

QUALIFICATION SPECIFICATION									
SECTION A									
QUALIFICATION DEVELOPER		Botho University							
TITLE	Bachelor of Business Administration in Small Business Management						NCQF LEVEL	7	
FIELD	Business, Commerce and Management Studies				SUB-FIELD	Small Business Management			
New qualification		X	Review of existing qualification						
SUB-FRAMEWORK	General Education			TVET			Higher Education		X
QUALIFICATION TYPE	Certificate			Diploma			Bachelor		X
	Bachelor Honours			Master			Doctor		
CREDIT VALUE							480		
RATIONALE AND PURPOSE OF THE QUALIFICATION									
RATIONALE Future economic growth depends on the continued success of entrepreneurs. Educating and training of entrepreneurs have been some of the factors found to promote economic success. Much of that training has come from continuing education programs. This qualification develops business efforts, and with entrepreneurial development skills, it allows the candidates to keep up with today's rapidly changing environment. Development of the human capital is essential in achieving the VISION 2036 pillars mainly Pillar1: Sustainable Economic Development and Pillar 2: Human and Social Development. These two pillars emphasise transformation of Botswana economy to a knowledge-based economy producing a globally competitive human resource. They represent key strategies for driving economic growth and diversification. The qualification contributes towards Vision 2036's realization by equipping prospective graduates with the necessary business skills and competencies for sustainable economic growth. In addition, introduction of the B.B.A. in Small Business Management enables the learners to create employment opportunities for their peers rather than seeking employment.									

According to HRDC Report 2017, the area of Small Business Management is a priority skill that is in demand (see Occupation code 1224) and therefore is critical in order to produce innovative graduates capable of competing in the ever-changing economic environment. Prioritization of occupations in demand is also informed by national priorities as outlined in the VISION 2036, National Development Plan and long-term strategies of the different sectors of the economy. The Bachelor of Business Administration in Small Business Management was therefore developed in order to contribute vis a vis human capital development and to fulfill the demand gap as per HRDC report. It is against this background that this qualification has been developed to address the urgent need for adequately trained manpower to manage the area of Small Business Management in various sectors of the economy (HRDC 2017, Vision 2036, National Development Plan 11)

A market survey was conducted to establish whether the qualification was viable. The responses from the survey were positive with inkling that the qualification was contemporary, needed and sustainable. The Academic reviewers (from Botswana Open University) were consulted and the suggestions were taken on board. Industry reviewers like Botswana Unified Revenue Service (BURS) were consulted during the process of designing this qualification.

Purpose of the qualification

The purpose of this qualification is to equip qualifiers with graduate level Small Business Management knowledge, specific skills and applied competence in the business sector. It also provides opportunities for continued personal, intellectual growth, economic activity and rewarding contributions to society.

The qualification will produce graduates who understand the concepts and principles underlying how to develop and manage businesses. It will provide the skills and expertise highly needed in the community for entrepreneurial and the development of small and medium business enterprises.

The qualifying learner will be able to identify opportunities and threats in the business environment in order to create a competitive advantage for the business entity and make decisions regarding the optimization of scarce resources.

It will develop learner competencies that will serve them well for the rest of their lives, as manager of their own or someone else's business. A competent manager/entrepreneur can easily transfer management skills to other management environments, as the basic principles of business management remain the same, whether for profit-seeking, not-for-profit, sports, government or any other type of organisation.

ENTRY REQUIREMENTS (including access and inclusion)

Entry into this qualification is through any one of the following requirements;

- 1) The minimum entry requirement is BGCSE or other equivalent secondary school qualification with a minimum grade of 'D' in five subjects.
- 2) Certificate V holders may be granted exemptions based on the relevance of the subjects.
- 3) Diploma or equivalent qualification in a related field.
- 4) Applicants that do not meet the above criteria but possess relevant industry experience will be considered through recognition of prior learning (RPL).

