concepts and calculations in the context of economic and management sciences; and
- Apply statistical concepts and calculations in the context of economic and management sciences.

EBCS1524 - Business Calculations (16 credits)

Student will be able to:

- Apply mathematical concepts and calculations in the context of economic and management sciences; and
- Apply statistical concepts and calculations in the context of economic and management sciences.

ECPM1514 - Calculations for Public Managers (16 credits)

Student will be able to:

- Perform basic mathematical calculations confidently;
- Use the Excel computer programme with confidence;
- Analyse data by making use of descriptive statistics to make comparisons and draw conclusions; and
- Draw conclusions from a set of facts.

EFBC2514 - Business Calculations (16 credits)

Student will be able to:

- Perform basic mathematical calculations confidently;
- Apply mathematical concepts and calculations in the context of economic and management sciences; and
- Apply statistical concepts and calculations in the context of economic and management sciences.

EFBC2524 - Business Calculations (16 credits)

Student will be able to:

- Apply mathematical concepts and calculations in the context of economic and management sciences; and
- Apply statistical concepts and calculations in the context of economic and management sciences.

EFPC1514 - Calculations for Public Managers (16 credits)

Student will be able to:

- Perform basic mathematical calculations confidently;
- Use the Excel computer programme with confidence;
- Analyse data by making use of descriptive statistics to make comparisons and draw conclusions; and
- Draw conclusions from a set of facts.

EACC1614 – Accounting (16 credits)

The student will be able to record information and apply knowledge gained with regard to sole proprietors for:

- Basic concepts in accounting;
- The accounting cycle;
- Different elements of financial statements; and
- Manufacturing entities.

EACC1624 – Accounting (16 credits)

Student will be able to:

- Discuss the differences between companies, partnerships and sole proprietors;
- Discuss and implement the legal aspects regarding partnerships into the accounting cycle.-Prepare and analyse financial statements for partnerships, non-trading entities and companies; and
- Record accounting entries in order to implement:
 - Admission of a partner;
 - Withdrawal of a partner; and
 - Dissolution of a partnership.

EACC2608 – Accounting (32 credits)

Student will be able to:

- Understand and apply the definitions of the elements in the financial statements and the recognition and measurement criteria;
- Understand and apply different types of revenue, including recognition criteria;
- Identify, measure, recognise, present and disclose non-current assets;
- Compilation and basic analysis of financial statements, cash flows and group statements;
- Recognition and classification of provisions, contingent liabilities or contingent assets;
- Measurement, recognition and classification of financial instruments;
- Calculate and disclose current and deferred tax; and
- Recognition and disclosure of inventory and investment property.

EACC3708 – Accounting (32 credits)

Student will be able to:

- Record the necessary accounting entries;
- Prepare ledger accounts;
- Prepare journal entries to account or correct transactions or events;
- Prepare financial statements and notes;
- Discuss and advice on practical accounting solutions; and
- Communicate your findings in an orderly manner.

EAUD2624 - Internal audit and control (16 credits)

Student will be able to:

- Discuss and apply internal controls applicable to business cycles;
- Explain and apply theory to internal audit documentation;
- Illustrate the application of internal audit ethics; and
- Interpret relevant Companies Act sections.

EAUD3724 - Internal audit and control (16 credits)

Student will be able to:

- Discuss the internal controls in a manual and computerised environment, for all business cycles;
- Apply the theoretical knowledge of internal controls in a manual and computerised environment in an unfamiliar context;
- Interpret the theoretical principles of corporate governance; and
- Apply the theoretical principles of selected legislation.

EBEL2614 - Basic taxation (16 credits)

Student will be able to:

- Discuss the nature of income tax;
- Explain the outlay of tax acts;
- Discuss the administration of the Act;
- Calculate the taxable income of different taxpayers; and
- Calculate and discuss all aspects relating to taxable income, specifically the following:
 - Receipts and accruals;
 - Residence basis of taxation (introductory);
 - Receipts and accruals of capital nature;
 - Receipts and accruals specifically included;
 - Income exempt from normal tax;
 - General deduction formula; and
 - Specific deductions (not completely).

EBEL2708 – Taxation (32 credits)

Student will be able to:

- Discuss the administration of Deceased and Insolvent Estates and prepare basic accounts (introductory);
- Discuss the nature of income tax including the outlay and interpretation of tax acts (introductory);
- Calculate and interpret the taxable income and tax liability of different persons (excluding trusts and estates);
- Explain and apply the principles for the taxation of farming activities (introductory);
- Calculate and discuss the provisions relating Value-Added Tax (VAT) (introductory); and
- Illustrate the provisions relating to Estate Duty (introductory).

