

QUALIFICATION SPECIFICATION						SECTION A
QUALIFICATION DEVELOPER		Management College of Southern Africa (MANCOSA)				
TITLE	Bachelor of Commerce in Entrepreneurship			NCQF LEVEL	7	
FIELD	Business, Commerce & Management Studies			SUB-FIELD	Entrepreneurship	
New qualification		√	Review of existing qualification			
SUB-FRAMEWORK	General Education			TVET	Higher Education	√
QUALIFICATION TYPE	Certificate			Diploma	Bachelor	√
	Bachelor Honours			Master	Doctor	
CREDIT VALUE					515	
RATIONALE AND PURPOSE OF THE QUALIFICATION						
<p>Rationale</p> <p>The HRDC-Top Occupation in high Demand (Dec, 2016), validated data under Finance and Business Services indicated that there is a need for graduates in Bachelor of Commerce in Entrepreneurship who can participate in the economic diversification. There has been an outcry in the country that institutions are only producing graduates that are looking for employment and none that create employment. This is a qualification that can produce employees as well as entrepreneurs. Such entrepreneurs have the potential of creating employment. Most importantly such graduates are well equipped with commercial knowledge combined with individual creativity so as be able to identify opportunities from the economic vagaries affecting the country at large. It is therefore paramount that commercial degrees such as Bachelor of Commerce Degree in Entrepreneurship assist in fulfilling a lacuna that has been identified by the HRDC document. Needs assessment survey conducted in 2016 corroborated the HRDC document's findings that there was a high need for the qualification by the local market.</p> <p>The qualification is also supported by the recommendations of the Government Paper No. 37 of 2008: "Towards a Knowledge Society", Tertiary Education Policy, as approved by the National Assembly on the (2008:10). It also supports the skills training and development component of the Life Cycle Model of the NHRD Strategy (2009). Botswana Vision 2036 recognizes education and skills development as the basis for human resource development. The type of education curriculum that is envisaged to prevail is that which would be aligned to the needs of the economy and business in particular.</p> <p>Purpose</p> <p>The purpose of this qualification is to produce graduates who are able to combine theory and creativity, which encourages the graduates to dwell more on employment creation rather than the generic employment consumption. The qualification therefore helps to develop the following competencies in business planning, business management, financial management, resource procurement and utilization, franchising, evaluation of business forms and application of contract law.</p>						

ENTRY REQUIREMENTS (including access and inclusion)

Applicants will be admitted to this qualification on the basis of one of the following minimum benchmark qualifications:

- Botswana General Certificate of Secondary Education (BGCSE) with 36 points and above including English language, or equivalent.
- An appropriate Further Education and Training Certificate or equivalent with a minimum of one-year experience.
- Any relevant qualification at NCQF Levels 5 or 6 may render the candidate eligible for exemptions or credit transfer in accordance with applicable University policies.

In addition to the above admission criteria, the following will also be considered:

- Relevant experience in the business sector.
- Prior learning

QUALIFICATION SPECIFICATION		SECTION B
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA	
<p>Upon completion of this Qualification, the graduate should be able to:</p> <p>1. Demonstrate importance of entrepreneurship and apply relevant theory and logical thought process in decision making within a business.</p>	<p>1.1 Explain the economic significance of small businesses</p> <p>1.2 Explain the dimensions of business growth</p> <p>1.3 Outline the management and leadership functions of an entrepreneur</p>	
<p>2. Recognise the innate entrepreneurial potential within themselves</p>	<p>2.1 Identify sources of business ideas and opportunities;</p> <p>2.2 Assess the viability of business ideas</p> <p>2.3 Evaluate sources of business ideas and opportunities</p>	
<p>3. Demonstrate an appreciation and ability to exploit opportunities in their business environments</p>	<p>3.1 Examine the organization and leadership requirements associated with rapid growth;</p> <p>3.2 Discuss the factors influencing entrepreneurial growth</p> <p>3.3 Describe appropriate strategies relating to the growth, failure and harvesting of a business venture</p>	
<p>4. Develop a strong knowledge base and set of tools that enables them to act on creative and innovative ideas</p>	<p>4.1 Outline the creative process in entrepreneurship</p> <p>4.2 Describe the essential components of a business plan</p> <p>4.3 Discuss the link between entrepreneurial strategy and the business plan</p> <p>4.4 Describe franchising as a path to entrepreneurship</p>	
<p>5. Distinguish the critical importance of values and ethics when engaged in entrepreneurial activities.</p>	<p>5.1 Evaluate the importance of ethical awareness and values for entrepreneurs;</p> <p>5.2 Identify ethical dilemmas that arise in the course of operating a business;</p> <p>5.3 Discuss the impact of an entrepreneur's personal ethics on the business venture;</p>	