QUALIFICATION SPECIFICATION		SECTION B
GRADUATE PROFILE (LEARNING OUTCOMES):	ASSESSMENT CRITERIA	
Upon completion of this qualification, the graduate will be able to: Develop an understanding and application of principles, concepts, theories, practices and processes in Small Business Management that can form the foundation for professional judgement and or research in a way that become a habit of mind and relevant to the business environment	• Demonstrate an understanding of key terms, processes, principles, theories and concepts of Small Business Management from a business environment perspective and use appropriate techniques and relevant processes. • Explain the main areas and functions of Small Business Management. • Identify success factors exclusive to Small Business Management. • Explore issues, concepts and techniques essential to manage family businesses, human resources within a Small Business Management setup. • Demonstrate knowledge of the relationship between and Small Business Management operations, processes and systems in terms of its impact on operational efficiency and economic development • Investigate the role of information and administration in support of and Small Business Management function.	
Demonstrate an understanding of a range of methods of inquiry in the field of Small Business Management and innovation.	• Display an understanding of strategies for Small Business Management and innovation sustainability. • Exhibit knowledge of models and innovation to improve businesses' competitiveness within the local and global creative industries • Develop and present models to improve business performance and the technological innovations to	

	improve competitiveness in the local and global creative industries. • Develop marketing strategies that will ensure that the start-up company captures sufficient numbers of the appropriate market segment to be sustainable, profitable and scalable • Explain the manner in which managers can use financial accounting information to communicate effectively. • Explore the manner in which managers can use financial accounting information to make more effective decisions.
Demonstrate an understanding of legislative requirements in the business environment	• Investigate compliance and implementation requirements, which are applicable to relevant business legislation in line with business and specialization requirements. • Apply concepts, principles and practices of legal aspects of business in the context of the operational environment. • Investigate ethical business conduct and governance issues in order to support informed ethical business decisions based on appropriate ethical values and approaches.
Exhibit an understanding of economic concepts, principles and theories from a business perspective	• Explain the concepts, principles theories of the microenvironment in terms of market structure and economic determinants. • Explain the role of government in the macroeconomic environment in relation to its impact on business

	- Investigate the concepts, principles theories of macro environment are investigated in terms of business and management implications - Demonstrate awareness of essential economic theory in relation to its business and management implication from a Botswana perspective.
Demonstrate entrepreneurial skills such as autonomy, initiative and creativity that reflect values and beliefs of professional entrepreneur, take full responsibility for own work, decision making and efficient use of resources and experientially understand the notion of accountability of own results, of others and or of a group.	- Demonstrate business professional conduct, responsibly and accept accountability for own results and those of others. - Apply values and beliefs of professional management in all business interactions - Demonstrate respect of other stakeholders while doing business.
Identify and apply the appropriate application, tools and techniques to solve complex and unpredictable problems, creatively and responsibly in fields related to Small Business Management.	- Identify and explain complex problems and risks that affect enterprises and Small Business Management - Demonstrate critical skills in solving business and entrepreneurial challenges and risks analytically - Integrate knowledge from various disciplines or modes of enquire in solving problems - Exhibit ethical professional practice principles when solving the challenges faced.
Manage the different functional areas of business management not limited to project management, logistics, distribution and procurement which ultimately form a synergistic whole that directs a business towards its goals	- Explain the use of resources in the business decision-making process. - Apply and understand functional principles in business management - Explain the relationship between different business functions and management. - Discuss management of Change and Corporate governance issues.

	• Discuss the relationship between different managerial functions, not limited to Project management, logistics, distribution and procurement. • Discuss the scope and challenges of family businesses.
Apply appropriate research methods to Conduct research with the aim of solving entrepreneurial problems in Small Businesses.	• Engage with and appropriately apply a research approach and philosophy to an organisation. • Ensure consistency and linearity between research ideas, objectives, questions, design and methods. • Distinguish between the qualitative and quantitative approaches to research, as appropriate. • Demonstrate understanding of the different research design methodologies and their respective suitability to study objectives. • Apply a research design that is consistent with research objectives and questions. • Apply available research methodologies to answer the study questions and achieve study objectives. • Apply the analytical skills and knowledge gained in the qualification to the Small Business Management area of research. • Develop critical and practical research questions. • Comprehend current literature in a specialized business area and critically analyse and synthesise contending theoretical standpoints. • Design, plan and execute a research study. • Select and apply appropriate research methodologies Demonstrating ability to analyze data statistically and make sound recommendation

	• Apply Quantitative and Qualitative skills when solving problems in business • Apply Descriptive and Inferential statistics to gain insight into the unknown business phenomenon and make business under uncertainty • Demonstrate an understanding of the implications of theory for decision-making and practice.
Identify problems and solve them through research and critical data analysis, data presentation and ability to draw conclusions and recommendations based on the findings.	• Undertake an independent survey, researching a topical problem or business aspect • Develop a business research problem and proposal to conduct research under supervision. • Utilize academic and professional business conventions and formats to compile and present integrated research. • Employ research principles and methods in order to investigate and report on business needs and requirements in relation to a specific management specialization area are utilized. • Present research findings/results and recommendations in a technical report
Communicate effectively using appropriate skills and technologies in the modes of oral and written communication to different audiences in the field of Small Business Management	• Utilize effective communication skills in performing work related tasks. • Communicate ideas and information pertaining to Small Business Management in a professional manner • Present persuasive arguments that are grounded in a critical theoretical and practical context. • Describe the nature of communication and its function in an organization.

