

QUALIFICATION SPECIFICATION							SECTION A
<b>QUALIFICATION DEVELOPER</b>		Limkokwing University of Creative Technology					
<b>TITLE</b>	Bachelor of Business (Honours) International Business				<b>NCQF LEVEL</b>	8	
<b>FIELD</b>	Business, Commerce and Management			<b>SUB-FIELD</b>	Business		
New qualification	√	Review of existing qualification					
<b>SUB-FRAMEWORK</b>	General Education			TVET		Higher Education	√
<b>QUALIFICATION TYPE</b>	Certificate			Diploma		Bachelor	
	Bachelor Honours		√	Master		Doctor	
<b>CREDIT VALUE</b>						<b>132</b>	
<b>1.0 RATIONALE AND PURPOSE OF THE QUALIFICATION</b>							
<p><b>1.1 Rationale</b></p> <p>The honors qualification in International business aims to produce graduates that will play a big role in the global inter-knowledge based economy .This qualification will provide graduates with international exposure through studying different modules with global aspects and through international guest lecturers. The qualification enables them to gain global perspective on businesses and their activities across the world allowing them to fit in the global village today .The qualification will enhance the employability and enable graduates to build successful professional careers with international organizations and become competitive. It provides the multicultural experience, which enhances diversity in the economy, which aligns with the country's 2036 vision. The qualification aims to produce professionals that will conduct business transactions ethically and legally with flexibility to accommodate multicultural practices. This honors qualification allows graduates to top up their current qualification to a higher level.</p> <p>According to Botswana budget speech (2019/2020), the Government will continue to promote domestic and foreign direct investment and develop entrepreneurship culture in an effort to create sustainable jobs for Batswana. This will be achieved through implementation of policies and strategies such as National Entrepreneurship Policy, Cooperative Transformation Strategy, Citizen Economic Empowerment Policy among others. The Government will continue to empower the youth by funding various programmes and projects under the Youth Development Fund.</p> <p>The four pillars of vision 2036 are: Sustainable Economic Development, Human &amp; Social capital, Sustainable environment and Governance, peace and security. For Human and social capital the vision aims to make a Botswana knowledge – based economy through the promotion of science, technology and innovation. The vision hopes that Botswana will direct her effort to produce domestic human capital that is integrated into the global labour market that will accommodate immigration laws and regulations. In addition, it will help promote inward migration of skilled and internationally competitive workers. In that vein,</p>							

Botswana is aiming to develop “internationally competitive workforce who are productive and have international exposure” (Vision 2036, presidential task team: (2016). The qualification will give graduates skills needed to work, manage and lead effectively in an international and diverse business context. This justifies the need for the honors qualification in international Business.

Southern African Development Community (SADC), which Botswana is a member, has the mission to promote sustainable and equitable economic growth and socio-economic development through efficient productive systems, deeper cooperation and integration, good governance and durable peace and security. This is intended to enable the region to emerge as a competitive and effective player in the international economy. This will provide for cross border investment, trade, and free movement of factors of production, goods and services across national borders (Tabengwa, 2006). This can only be possible when member states have personnel possess that appropriate qualifications such as this qualification.

European Union (EU) has an Economic Partnership Agreement (EPA) with SADC and it happens to be the largest trading partner of exports and imports. SADC is a member of World Trade Organization (WTO) (European Union, 2018). Having such international integrations requires the country to have personnel with appropriate qualification and honors in International Business is significant.

Consultations with industry in Botswana identified the following gaps in the industry; research expert, ability to work under pressure to tight deadlines, ethical conduct, organizational skills, communication skills, critical and analytical thinking skills, among others.