EBLS3708 – Taxation (32 credits)

Student will be able to:

- Discuss and evaluate the nature of Income tax;
- Explain the outlay of tax acts;
- Evaluate and discuss the Administration of the Act;
- Calculate the taxable income of different taxpayers; and
- Evaluate, calculate and discuss all aspects relating to taxable income, specifically the following:
 - Receipts and accruals;

- Residence basis of taxation (introductory);
- Non-residents (introductory);
- Receipts and accruals of capital nature;
- Receipts and accruals specifically included;
- Income exempt from normal tax; and
- General deduction formula.

EBRF3708 - Managerial Accounting and Finance (32 credits)

Student will be able to:

- Allocate and determine the cost of inventory using different cost allocation methods;
- Apply management decision-making tools in business problems;
- Evaluate and comment on business performance;
- Apply quantitative methods to estimate costs and value inventory;
- Understand risk and return relationships;
- Determine capital structure and cost of capital of an entity;
- Perform business valuations and project forecasts; and
- Understand and calculate working capital requirements of an entity.

EEBS2614 - Business Ethics (16 credits)

Student will be able to record information and apply knowledge gained with regard to the:

- Origins of business ethics;
- Stakeholder theory;
- Corporate social responsibility;
- Corporate governance and business ethics;
- Business ethics and the law;
- Descriptive ethics;
- Prescriptive ethics;
- Ethics in a macro, meso and micro environment;
- Virtue theory;
- Deontological theory;
- Utilitarian theory;
- Relativism; and
- Rule based theory.

EFAC1614 - Financial Accounting (16 credits)

Student will be able to:

- Prepare external financial reports and in particular separate and consolidated financial statements and appropriate notes, suitable for publications, in terms of the

Framework for Preparation and Presentation of Financial Statements, International Financial Reporting Standards (IFRSs) and Generally Accepted Accounting Practice (GAAP), with specific references to the various individual standards (as listed below);

- Define, identify, classify, recognise, measure, present and disclose all elements of the financial statements;
- Calculate (perform detailed complex calculation) all amounts relevant to the recognition and measurement of all elements of the financial statements;
- Account for (prepare all necessary journal entries and entries in the general ledger) all transactions and events required by the accounting standards (as listed below);
- Apply the Framework and Standards to define, discuss, choose between different alternatives, explain the accounting principles and criteria of the various accounting standards, and propose the correct accounting treatment for accounting problems;
- Analyse and evaluate financial reports; and
- Integrate knowledge and applications of related modules.

EFAC1624 - Financial Accounting (16 credits)

Student will be able to:

- Prepare the financial statements of different entities; and
- Prepare the financial statements of simple groups of companies.

EFAC2708 - Financial Accounting (32 credits)

Student will be able to:

- Prepare external financial reports and in particular separate and consolidated financial statements and appropriate notes, suitable for publications, in terms of the Framework for Preparation and Presentation of Financial Statements, International Financial Reporting Standards (IFRSs) and Generally Accepted Accounting Practice (GAAP), with specific references to the various individual standards (as listed below);
- Define, identify, classify, recognise, measure, present and disclose all elements of the financial statements;
- Calculate (perform detailed complex calculation) all amounts relevant to the recognition and measurement of all elements of the financial statements;
- Account for (prepare all necessary journal entries and entries in the general ledger) all transactions and events required by the accounting standards (as listed below); and
- Apply the Framework and Standards to define, discuss, choose/differentiate between different alternatives, explain the accounting principles and criteria of the various accounting standards, and propose/argue/evaluate the correct accounting treatment for accounting problems.

EFIN3708 - Financial Accounting (32 credits)

Student will be able to:

- Perform detailed integrated calculations from given information, accounting records or statements and record the necessary accounting entries;
- Prepare ledger accounts;
- Prepare journal entries to account or correct transactions or events;
- Prepare financial statements and notes;
- Analyse, argue, evaluate, discuss and advice on practical accounting solutions;
- Analyse, argue and evaluate accounting issues and information; and
- Communicate your findings in an orderly manner.

EMAC2624 - Managerial accounting (16 credits)

Student will be able to:

- Differentiate between cost accounting and financial accounting;
- Explain why different cost information is required for different purposes;
- Understand and apply job costing principals to determine the value of products or services;
- Apply process costing principals to value closing inventory;
- Explain the differences between an absorption costing and a variable costing system;
- Prepare profit statements based on a variable costing and absorption costing system;
- Calculate breakeven point and margin of safety; and
- Prepare functional budgets.