Mapping of Exit learning outcomes of the qualification to NCQF's knowledge, skills and competency

Exit level outcome	Knowledge	Skill	Competency
ELO1	x		
ELO2		x	
ELO3			X
ELO4			X
ELO5		x	
ELO6	x		X
ELO7	x		
ELO8			X
ELO9		x	
ELO10			X
ELO11	x		

QUALIFICATION STRUCTURE				SECTION C
FUNDAMENTAL COMPONENT	Title	Level	Credits	
Subjects / Units / Modules / Qualifications	Introduction to MS Office	5	10	
	Business Communication	5	10	
	Business Mathematics and Statistics 1	5	10	
CORE COMPONENT Subjects / Units / Modules / Qualifications	Legal Aspects of Business	5	10	
	Principles of Marketing	5	10	
	Fundamentals of Entrepreneurship	5	10	
	Business management 1	5	10	
	Introduction to Financial Accounting	5	10	
	Small Business and Entrepreneurial Planning	6	10	
	Business Project Management	6	10	
	Managing Growth in small Enterprise	6	10	
	Enterprise Risk and Portfolio Management	6	10	
	Organisational Behaviour	6	10	
	Procurement and Tender Management	6	10	
	Microeconomics	6	10	
	Financial Accounting 1	6	10	
	Project Management, Tools, Techniques and Software	6	10	
	Entrepreneurship Strategy and Enterprise Sustainability	6	10	
	Business Information Systems	6	10	
	Fundamentals of Financial Management	6	10	
	Operations Management	6	10	
	Macroeconomics	6	10	
	Academic Writing for Business	6	10	

BQA NCQF Qualification Template

DNCQF.FDMD.GD04

Issue No.: 01

	Quality Management	7	10
	Small Business Consulting and Counseling	7	10
	Contemporary Issues in Entrepreneurship	7	10
	Marketing Management	7	10
	Investments in Small Business Management	7	10
	Import and Export Management	7	10
	Research Methods in Business	7	10
	Small Business Strategy	7	10
	Professional Practice in Business	7	40
	Business Ethics and Corporate Social Responsibility	7	10
	Public-Private Partnerships	7	10
	Research Project 1: Proposal writing	7	10
	Human Resources Management	7	10
	Entrepreneurship and Innovation	8	20
	Strategic Management	7	20
	Research Project 2: Dissertation	7	20
ELECTIVE COMPONENT Subjects / Units / Modules / Qualifications	Family Business Management	7	10
	International Business Management	7	10
	Customer Relationship Management	7	10
	E-Business	7	10
	Change Management	7	10
	Brand Management	7	10

Rules of combinations, Credit distribution (where applicable):

- The credit combination for this qualification is from 30 fundamental components, 420 core components and the remaining 30 is from elective components
- The normal full-time duration for the qualification is four years.
- The qualification represents ALL outcomes for the compulsory unit standards and all outcomes from the elective unit standards making up 480 credits from level 5, 6, 7, 8, as shown in this document. For the participating student to be awarded the qualification, the following rules apply:
 - A minimum of 480 credits must be achieved as follows:
 - ALL core unit standards constituting 450 credits should be achieved
 - A minimum of three electives (30 credits) must be achieved from the electives shown in this document.
- Microeconomics is a prerequisite for Macroeconomics
- Introduction to Financial Accounting is a prerequisite of Financial Accounting 1
- Fundamentals of Small Business Management and Entrepreneurship Strategy and Enterprise Sustainability is a prerequisite of Entrepreneurship and Innovation

- Business Project Management is a prerequisite of Project Management Tools, Techniques and Software
- All the prerequisites must be achieved before the next level. All the Unit Standards should be achieved to be awarded a Full Qualification.

