

MASTER OF BUSINESS ADMINISTRATION IN PUBLIC MANAGEMENT

The Master of Business Administration is a product of collaboration of ZIPAM, the Public Service Commission and the Graduate School of Business at National University of Science and Technology. The programme is offered at ZIPAM on part-time basis.

Programmes aim and target market:

The programme is a unique offering targeted at improving efficiency and effectiveness in government and is targeted at career middle and senior managers in government, State Owned Enterprises, Parastatals, Local Authorities, and Non-Governmental organisations. The programmes caters for both the theoretical and practical perspectives in equipping students with tools for strategic decision making that will enable them to manage in the ever-changing environment, and provide policy advice to executive leaders in government.

Programme structure

The MBA in Public Management is a ten-module postgraduate degree with a dissertation component.

Programme duration

The MBA in Public Management programme shall be studied over a minimum period of eighteen months and a maximum of 36 months on block release basis with the minimum of 56 hours contact time in compliance with internationally accepted guidelines for MBA programmes.

Entry requirements and enrollment procedures

To be considered for the MBA in Public Management programme, a candidate shall be at least twenty-five years old, being a holder of a relevant Bachelor's degree from an approved university with at least two (2) years of work experience in at a managerial level.

The academic year for the programme shall begin in Jan/Feb, and in July August. Application forms are downloadable from both ZIPAM and NUST websites. The applicant is required to pay a non-refundable application fee of \$50 into ZIPAM account on the form and post the form to ZIPAM. Short-listed candidates are interviewed before admission into the programme.

Registration and fees

Registration shall be in Jan/Feb and in July Aug each year. Current fees as recommended by the Board of Studies and the Finance Committee is at \$1200 per semester. Fees payment plans can be arranged through the Finance manager.

Academic Regulations

The Director of the Graduate School of Business at NUST shall be the Chairperson of the Panel of Examiners comprising all lecturer on the MBA in Public Management programme and the External Examiner.

Candidates must pass all modules at each stage before proceeding to the next. The pass mark for each module shall be 50% comprising course work and a three-hour written examination weighted at 40% and 50% respectively. In overall degree classification, the dissertation shall carry a weighting of 20% and the rest of the modules shall be equally weighted. The degree shall be awarded in accordance with the General Regulations on marking schemes and classification.

An External Examiner shall be appointed in terms of the University Regulations for External Examiners.

COURSE SYNOPSES

STAGE 1

PUMBA 5150: INSTITUTIONAL GOVERNANCE

Objective. To expose students to theories of ethics and how they impact on governance.

Major topics: Analysis of major ethical systems being pursued by nations of the world. Analysis of general ethical trends prevailing in Zimbabwe and their effects on the economic, legal political and social environments. Corporate governance. The 3 arms of government in Zimbabwe, judiciary, legislature and the executive.

PUMBA 5151: PUBLIC POLICY AND ECONOMICS

Objectives. To make students aware of the role of the state in creating an enabling environment for social and economic development with particular reference to the following major topics: The role of government in the general regulation and control of the economy.

The role and effects of fiscal and monetary policies on economic growth and structure, the distributive impact of policies on people and society.

The role of government in regulating multilateral and bilateral aid flows, external trade investments.

PUMBA 5152: INSTITUTIONAL FINANCE AND POLICY

Objectives: To enable students to acquire a deeper understanding and appreciation of public finance and debt management as well as how Parastatals are financed and managed.

Major topics include: Sources of public revenue, public expenditure, financial administration and public budgeting principles in government related institutions. Techniques of Capital acquisition, utilization and distribution are discussed; unique problems faced by government are discussed. Managing public sector debt, privatization joint ventures etc.

STAGE II

PUMBA 5253: HUMAN RESOURCES MANAGEMENT AND LABOUR RELATIONS

Objectives: To expose students to current trends in the management of human resources in both the private and public sectors.

Major topics will include: Analysis of the human factors affecting the functioning of government organisations as a means of increasing management's ability to optimize utilization of each employee. Specific human resources management areas will be studied. Leadership, Organisational Development, Labour Relations Act Trade Unions how they function.

PUMBA 5254: INTERNATIONAL FINANCE AND TRADE

Objectives: This course is intended to help students appreciate how international trade and finance is organised and the main agencies concerned and how these impact on economic policies of governments.

Major topics: Developments in the theory of the international trade and finance, including models of international trade with imperfect competition and increasing returns. The role of Government, Trade Protocols, GATT, WTO, COMESA, functions of the World Bank, Bi-

lateral Aid, IMF, Subsidies, Protectionism, and the context in which nationals manage their relations with one another.

PUMBA 5255: OPERATIONS AND INFORMATION MANAGEMENT

Objectives: To explore what constitutes world-class operations and information management in the public sector.

Major topics: Key issues in the public sector systems that improve the efficiency and effectiveness in service delivery, e-government issues (buzzword), project and programme designs and quality, operations strategy, facility locations and capacity planning, materials handling and inventory management, scheduling and control.

STAGE 3

PUMBA 5356: GENDER AND SUSTAINABLE DEVELOPMENT

Objectives: To enable students to internalize the importance of the need to incorporate gender in development planning.

Major topics: include the social construction of gender and its impact on development programmes, perspectives and approaches relating to development, gender and organisational culture and practice AIDS Management Health and Safety.

Balancing the conflict between economic development and sustainable development. Tools for gender streamlining development planning.

PUMBA 5357: APPLIED PROJECT MANAGEMENT

Objective: To help students plan, manage and implement projects effectively and efficiently.

Major topics covered in the module include, identification, appraisal of projects, risk management in project planning, monitoring and evaluation processes in project management.

PUMBA 5358: STRATEGIC MANAGEMENT IN THE PUBLIC SECTOR

Objective: To introduce the theoretical frameworks for strategic planning and management in the public service and to encourage students to recognize trends and dynamics in the public sector world-wide.

Strategic Management is the culminating course for the MBA in Public Management programme. Students participate in the solution of the typical problems facing government and quasi-government bodies. Emphasis is on multi-disciplinary analysis and synthesis to develop optimal solutions.

STAGE 4

PUMBA 5459: DISSERTATION

The module aims to put theory into practice through which the students contribute to the knowledge base in the public sector. Students will develop their own research topics, which in many cases should reflect relevance to their career development or the department they

work for in the civil service. A research methods course will be held before commencement of research on the part of the students. Students would be assigned supervisors to assist them either the research project.