## **1.2 Purpose**

The purpose of this qualification is:

- i) to produce graduates who can work as :
  - Strategic Analyst
  - Project Manager
  - Business Advisor
  - Financial Analyst
  - Marketing Manager
  - Entrepreneurs
  - Global sales executive
- ii) to provide in depth and specialization in the business and management sub-field of international business to fulfill Botswana’s vision imperatives of producing domestic human capital that is integrated into global labor market
- iii) to provide learners with a qualification that enhances their problem-solving, critical thinking, independent learning and communication skills which enables one to have the willingness to go extra mile, at the workplace
- iv) to equip learners with research skills to enable them conduct applied research to address various problems facing the country and the world at large. The skills in research opens doors for graduates to partner with reputable universities or organizations to conduct research
- v) to provide learners with a qualification that will enable them to qualify for higher education and training in International Business or related field in support of the life-long learning principle. The

academic research acts as a pathway to Masters and gives graduates an opportunity to publish their research papers based on their honors projects.

- vi) to provide opportunity for the learners to expand their professional relationships and networks which they can use to their advantage

## **2.0 ENTRY REQUIREMENTS (including access and inclusion)**

### **2.1 Entry Requirements:**

#### **2.1.1 Normal Requirements**

- Bachelor's Degree (Level 7) in International Business or any Business -related field of study.

#### **2.1.2 For Advance Standing**

- Post-Graduate Diploma or Certificate any Business-related field of study.

#### **2.1.3 Credit Transfer**

- Credit transfer shall also be recognized as an approach to enroll those who have qualifications recognized by BQA for purposes of exemptions for modules already covered
- Qualifications from other frameworks will be assessed in line with BQA requirements.

#### **2.1.4 Recognition of Prior Learning (RPL)**

Prospective students who attained a qualification and awarded recognition shall be evaluated to determine its equivalence within the NCQF through recorded interviews, oral and practical test to determine the level of knowledge and skill attainment for exemptions for this qualification. Level 7 qualification in International business or related fields will automatically be recognized as prior learning

#### **2.1.5 Target Population**

- Bachelors' Degree in International Business -related field (Level 7)
- Advanced Post Graduate Diploma in a Business -related field.

## **3.0 QUALIFICATION SPECIFICATION**

## **SECTION B**

### **GRADUATE PROFILE (LEARNING OUTCOMES)**

### **ASSESSMENT CRITERIA**

3.1 Employ effective oral, written and electronic communication strategies in all business operations	3.1.1 Communicate effectively in written, electronic and oral forms to the business stakeholders in meetings, negotiations, etc. 3.1.2 Conduct effective presentations for various purposes to stakeholders 3.1.3 Network confidently internationally with relevant stakeholders
3.2 Conduct research in both local and international markets	3.2.1 Formulate research proposals for various businesses ideas/concepts 3.2.2 Conduct market research for business

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	<p>3.2.3 Analyze the data collected and do presentations</p> <p>3.2.4 Draw research conclusions and help make informed decisions</p> <p>3.2.5 Recommend the best practices for the business operations</p>
3.3 Apply in-depth knowledge of financial management in both local and international business processes	<p>3.3.1 Identify financial markets available for local and international businesses</p> <p>3.3.2 Identify sources of finance for both local and international businesses</p> <p>3.3.3 Assess financial risk in investments locally and internationally</p> <p>3.3.4 Advise on strategies to manage financial and investment risks locally and internationally</p> <p>3.3.5 Design financial hedging strategies</p> <p>3.3.6 Analyze on the conditions of International monetary system and the world bank</p> <p>3.3.7 Interpret business financial statements such as income statements, balance sheets, cash flow correctly for informed decision-making</p> <p>3.3.8 Draw business budgets for the specific period of the business – quarterly, semi-annually or annually</p>
3.4 Utilize international business knowledge and skills to analyze the business environment	<p>3.4.1 Conduct micro business analysis using SWOT and Resource – based techniques</p> <p>3.4.2 Conduct industry analysis using five forces</p> <p>3.4.3 Carry out the macro economic environment analysis using PESTEL</p> <p>3.4.4 Advise the business on the best strategies to conduct business domestically and internationally</p> <p>3.4.5 Analyze different entry modes to the international markets</p> <p>3.4.6 Recommend on the best mode to enter international markets</p>
3.5 Advise the business on the international strategic management and international business diversification	<p>3.5.1 Draw global strategy for the business</p> <p>3.5.2 Carry out Corporate Social responsibility (CSR) from MNC perspective</p> <p>3.5.3 Make recommendations on the firm's internalization strategy</p> <p>3.5.4 Advise the business to form international strategic alliances</p> <p>3.5.5 Advise on global sourcing strategies and diversification</p> <p>3.5.6 Advise on Foreign Direct Investment for the business organization</p> <p>3.5.7 Manage international change effectively</p>
3.6 Formulate strategies on economic integration for the organization	<p>3.6.1 Advise the business organization to utilize the trading blocks</p> <p>3.6.2 Identify the barriers of trade that are used in international market</p>