EMAC2714 - Managerial Accounting (16 credits)

Student will be able to:

- Differentiate between cost accounting and financial accounting;
- Explain why different cost information is required for different purposes;
- Understand and apply job costing principals to determine the value of products or services;
- Apply process costing principals to value closing inventory;
- Explain differences in profits based on a variable costing and absorption costing systems;
- Apply cost volume profit principles;
- Prepare functional budgets and compare to actual performance; and
- Perform basic variance analysis.

EMNF2724 - Managerial Finance (16 credits)

Student will be able to:

- Understand the financial objectives that form part of the entity's finance strategy, in the light of the entity's mission and strategies;
- Calculate the present value or future value of different types of cash flows;
- Distinguish between business risk and financial risk as well as calculate various indicators of return and indicators of risk;
- Determine the Capital Structure of an entity;
- Understand the concept of target capital structure and calculate the weighted average cost of capital for a company;
- Determine whether an investment is acceptable;
- Discuss how new investments should be financed; and
- Performs financial analysis, interprets the results, and draws conclusions as to the entity's present and forecasted financial situation.

EODT1524 - Dynamic understanding of auditing (16 credits)

Student will be able to:

- Demonstrate internal controls applicable to business cycles;
- Interpret theory applicable to external audit documentation;
- Explain the SAICA code of professional conduct; and
- Discuss relevant Companies Act sections.

EODT2624 - Dynamic understanding of auditing (16 credits)

Student will be able to:

- Discuss the internal controls in a manual and computerised; environment, for all business cycles;
- Apply the theoretical knowledge of internal controls in a manual and computerised environment in an unfamiliar context;
- Interpret the theoretical principles of corporate governance in an unfamiliar context; and
- Explain the theory of external audit.

EODT3708 - External Auditing (32 credits)

Student will be able to:

- Discuss and apply the requirements of applicable laws and regulations in the external auditing environment.;
- Illustrate the application of corporate governance (King III) principles;
- Apply internal control principles in business cycles;
- Interpret the external audit process; and
- Analyse and apply the SAICA code of professional conduct.

ERKT2614 - Computer applications and controls (16 credits)

Student will be able to:

- Interpret the theoretical framework for general and application controls;
- Discuss and explain the theoretical framework for computer software, hardware, networks and systems; and
- Apply the selected accounting application software for recording of business transactions.

ERRK1624 - Accounting for the legal profession (16 credits)

Student will be able to:

- Discuss the differences between companies, partnerships and sole proprietors;
- Discuss and implement the legal aspects regarding partnerships into the accounting cycle;
- Prepare and analyse financial statements for partnerships, non-trading entities and companies;
- Record accounting entries in order to implement;
 - Admission of a partner;
 - Withdrawal of a partner; and
 - Dissolution of a partnership.
- Discuss a trust's set of records and a business' set of records;
- Prepare and analyse financial statements for trusts; and
- Discuss and prepare entries in the trust account relating to sections 78(1), 78(2)(a) and 78(2A) of the Attorneys Act 53 of 1979.

EFBM2515 - Business functions (20 credits)

The student will be able to:

- Illustrate briefly what management is and how the different environments influence the business;
- Demonstrate your knowledge of the eight management functions in a business; and
- Analyse the importance of the eight management functions in a business.

EFBM2625 - General Management (20 credits)

The student will be able to:

- Demonstrate knowledge regarding the four management functions (planning, organising, leading and control);
- Examine the external environments of a business and indicate the impact that each of these environments have on a business; and
- Apply planning, organising, leading and control in their daily functioning.

EBMA2624 - Personal Selling (16 credits)

The student will be able to:

- Discuss an organisation's personal selling function, ethics, tactical and strategic issues with the function;
- Evaluate personal selling process activities;
- Discuss communication with customers; and
- Apply the theoretical knowledge in practise.

EBMA3715 - Strategic marketing (20 credits)

The student will be able to:

- Know how to develop effective marketing strategies and plans;
- Demonstrate how marketing affects customer values;
- Analyse consumer and competitor markets;
- Demonstrate the concepts of customer value, satisfaction, and loyalty, and identify how companies can deliver them;
- Know how to identify market segments and targets; and
- Demonstrate what a brand is, how branding works and how to create brand positioning and brand equity.

EBMA3724 - Relationship marketing (16 credits)

The student will be able to:

- Outline the role of relationships in marketing;
- Illustrate customer-centric approach of companies in building relationships with their customers; and
- Outline the approach of companies in building relationships with other stakeholders.