Credit Distribution:

Level and Credits	Compulsory	Elective
Level... 5	80	----
Level....6	150	----
Level.....7...Credits...230	200	30
Level.....8...Credits...20	20	----
Total 480	450	30

ASSESSMENT AND MODERATION ARRANGEMENTS

This qualification is assessed and moderated as follows:

Integrated Assessment:

Because assessment practices must be open, transparent, fair, valid, and reliable, as well as ensuring that no learner is disadvantaged in any way whatsoever, an integrated assessment approach is incorporated into the qualification. Both formative and summative assessment processes are monitored during the qualification to determine competence at the end of it.

Summative assessment:

Integrated assessment, focusing on the achievement of the exit-level outcomes, will be done by means of a written examination (of at least 2 - 3 hours) at the end of every module (per module).

Project: Students need to do a project and submit their project work at the end of the qualification.

Professional Practice: All students will go through the work placement. Tutor assigned to student will visit the intern at workplace and do the evaluation. (15%). A second visit at the intern place is conducted and evaluation is completed (15%). Supervisor evaluates the intern and submits a report to the tutor (20%). At the end of professional practice, student will submit a project report (50%). All the marks from the internship, tutor visits, supervisor evaluation of intern and report will be captured in the form called 'internship report feedback form'. Monitoring of students' during internship is done using weekly logbook.

Formative assessment:

Learners are continuously assessed through:

- Practical test

- Class assignments
- Presentations
- Informal class tests
- Formal modular tests

Pass requirements:

A learner passes a module if he/she obtains a final mark of 50% or more in the module. The final mark is constituted of class participation (5%) the formative assessments (35%) and the summative assessment (60%). A learner qualifies for the BBA in Small Business Management degree on NCQF level 7 when he/she passed all required modules individually. The final mark for the qualification is calculated by averaging the marks obtained in the various modules. The student should complete 480 credits to complete the qualification.

Moderation:

Moderation of assessments focuses on:

- a) Ensuring the assessment is aligned to the module objectives and the learning outcomes.
- b) Ensuring assessment is consistent on all levels within the institution and does not show any bias or academic disregard and that it is immune to all forms of prejudice.
- c) Ensuring the level of assessment appropriately matches to students' level of study. This ensures that the assessments remain viable, relevant and provide an accurate judgement of a student's achievements and level of knowledge.
- d) Maintaining consistency in the marking process

Pre-assessment Moderation:

This moderation is carried before assessment tasks are given to students. All submitted sets of question papers & marking keys are shared with the moderators. Each assessment pack should be moderated by two Moderators where possible. The question paper moderation report should be filled in for each question paper. Moderator report will be shared with question paper setter so that moderator feedback will be taken into account when finalizing the question paper.

Post-assessment moderation or moderation of marking:

Moderation of completed assessment tasks is categorized as post-assessment moderation. It is carried out after assessment tasks have been marked. The set of answer scripts and marking keys are shared with the moderators. At least 10% of the answer scripts in a module should be moderated during post assessment moderation.

Both internal and external moderation will be done in-line with the Moderation policy of the Institution.

RECOGNITION OF PRIOR LEARNING (if applicable)

A clear framework through which students can accumulate learning credits and transfer such credits toward appropriate qualifications helps to validate and recognize learning gained through formal and informal means, provides flexibility to students, and allows students to progress relatively seamlessly through their lifelong learning journey.

Candidates may apply for recognition of prior learning whether such learning has been gained through formal study, through workplace learning, or through any other formal or informal means. Any candidate applying for recognition of prior learning (RPL) or Credit Accumulation and Transfer (CAT) will be expected to provide evidence of such learning that must be relevant, sufficient, valid, verifiable, and authentic. In addition, the candidate could be interviewed or take a formal test, which may include a live demonstration of skills and competencies, to assess competence.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Learning Pathway

Completion of the B.B.A. in Small Business Management meets the requirement for admission to Bachelor's Degree (Honours), Post-Graduate Diploma or Post-Graduate Certificate (NCQF level 8) in the same, in Business Management or any related field. Students can choose institutions like Management College of Southern Africa, University of KwaZulu Natal (South Africa) and Wittenborg University of Applied Sciences (Netherlands).

Horizontal Pathways

Students can pursue other qualifications such as BBA (Business Management), BBA (New Venture Creation) and any other qualification as required.

Employment Pathway:

The graduates can work in a variety of sectors in both the public and private including:

- Entrepreneurship financial accounting
- Internet marketing and sales
- Customer relations
- New business development
- Small Business Owner/Operator
- Chief Executives
- General or Operations Managers
- Associates, Venture Capital Firm

QUALIFICATION AWARD AND CERTIFICATION

The learner will be awarded '**Bachelor of Business Administration Small Business Management**' after attaining 480 credits as specified in the rules of combination and credit distribution. This qualification does not have exit awards. Therefore, if the candidate does not meet the prescribed minimum standards of the qualification the learner will exit with a transcript.