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	<p>3.6.3 Suggest Strategies to deal with the identified barriers</p> <p>3.6.4 Analyze the role of trading blocks and international trade policies and advise</p> <p>3.6.5 Recommend the trading blocs the organization should venture into</p> <p>3.6.6 Advise the organizations how to take advantage of exchange rate for positive output in an international business</p>
3.7 Apply International business in-depth knowledge and skills to be innovative	<p>3.7.1 Suggest solutions to different challenges facing the businesses</p> <p>3.7.2 Brainstorm business ideas</p> <p>3.7.3 Apply critical thinking to analyze different situations facing the business</p> <p>3.7.4 Motivate business staff to become innovative</p>

4 QUALIFICATION STRUCTURE SECTION C			
FUNDAMENTAL COMPONENT Subjects / Units / Modules /Courses	Title	Level	Credits
	Advanced Business Communication	8	10
	International Trade and Development	8	12
	International Finance	8	12
CORE COMPONENT Subjects / Units / Modules /Courses			
	Applied Research project	8	30
	International Marketing	8	12
	International strategic Management	8	12
	International Economics	8	10
	Business Research Methods	8	12
	Risk and insurance in International trade	8	12
ELECTIVE COMPONENT Subjects / Units / Modules /Courses	Global sales Management	8	10
	Operations and Supply chain management	8	10
		132 Credits	
5 RULES OF COMBINATIONS, CREDIT DISTRIBUTION (WHERE APPLICABLE):			
The composition of the qualification has the Level 8 modules with a total of 132 credits.			
Rule			
The qualification in International Business is a one-year qualification and students who undertake it shall be awarded an honours degree after completing and attaining the full 132 credits.			
Candidates are required to select and register for one elective from the options given. The electives are designed to allow students to focus on an area of their interest within the International Business discipline. Students must take a maximum of 10 credits for electives.			
5 ASSESSMENT ARRANGEMENTS			
(a) Summative Assessments Methods			
Table 2: Summative Assessments for Practical Modules			
Type of Assessment		Weight Percentage of the Assessment	Requirements
Individual Assignment		40	None
Final Project		60	None
Total		100	
Table 3: Summative Assessments for Theoretical Modules			
Type of Assessment		Weight Percentage of the Assessment	Requirements
Group Assignment		25	None
Mid-term test		35	None

Final Examination	40	None
Total	100	

### **(b) Formative Assessments**

Formative Assessments for Practical Modules

- Demonstrations

Formative Assessments for Theoretical Modules

- Practice presentations
- Seminars
- Case studies
- Group and class discussions
- Peer/self-assessment

## **6 MODERATION ARRANGEMENTS**

Moderation of assessment takes place at the key stages of the assessment process, i.e. design of tasks and marking of assignments (including consideration of results). 30% of all assignments, tests, examination and projects are subjected to moderation.

### **6.1 Internal Moderation**

(1) Moderation: -Design of Assessments Moderation at assessment design stage. The principle aspects considered at this stage are a review of:

- (a) Compatibility of assessments with learning outcomes
- (b) Over-arching approach to assessment
- (c) Assessment criteria
- (d) Marking schemes
- (e) Model answers
- (f) Consistency with NCQF level
- (g) Suitability of tasks, questions, etc.

Moderation at the design stage is undertaken by the all lecturers teaching the various modules in the qualification.