EBMA3725 - Digital marketing (20 credits)

The student will be able to:

- Conduct an online marketplace analysis;

- Develop a digital marketing strategy;
- Manage the online customer experience;
- Manage the implementation of appropriate marketing communications to realize the digital marketing objectives; and
- Develop a plan of action to evaluate and improve the performance of the digital channel.

EBUS1514 - Business functions (16 credits)

The student will be able to:

- Illustrate briefly what management is and how the different environments influence the business;
- Demonstrate your knowledge of the eight management functions in a business; and
- Analyse the importance of the eight management functions in a business.

EBUS1614 - Fundamental Business Functions (16 credits)

The student will be able to:

- Understand the STP-process and the four P's of marketing and apply in practice;
- Demonstrate his/her expertise in entrepreneurship relating to the basic principles and historical development and application thereof given, the entrepreneurial environment; interpret the concept entrepreneurship along with the characteristics of the entrepreneur; and
- Assess basic financial concepts of financial activities performed in an organization and the calculation of ratios in an effort to analyse financial statements and performance.

EBUS1624 - General Management (16 credits)

The student will be able to:

- Demonstrate knowledge regarding the four management functions (planning, organising, leading and control);
- Examine the external environments of a business and indicate the impact that each of these environments have on a business; and
- Apply planning, organising, leading and control in their daily functioning.

EBUS2714 – Entrepreneurship (16 credits)

The student will be able to:

- Demonstrate his/her expertise in entrepreneurship relating to the basic principles and historical development and application thereof given the entrepreneurial environment, interpret the concept entrepreneurship along with the characteristics of the entrepreneur;
- Argue the importance of creativity and innovation as well as feasibility and viability in entrepreneurship; and
- Develop an effective business plan in order to enter the business world with all the attachments thereof, employ all the different management and operational aspects that are part of starting and growing business and demonstrate the different ways that exist when he/she wants to start a business.

EBUS2715 - Strategic management (20 credits)

The student will be able to:

- Express an understanding of a general overview of strategic management;
- Indicate the importance of strategic direction and corporate governance;
- Prepare an internal and external environmental analysis;
- Formulate strategies by using generic, grand and functional strategies;
- Apply approaches for strategy analysis and choice;
- Analyse the different drivers of strategy implementation;
- Explain how continuous improvement through strategic control and evaluation can take place; and
- Apply strategic management concepts in not-for-profit and public organisations.

ENOV2624 - Innovation management (16 credits)

- Formulate sustainable business ideas that will ensure a competitive advantage and growth in a business through innovative and creative thinking;
- Analyse and apply the innovation process; and
- Argue and evaluate the barriers as well as success factors to innovation.

ESBM2724 - Small Business Management (16 credits)

The student will be able to:

- Illustrate what management is and how the different environments influence a Small Business;
- Demonstrate your knowledge of the eight management functions in a Small Business; and
- Analyse the importance of the eight management functions in a Small Business.

EFEC2614 - Economic systems and basic microeconomics (16 credits)

Student will be able to:

- Discuss the economic crises of our time;
- Distinguish and interpret the South African issues;
- Discuss economics as a science;
- Distinguish, dispute and interpret Socio-economic development en the corresponding economic thought, theories and systems;
- Evaluate the premarket social system;
- Analyse the development of the market economy and the accompanying thoughts of the Mercantilists, Physiocrats and the Classical School;
- Distinguish and discuss the industrial revolution and the ensuing pessimism of Malthus and Ricardo;
- Interpret the Marxist criticism and the ensuing centrally planned economy;
- Discuss and evaluate the Neo-classical reactions of Walras and Marshall;
- Analyse relevance for contemporary thought, also in South Africa, on the functioning of an economy; and
- Discuss, illustrate and interpret supply and demand, elasticity, opportunity cost, consumer theory, the theory of the firm.

EFEC2624 - Introduction to macroeconomics (16 credits)

Student will be able to:

- Define and identify measurement by macroeconomic indicators
- Make use of National accounts;
- Apply Keynesian macroeconomic theory;
- Analyse and manipulate Income determination;
- Identify and illustrate the monetary sector, the money-creating process and interest rates;
- Apply the components of total expenditure, the role of the government and the budget;
- Construct The connection and interaction between the real and monetary sectors;
- Identify The openness of South Africa's economy and the implications thereof;
- Give examples of monetary and fiscal policy and apply these; and
- Interpret and contrast Economic theory after Keynes.