QUALIFICATION STRUCTURE			
			SECTION C
FUNDAMENTAL COMPONENT Subjects / Units / Modules /Courses	Title	Level	Credits
	English Language Skills	5	10
	Principles and Concepts in Marketing	5	10
	End User Computing	5	10
	Principles of Human Resource Management	5	10
	Business Mathematics	6	10
	Accounting and Finance	6	10
	Fundamentals of Operation Management	6	10
	Fundamentals of Project Management	6	10
	Principles of Management	6	10
	Basic Economics	6	10
CORE COMPONENT Subjects / Units / Modules /Courses	Introduction to Entrepreneurship	7	15
	Microeconomics	7	15
	Marketing Management	7	15
	Organizational Behavior	7	15
	Business Communication	7	15
	Entrepreneurial Innovation and Creativity	7	15
	Macroeconomics	7	15
	Financial Accounting	7	15
	Customer service	7	15
	New Venture Growth	7	15
	Business Law	7	15
	Management Accounting	7	15
	Business and Society	7	15
	Business Ethics	7	15
	Information Systems	7	15
	Business Statistics	7	15

	Brand Management	7	15
	Industrial Relations	7	15
	Organizational culture and managing diversity	7	15
	Research Methods	7	15
	Work Related Attachment	7	40
	Research Project	7	15
	Social Entrepreneurship	7	15
	Strategic Management	7	15
ELECTIVE COMPONENT Subjects / Units / Modules /Courses	Relationship Marketing	7	15
	Corporate Governance	7	15
	International Business	7	15
	Operations Management	7	15

Rules of combinations, Credit distribution (where applicable):

Level 5 consists of 40 Credits

Level 6 consists of 60 Credits

Level 7 consists of 415 Credits

Total Credits = 515

The credit combination for this qualification is from 100 fundamental components, 385 core components and the remaining 30 is from elective components where candidates will choose any two.

Core Module	Pre-requisite
Entrepreneurial Innovation and Creativity	Introduction to Entrepreneurship
Introduction to Macroeconomics	Introduction to Microeconomics
Management Accounting	Financial Accounting
Brand Management	Marketing Management
New Venture Growth	Introduction to Entrepreneurship
Customer service	Marketing Management
Social Entrepreneurship	Introduction to Entrepreneurship
Research Methods	Business Statistics
Gender and Entrepreneurship	Introduction to Entrepreneurship

ASSESSMENT AND MODERATION ARRANGEMENTS

ASSESSMENT STRATEGIES, REQUIREMENTS AND WEIGHTINGS

All assessments, formative and summative, leading/contributing to the award of credits or a qualification should be based on learning outcomes and/or sub-outcomes.

Formative assessment

Formative assessment or continuous assessment contributing towards the award of credits should be based on course outcomes.

The assessment methods for this qualification are by:

1. Test and
2. Assignment.

The contribution to the final mark are as follows:

1. Test – 10%
2. Assignment - 40%

The contribution of formative assessment to the final grade is 50%

Summative assessment

Candidates may undergo assessment including written final examination for each module which contributes 50 % of the final mark for that module.

To pass a module, a final combined mark of 50% is required.

Internal moderation requirements

The following shall apply for both internal and external moderation in accordance with applicable policies and regulations:

1. Documentation

All necessary documents including: qualification document, alignment matrices, assessment instruments and Assessment criteria/rubrics should be available.

2. Pre-assessment Moderation

Before administering any assessments that contribute towards the award of credits, moderation must take place. This should entail the following:

- Ascertaining that the assessment strategy to be used is appropriate for the learning outcome to be assessed
- Ascertaining that the assessment instrument adequately captures the learning outcomes against which assessment is to be carried out
- Ascertaining whether the assessment tasks or questions can enable the assessor to collect sufficient evidence that is typical of relevant exit level descriptors.
- Checking if the cover page contains all necessary information
- Checking if the assessment instrument layout is appropriate and that wording of assessment tasks or questions is appropriate.
- Checking if the assessment criteria or rubric is consistent with the learning outcomes against which assessment is to be done.