REGIONAL AND INTERNATIONAL COMPARABILITY

The design of the B.B.A. in Small Business Management was influenced by national, regional and global trends in the corporate world as well as curricula being offered by major institutes in both developing and developed countries.

Locally: N/A

Regionally

1. Management College of Southern Africa (MANCOSA): Bachelor of Commerce in Small Business Management

B.B.A. in Small Business Management Qualification was benchmarked regionally with a Management College of Southern Africa (MANCOSA). The qualification is registered by SAQA. This qualification was used as a benchmark especially for Small Business Management modules because there is no such qualification with such combination offered in South Africa. This Qualification is designed to provide an overview of Small Business Management practice in a nationally and internationally context and develop conceptual understanding, synthesis and application of management techniques, theories and practices.

Similarities & differences:

This qualification compares well with MANCOSA qualification in that they both provide learners with knowledge of Small Business Management and entrepreneurship skills to start a new business. Most of the modules for these two qualifications are the same in name and content except for a few. Some common modules across these universities include but are not limited to economics, accounting, marketing and entrepreneurship and both qualifications are offered on a modular basis.

The duration for this qualification however will be of 4 years as compared to the one at MANCOSA where the duration is of three years. At MANCOSA, the completion of three years gives learners the opportunity to progress to the degree in small business management. Another significant difference is on credit value: MANCOSA Qualification has a total credit of 360, whereas learners of this qualification must complete 480 credits.

2. University of KwaZulu Natal (South Africa): Bachelor of Commerce in Small Business Management.

Since the B.B.A. in Small Business Management is not offered by most universities in the region, it was benchmarked with the University of KwaZulu Natal's Bachelor of Commerce qualification. The qualification is registered by SAQA. This qualification provides skill, expertise highly needed in the community for entrepreneurial, and the development of small and medium enterprises. KwaZulu Natal's Bachelor of Commerce qualification and B.B.A. in Small Business Management will equip the learner with the skills and competences of how to develop and manage new businesses.

Similarities

The B.B.A in Small Business Management compares well with University of KwaZulu Natal's Bachelor's Degree in Small Business Management. They have many similar modules such as small business management and Economic Development, Entrepreneurship, Innovation and Venture Creation, Operations Management. The B.B.A in Small Business Management compares well with University of KwaZulu Natal's Bachelor's Degree in Small Business Management. They have many similar modules such as Entrepreneurship and Economic Development, Entrepreneurship, Innovation and Venture Creation, Operations Management, Introduction to entrepreneurship and including most foundation modules. Both these qualifications provide learners with knowledge of small business management and entrepreneurship and skills to start a new business. Both qualifications are at Level 7 and are research based.

Differences

The Qualifications differs in terms of their duration, B.B.A in Small Business Management will be running for 4years as compared to the one at the University of KwaZulu Natal where the qualification run for three

years. At KwaZulu Natal, the completion of three years gives learners the opportunity to progress to the honors degree in small business management for 1 year. They also differ in terms of credit value: At University of KwaZulu Natal the learner should complete 544 credits to be awarded with the degree while with this qualification the learner should accomplish 480 credits to be awarded the degree. In addition, the learners at University of KwaZulu Natal are given an opportunity to choose modules from a wide variety of disciplines while for this qualification, the learner will be confined to the structure of the qualification and the electives are provided within the structure.

Internationally

1. Wittenborg University of Applied Sciences (Netherlands): Bachelor of Entrepreneurship and Small Business.

B.B.A. in Small Business Management qualification was benchmarked with Wittenborg University of Applied Sciences, an International University in Amsterdam, Netherlands. Wittenborg University of applied Sciences offers a Bachelor of Entrepreneurship and Small Business Management, which is recognized and Accredited by the foundation for International Business Administration Accreditation (FIBAA). The proposed B.B.A in Small Business Management compares favorably although some terminology used for some of the modules is different, but they share the same content.

Similarities & differences:

The proposed qualification adopts some of the strategies by Wittenborg University of Applied Sciences in which the course is divided into 3 Phases of Theory, theory to planning, planning to strategy and Practice. The first Phase focuses on the textbook theory designed to equip the students with the different Innovation and management concepts. The second Phase will enable students to Innovate new businesses and develop Business Plans, whereas the third phase is all about implementing live cases, applying strategy and carrying out field research.