EECF1614 - Economic systems and basic microeconomics (16 credits)

Student will be able to:

- Discuss the economic crises of our time;
- Distinguish and interpret the South African issues;
- Discuss economics as a science;

- Distinguish, dispute and interpret Socio-economic development en the corresponding economic thought, theories and systems;
- Evaluate the premarket social system;
- Analyse the development of the market economy and the accompanying thoughts of the Mercantilists, Physiocrats and the Classical School;
- Distinguish and discuss the industrial revolution and the ensuing pessimism of Malthus and Ricardo;
- Interpret the Marxist criticism and the ensuing centrally planned economy;
- Discuss and evaluate the Neo-classical reactions of Walras and Marshall;
- Analyse relevance for contemporary thought, also in South Africa, on the functioning of an economy; and
- Discuss, illustrate and interpret supply and demand, elasticity, opportunity cost, consumer theory, the theory of the firm.

EECF1624 - Introduction to macroeconomics (16 credits)

Student will be able to:

- Define and identify measurement by macroeconomic indicators;
- Make use of National accounts;
- Apply Keynesian macroeconomic theory;
- Analyse and manipulate Income determination;
- Identify and illustrate the monetary sector, the money-creating process and interest rates;
- Apply the components of total expenditure, the role of the government and the budget;
- Construct The connection and interaction between the real and monetary sectors;
- Identify the openness of South Africa's economy and the implications thereof;
- Give examples of monetary and fiscal policy and apply these; and
- Interpret and contrast Economic theory after Keynes.

EECM3714 - Introduction to mathematical economics (16 credits)

Student will be able to:

- Solve single and multiple equation economic models;
- Differentiate economic functions;
- Find the optimum values of economic functions;
- Verify that optimum values satisfy first- and second-order conditions for (relative) extremes;
- Use matrix algebra to solve systems of linear equations;
- Use integral calculus; and
- Apply the principles of financial economics.

EECM3724 - Statistics for Economics (16 credits)

Student will be able to:

- Obtain, process and interpret economic data;
- Determine the probability of an event occurring;
- Use descriptive statistics and graphical analysis to describe the variables in a data set;
- Conduct statistical inference on the mean and variance;
- Conduct simple linear regression analysis;
- Conduct an analysis of variance (ANOVA); and
- Perform non-parametric tests of independence and fit.

EECT3725 - South African macroeconomic policy issues (20 credits)

Student will be able to:

- Develop a critical understanding of contemporary economic and development policy issues in South Africa;
- Discuss the different policies, in particular the goals with respect to economic growth, poverty, unemployment and inequality in South Africa;
- Compose chain reactions that show how monetary, fiscal, and external disturbances impact on interest rates and the real economy (and vice versa) and evaluate these with appropriate graphical aids;
- Analyse and assess the policy choices that the fiscal authority (primarily the National Treasury) has to make in conducting fiscal policy and in drawing up the annual government budget;
- Analyse and assess the policy choices that the fiscal authority (primarily the National Treasury) has to make in conducting fiscal policy and in drawing up the annual government budget;
- Demonstrate an understanding of how the various policy issues covered during the course may in a mutually supportive and/or counteracting manner act together to determine how successful the country will be in addressing the macro-economic objectives; and
- Evaluate the effects of inflation in the short- and long-term. Students must also be able to apply and interpret the MR function and Taylor rule.

EFEF1624 - Personal finance (16 credits)

Students will be able to:

- Understand economic principles in financial decision making, variables which influence personal financial decisions;
- Identify and analyse social and economic influences on personal financial goals;
- To be able to calculate time value of money associated with personal financial decisions;

- Identify, analyse and assess consumer credit, the cost of credit, purchase and lease options, loans, insurance and mortgage decisions;
- Identify, examine and describe the various types of risk and risk management methods, the importance of health insurance, investments, diversification; and
- Develop and evaluate retirement savings strategies, estate planning and sustainability of your financial future.

EFES2714 - Money and Interest rates (16 credits)

Student will be able to:

- Distinguish the determinants of the evolution of money;
- Point out the importance and determination of nominal and real interest rates;
- Illustrate the creation, multiplication and control of money;
- Categorise the purposes, functions and instruments of control of the central bank;
- Contrast the guidance procedures of monetary policy by way of targets and indicators;
- Differentiate the various transmission mechanisms and lags of monetary policy;
- Compare money and markets in an international context; and
- Analyse the origin, causes, contagion and possible solutions for systemic international crises.