3. Post-assessment Moderation

Moderators must verify that the assessment has been done in compliance with assessment principles. This should include the following:

- Checking if all scripts have been assessed using the same criteria.
- Verifying if assessment judgments and decisions have been done consistently and that principles such as validity, authenticity, currency and sufficiency have been considered.
- checking if calculation of marks has been done correctly

- Checking if necessary records and reports have been completed.

4. Sampling Procedure for Moderation

The total number of scripts to be sampled depends on the total number of candidates. If the number of candidates is 20 or less, the moderator should go through all the papers. For more than 20 candidates, the sample shall be 20 candidates plus 10% of the remaining total number of Scripts. The sample should be representative of the population of candidates in relation to performance, gender, etc.

5. Moderation reports

A moderation report shall capture, but not limited to the following:

- Sample size and sampling procedures
- Observations about the performance of candidates
- Consistency of assessment judgements and decisions
- Assessment instruments and alignment to learning outcomes
- Recommendations for improvement

RECOGNITION OF PRIOR LEARNING (if applicable)

Candidates shall submit evidence of prior learning and current competence and/or undergo appropriate forms of RPL assessment for the award of credits towards the qualification in accordance with applicable university RPL policies and relevant national-level policy and legislative framework. Implementation of RPL shall also be consistent with requirements, if any, prescribed for the field or sub-field of study by relevant national, regional or international professional bodies.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

This qualification is intended to provide learners with both horizontal and vertical articulation possibilities.

Horizontally the qualification articulates with the following qualifications:

- Bachelor of Business Administration: Marketing Management, at NCQF Level 7.
- Bachelor of Commerce: Human Resource Management, at NCQF Level 7.
- Bachelor of Commerce: Supply Chain Management, at NCQF Level 7.
- Bachelor of Public Administration, at NCQF Level 7

Vertically the qualification articulates with the following qualifications:

- Bachelor of Commerce (Honours): Entrepreneurship, at NCQF Level 8.
- Bachelor of Commerce (Honours): Business Management, at NCQF Level 8.
- Bachelor of Commerce (Honours): Marketing, at NCQF Level 8.
- Bachelor of Business Administration (Honours) at NCQF Level 8
- PGDBM at NCQF Level 8
- Master in Business Management at NCQF level 9

Employment pathways:

Graduates will have requisite competencies and attributes to work as:

- Entrepreneur
- Business Analyst
- Consultant

- Small Business Developer
- Distribution Manager
- Marketing Analyst
- Project Manager
- Operations Manager
- International Trade Specialist

QUALIFICATION AWARD AND CERTIFICATION

Minimum standards of achievement for the award of the qualification

A candidate is required to achieve the stipulated total credits of 515 inclusive of the fundamental, core and elective components, to be awarded the qualification.

Certification

Candidates meeting prescribed requirements will be awarded the qualification in accordance with standards prescribed for the award of the qualification and applicable policies.

REGIONAL AND INTERNATIONAL COMPARABILITY

This qualification compares with the following:

- University of South Africa (UNISA), offers Bachelor of Commerce in Entrepreneurship worth 360 credits, at NQF level 7.
- The University of Newcastle in Australia offers a Bachelor of Commerce Innovation and Entrepreneurship worth 320 credits at AQF level 7.

The qualifications that were examined follow similar patterns and standards; this qualification offers five modules per semester, which is not the case with some institutions that were examined, like UNISA. This enables students to cover a wider selection of modules.

This qualification generally compares well with all the qualifications studied as the exit outcomes cover similar scope and depth and are aligned to exit-level descriptors typical of this level and type of qualification as done within the region and beyond. What sets it apart from the qualifications examined is that there is provision for research, which is done in semester seven. It also incorporates work related attachment, which exposes learners to the real world of work, which they will encounter upon successfully completing the qualification.

REVIEW PERIOD

This qualification shall be reviewed in five years after completing a full cycle.

Other information – please add any supplementary information to help the application for this qualification for NCQF Registration.