The two qualifications differ in terms of duration and the number of modules offered per semester. The Wittenborg University qualification takes up 3-4 years, whilst for this qualification it will run for 4 years. For that reason, the weightings and credits are also different. In the 4 years duration of the qualification, the students will get a chance to go on Internship for six (6) months with a company of their choice and they are expected to prove some entrepreneurial innovation with that organisation. Wittenborg University is also awarding the learners the same opportunity to instigate a full business start-up in their Work Placement module. Moreover, Wittenborg University offers a couple of Seminars for students undertaking this course. Seminars such as Interviewing skills, Digital marketing, International trade risks and entrepreneurs in Economic downturn are embedded in the curriculum and students gain points by participation. Most modules offered by Wittenborg University are the same as those that will be offered in this qualification, but some are given different names.

Another significant difference has to do with the credits awarded to each module and the optional electives. At Wittenborg University, there are no elective modules and the students must complete the qualification with 160 credits within 3-4 years plus a final year top up Degree of 1-2 years, whereas in qualification students must complete their Degree within 4 years and must satisfy a total of 480 credits. Students will have a chance to choose an elective module in Semester 6, a module which is designed to give them a unique set of skills to suit their interest.

2. University of South Australia in Australia: Bachelor of Business Innovation and Entrepreneurship

B.B.A. Small Business Management qualification was benchmarked internationally with one offered by the University of South Australia in Australia. University of South Australia is a recognized University and accredited by the European Quality Improvement System (EUQIS). The qualification aligns well with this B.B.A. in Small Business Management. The content and delivery for these two are the same with slight noted differences on credit load, duration of study and the number of modules offered. Both qualifications equip the graduates with capabilities and confidence to start and develop new business ventures, and to have the potency for invention and growth within existing companies.

Similarities & differences:

The planned qualification is the same as that of the University of South Australia in terms of the content, though in some cases the module names are different, they still carry the same meaning and learning outcomes.

The main differences between the two qualifications lie on the fact that the proposed qualification is a bachelor's degree offered over four years because of internship and the University of South Australia's qualification is a bachelor's degree without internship.

- The delivery of the content- At the University of South Australia the delivery of modules is optional between on campus and online, full time and part time whereas the proposed one will be offered on campus and on Distance learning basis. This qualification is open for Full time and Part time.
- The University of South Australia Degree is offered for three years full time as compared to this proposed one which will be offered for 4 years full time
- The classes at The University of South Australia run for one- hour lecture per week, 2 hours tutorial per week coupled with 1-hour virtual lecture per week all for 10 weeks. For the proposed qualification, the lecturers will run for 2.5 hours per week plus tutorials of 2.5 hours per week, all for 14 weeks.

The entry requirements for both qualifications start with completion of Secondary Education for the prospective student. At the University of South Australia, they have other special entry requirements e.g. when prospective learners have gone through a University Foundation studies or when they have completed recognized diplomas. This proposed qualification does not offer foundation studies but rather the learners will go straight to the qualification and must complete the full 4 years.

The other noted differences are seen in the number of modules that learners must complete per semester. At the university of South Australia, learners must complete four modules per semester, while for this one, the learners complete six modules of 10 credits per semester to make a total of 60 credits, with exception of only five semesters, where students take some modules of 20 credits each.

The University of South Australia offers two electives for their qualification every second semester of the year. Learners choose between electives that give them a chance to specialize in either Marketing, Management or Commerce and should be electives that can help them to undertake an International exchange Programme. The proposed Degree allows the learners to choose electives in Semester five, where learners choose between E-business and Change management, the latter that allows them to take their business into the digital era and the former that helps them to deal with trends and changes that could affect their entrepreneurial endeavors.

The credit load for each module at the University of South Australia is 4 as compared to the 10 and 20 credits per module proposed for this qualification. Each semester at the University of South Australia carries 18 credits while for proposed one, each semester carries 60 credits and they must complete a total of 480 credits to be awarded the Degree.

Conclusion

The Bachelor of Business Administration in Small Business Management compares favorably with the qualifications from above mentioned institutions because they share the common purpose of equipping the learner with knowledge and skill to start and operate businesses. This general comparison revealed that there is a worldwide need for formally trained Small Business Management practitioners across all sectors and industries.

REVIEW PERIOD

5 Years