EFES2724 - Financial instruments, markets and institutions (16 credits)

Student will be able to:

- Discuss the basic principles of the financial system and also the primary functions and activities related to both the banking sector, and non-bank financial institutions;
- Explain the essence of equity markets in the sense that the role of corporations and the JSE; and the investment and financing decisions; as well as the trading and analysis of shares are clearly described;
- Evaluate corporate debt by calculating simple and compound interest, describing money market instruments, and by explaining medium- to longer-term debt instruments;
- Explain the essence of the term and risk structure of interest rates on a basic level and also the value and pricing of cash flows; and
- Define and describe the basics of derivative markets (futures, options, swaps), and to explain how it can be used for managing risk.

EFET3714 - Investment Management (16 credits)

Student will be able to:

- Explain, apply and analyse the general principles of investment and investment alternatives;
- Describe the foremost aspects regarding portfolio theory as well as performing analyses and making conclusions based on the theoretical background;
- Demonstrate understanding (through explanation and application) of aspects regarding investment in the following securities:
 - Shares; and
 - Fixed-income securities.
- Explain and apply basic principles pertaining to the use of financial derivative instruments; and
- Discuss and apply security analysis.

EFET3724 - Risk Management in banking (16 credits)

Student will be able to:

- Provide an outline of the major financial and strategic issues affecting the South African and global banking industries;
- Analyse and interpret and identify the various components of the balance sheet and income statement of a bank and how, in turn, different macroeconomic variables influence the financial statements;
- Discuss, analyse, and interpret the aspects, steps, and dimensions of enterprise-wide risk management (ERM) in banking;
- Calculate and apply the various methodologies to identify, measure and hedge interest rate, credit, sovereign, foreign exchange, market and operational risks;
- Apply asset and liability management (ALM) and its application to measuring the various types of financial risks; and
- Identify and discuss the implications of Basel II and III on the operational and strategic functions of banks.

EINT3715 - International economics (20 credits)

Student will be able to:

- Identify and evaluate the principles of international trade;
- Examine the interrelationship between MNCs and FDI;
- Identify exchange rates, examine and apply their integration with regards to other economic variables;
- Interpret and evaluate the processes of regional integration and globalisation;
- Thoroughly evaluate the static and dynamic effects of a customs union and also use graphs where necessary;
- Identify the latest developments regarding regional integration; and
- Debate the different kinds of impacts of globalisation (and their merits) in various countries.

EMAC2724 – Macroeconomics (16 credits)

Student will be able to:

- Develop a critical understanding of the workings of the macroeconomic market economy and how it affects macroeconomic aggregates;
- Interpret macroeconomic concepts, principles, and theories in the context of current economic issues and problems. A South African understanding is fundamental;
- Demonstrate the ability to make rational and consistent judgments in matters where macroeconomic influences are at work, both domestically and internationally;
- Discuss and interpret domestic macroeconomic issues within the context of South African fiscal and monetary policies;
- Demonstrate an understanding and carry out sound judgment on the influences and determinants of a stable South African economy on a macroeconomic level; and
- To communicate logically and effectively in an economic context, backed by sound judgement and opinion.

EMIC2714 – Microeconomics (16 credits)

Student will be able to:

- Analyse consumer behaviour theories;
- Compare and illustrate the different types of competition in the economy; atomistic competition, monopolies, oligopoly and monopolistic competition;
- Calculate, interpret and criticize different economic concentration measures;
- Analyse the role and methods of competition police; different regulation theories and arguments for and against market dominance;
- Illustrate and investigate the functioning of factor markets: the labour market and the effect of labour unions in both perfectly competitive and monopsonistic labour markets; and
- Differentiate between the different types of market failures; in both the product and labour market.

EFHR1515 - Introduction to Human Resource Management (20 credits)

Student will be able to demonstrate knowledge in the following areas of Human Resource Management:

- Obtaining Manpower:
 - Examine the job analysis process in detail
 - Examine the human resource planning in detail;
 - Analyse the recruitment process in full; and
 - Analyse the selection process in detail.
- Developing Manpower:

- Demonstrate the training process in detail; and
- Analyse the performance appraisal process in detail.
- Maintaining Manpower:
 - Examine compensation and benefits accurately; and
 - Examine the different health and safety issues in the workplace.

EFIO1525 - Introduction to individual differences (20 credits)

Student will be able to:

- Define and discuss the aspects relevant to the study field of Industrial and/or Organisational psychology with specific reference to the individual as well as a basic introduction to group and organisational contexts; and
- Clarify the individual differences of employees and their behaviour within the organisation.

EARH3724 - Applied Research for Human Resource Management and Industrial/Organisational Psychology (16 credits)

Student will be able to:

- Describe the process of scientific research within the field of human resource management;
- Identify a viable research topic and evaluate the feasibility of a given research topic;
- Formulate research questions, research objectives and research hypotheses;
- Compile a literature review and bibliography;
- Decide on the relevant research design, sampling method as well as data gathering method for a specific study (with specific reference to psychological measurement);
- Analyse data by applying descriptive statistics;
- Identify the inferential statistical technique to be used for a specific scenario; and
- Write a research proposal.

ECAP2614 - Career Psychology (16 credits)

Student will be able to:

- Critically apply principles within the field of Career Psychology.
- Understand the meaning of work.
- Illustrate the changes in organisations and implications for careers.
- Distinguish and apply career concepts and career management models.
- Discriminate between various theoretical approaches within the field of career psychology.
- Distinguish between life and career stages and the impact thereof for individuals and organisations.

- Discuss various career issues and the impact thereof on individuals and organisations.
- Distinguish between various organisational support techniques and theories of organisational choice.

EHRM1514 - Introduction to Human Resource Management (16 credits)

Students will be able to demonstrate knowledge in the following areas of Human Resource Management:

- Obtaining Manpower:
 - Examine the job analysis process in detail.
 - Examine the human resource planning in detail.
 - Analyse the recruitment process in full.
 - Analyse the selection process in detail.
- Developing Manpower:
 - Demonstrate the training process in detail.
 - Analyse the performance appraisal process in detail.
- Maintaining Manpower:
 - Examine compensation and benefits accurately.
 - Examine the different health and safety issues in the workplace.

EIOP1524 - Introduction to individual differences (16 credits)

Student will be able to:

- Define and discuss the aspects relevant to the study field of Industrial and/or Organisational psychology with specific reference to the individual as well as a basic introduction to group and organisational contexts; and
- Clarify the individual differences of employees and their behaviour within the organisation.

ELRM2624 - Labour Relations Management (16 credits)

Student will be able to:

- Appraise the interrelationship among the different components that influence behaviour in organisations;
- Analyse the variables that influence behaviour in organisations at a systems - level;
- Analyse the variables that may have possible influence on individual and team/group functioning and effectiveness; and

- Apply organisational development principles to diagnose strengths and obstacles in team effectiveness.

EPFM3724 - Performance management (16 credits)

Student will be able to:

- Outline the concept of performance management in full;
- Explain the design and implementation of a successful performance management process;
- Discuss solid performance management measures;
- Identify the ten most important legal requirements with regard to performance measurement systems;
- Explain what adverse impact means and how it can be rectified; and
- Explain what content validity performance measures are and how it can be developed.

ETRM3714 - Training Management (16 credits)

Student will be able to:

- Differentiate the various contexts in which training management functions;
- Examine and apply the psychology behind training;
- Construct the training process which includes the definition phase, the development phase, the conducting/delivery phase as well as the evaluation phase of training; and
- Examine the profession and practice of Training and Development.

EFPA2515 - Public Administration and Management Theories (20 credits)

Student will be able to:

- Discuss the origin of the field of study of Public Administration;
- Identify the main contributors to the study of this discipline;
- Distinguish between public administration and public management;
- Establish the development of theories, movements and approaches related to administration and management as the generic area of study;
- Compare the state of the discipline with recent developments in the public sector to determine its relevance as an identifiable area of specialization; and
- Identify the most significant theories, movements and approaches underlying the study of Public Administration.

EFPA2625 - Public Administration and Management in Action (20 credits)

Student will be able to:

- Describe and illustrate the structuring and functioning of the SA government;
- Describe the distinctiveness of public administration; and
- Describe democratic values and principals governing public administration and management as stipulated in chapter 10 of the Constitution.

EFPH2625 - Human Resource Management in the public sector (20 credits)

Student will be able to:

- Explain the SA public sector human resource environment;
- Explain the meaning of recruitment, selection & placement practices within a public sector context;
- Describe the appraising & managing of work performance in a public sector context;
- Explain practice in public sector occupational health & safety; and
- Describe the role and importance of employee wellness within the public sector.

EMEP2624 - Monitoring and evaluation in the public sector (16 credits)

Student will be able to:

- Discuss various approaches towards monitoring and evaluation;
- Analyse systems and processes for monitoring and evaluation;
- Discuss monitoring and evaluation in the South African public sector; and
- Develop monitoring and evaluation reports.

EMMA2614 - Municipal Management and Administration (16 credits)

Student will be able to:

- Explain the rationale for democratic decentralisation and the place of local government in the overall state system;
- Examine the development of the system of local government in South Africa;
- Describe the local government electoral system and procedures in a South African context;
- Examine the peculiar environmental factors applicable to local government; and
- Illustrate the structural changes unique to the South African system of local government.

EMMA2624 - The Study of Municipal Management and Administration (16 credits)

Student will be able to:

- Interpret the White Paper on Local Government;

- Analyse applicable provisions of the Municipal Structures Act;
- Distinguish between the powers of Local and District Municipalities;
- Demonstrate the cooperative relationship between Local and District Municipalities;
- Discuss critically applicable provisions of the Municipal Systems Act; and
- Elaborate on the code of conduct for Councillors and Municipal Officials.

EMMA3714 - Contemporary issues in Local Government (16 credits)

Student will be able to:

- Illustrate and assess the methods through which citizens can participate in the affairs of local government and the advantages and disadvantages of these processes;
- Explain how Integrated Development Planning fits into the local government planning process;
- Analyse in detail the steps in compiling IDPs;
- Apply the concept of Local Economic Development;
- Illustrate and analyse how local governments, through practically applying the Batho Pele principles, can improve service delivery;
- Define Municipal Service Partnerships; and
- Explain how MSPs can assist municipalities to improve its operations.

EMMA3725 - Municipal Finance (20 credits)

Student will be able to:

- Explain the term financial management in a local government context;
- Explain and analyse the most important financial objectives of a municipality;
- Interpret and apply the local government financial management legislative framework;
- Assess and analyse the local government budgetary process;
- Illustrate and apply the importance of credit control and debt collection;
- Explain and implement financial control measures pertaining to local government;
- Assess the importance of efficient and effective procurement procedures in local government;
- Illustrate and implement suitable accounting systems pertaining to local government; and
- Explain the role of the Financial and Fiscal Commission in local government financial management.

EPAH1624 - Human Resource Management in the public sector (16 credits)

Student will be able to:

- Explain the South African public sector human resource environment;

- Explain the meaning of recruitment, selection & placement practices within a public sector context;
- Describe the appraising and managing of work performance in a public sector context;
- Explain practice in public sector occupational health & safety; and
- Describe the role and importance of employee wellness within the public sector.

EPAL3714 - Public Administration and Management Law (16 credits)

Student will be able to:

- Evaluate the relevance of law to public administration and management;
- Interpret and apply Constitutional requirements in exercising their administrative and managerial obligations;
- Analyse selected legal terms and common law terminologies; and
- Comply with legal requirements in fulfilling their administrative and managerial responsibilities.

EPAM1514 - Public Administration and Management Theories (16 credits)

Student will be able to:

- Determine the origin of the field of study of Public Administration;
- Identify the main contributors to the study of the discipline;
- Distinguish between public administration and public management;
- Establish the development of theories, movements and approaches related to administration and management as the generic area of study;
- Compare the state of the discipline with recent developments in the public sector to determine its relevance as an identifiable area of specialization; and
- Identify the most significant theories/movements/ approaches underlying the study of Public Administration.

EPAM1624 - Public Administration and Management in Action (16 credits)

Student will be able to:

- Describe and illustrate the structuring and functioning of the SA government;
- Describe the distinctiveness of public administration; and
- Describe democratic values and principals governing public administration and management as stipulated in chapter 10 of the Constitution.

EPAM2614 - Micro- and macro-organisational analysis (16 credits)

Student will be able to:

- Examine the development of organisational theory, from classical to contemporary theory;
- Critically assess the organising functions and principles;
- Describe the organisational structures and design within the public sector;
- Examine the internal and external environments in which public sector organisations operate; and
- Define and explain the concept of Inter-governmental relations.

EPAM3714 - Public Financial Management (16 credits)

Student will be able to:

- Critically discuss the Public Finance Management Act 1999 (No1/1999);
- Explain Public Money;
- Examine the financial functions of government;
- Identify and assess governments financial management framework and role-players;
- Critically analyse the budget process and role players;
- Demonstrate ethical conduct and professionalism in public financial management;
- Critically discuss the procuring of goods and services and managing the supply chain; and
- Analyse the need for financial reporting.

EPAM3725 - Public policy administration and management (20 credits)

Student will be able to:

- Define and explain the nature and role of public policy;
- Examine policy decision making and prioritising;
- Critically discuss policy agenda setting and policy design;
- Distinguish between policy implementation and other policy processes; and
- Critically discuss policy evaluation.

ESCM2724 - Supply Chain Management (16 credits)

Student will be able to:

- Describe the legislative framework for supply chain management in the public sector;
- Critically discuss the role of the Accounting Officer in supply chain management;
- Examine procurement management in general;
- Describe supply chain management broadly;
- Distinguish between the concepts demand management, acquisition management, logistics management and disposal management; and

- Critically discuss the appointment of consultants.