(2) Moderation: Marking of Assessments. Moderation at marked assessments stage: The key activities of moderation process at the marking stage include:

- (a) Sampling of marked assessments
- (b) Additional marking of borderlines and fails
- (c) Double marking of dissertations, major projects/designs or presentations
- (d) Adjudication by another marker where there are significant differences between the marks given by two or more assessors
- (e) Evaluation of consistency where multiple staff members have contributed to the marking



- (f) Consideration of special circumstances which may have affected the performance of a group of students
- (g) Overview of the approach to considering the special circumstances of individual students

## **6.2 External Moderation**

The key activities of the external moderation process include:

- (a) Sampling of marked assessments, assignments, tests, projects and dissertations
- (b) Compatibility of assessments with learning outcomes
- (c) Scrutiny of borderline and fail cases
- (d) Evaluation of consistency where multiple staff members have contributed to the marking
- (e) Consideration of special circumstances which may have affected the performance of a group of students
- (f) Overview of the approach to considering the special circumstances of individual students.

## **7 RECOGNITION OF PRIOR LEARNING (if applicable)**

- 7.1 Prospective students who attained a qualification and awarded recognition by BQA registered institution shall be evaluated to determine its equivalence within the NQF through recorded interviews, inspection of transcript or oral and practical test to determine the level of knowledge and skills acquisition for exemptions for this qualification.
- 7.2 Level 7 qualifications in International Business -related fields will automatically be recognized as prior learning.

## **8 PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)**

This qualification is designed to facilitate vertical, horizontal and diagonal progression both locally and internationally.

### **8.1 Horizontal Progression**

Students may progress horizontally between qualifications if they meet the minimum requirements for admission to the target qualification. Other comparable qualification to this qualification include:

- Bachelor of Business (Hons) in Business Management
- Bachelor of Commerce (Hons) in Marketing
- Bachelor of Commerce (Hons) in Human Resources Management
- Bachelor of Commerce (Hons) in Supply Chain Management
- Bachelor of Business (Hons) in Finance
- Bachelor of Business (Hons) in Administration
- Bachelor of Science (Hons) in International Business
- Bachelor of business (Hons) in Entrepreneurship

### **8.2 Vertical progression – Exit**

Students graduated from this qualification may progress to level 9 qualifications such as;

- Master's in international business



- Master's in International Management
- Master in Export Management and International Business
- Master of Science in Management Finance and International Business

### **8.3 Diagonal Progression**

Students may progress diagonally between qualifications by presenting a completed qualification or credits towards a qualification in a similar study area, and must meet the minimum requirements for admission to the target qualification, which they will often do by virtue of the credits obtained towards an equivalent qualification.

### **8.4 Employment Pathways**

Graduates of the qualification may find employment in a range of public and private organisations for the following posts. Typical roles include:

- Strategic Analysts
- Project Managers
- Business Advisors
- Financial Analysts
- Marketing Managers
- Entrepreneurs
- Global sales executives
- Supply Chain Manager
- Marketing Manager

## **9 QUALIFICATION AWARD AND CERTIFICATION**

**9.1** To qualify for qualification award and certification, a candidate must

- Attain the full credits of the qualification 132 credits at level 8
- Complete satisfactorily any additional and specified requirements of the qualification.
- Have official verification that he/she has covered and passed all the modules

## **10 REGIONAL AND INTERNATIONAL COMPARABILITY**

### **Summary of Benchmarking with other Institutions**

Benchmarking the International Business qualification with Other Universities/Institutions

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Criteria	<b>Dorset College -Dublin</b> Bachelor of Business (Hons) in International Business	<b>Sheffield Hallam University</b> Bachelor of Arts (Hons) in International Business	<b>University of Middlesex London)</b> Bachelor of Arts (Hons) in International Business & Trade in Business Management
<b>Average Modules Per Semester</b>	5	3	3
<b>Duration</b>	1 year	1 year	1 year
<b>Total number of modules</b>	9	7	6
<b>Number of specialization Modules</b>	5	6	4
<b>Number of Elective Modules</b>	2	1	3
<b>Work Placement</b>	No	No	No
<b>Entry Requirements</b>	<ul style="list-style-type: none"> <li>Applicants should have level 7 qualification or equivalent</li> <li>Mature entry applicants must be 23 years of age with work experience, general education standard and motivation and commitment to the course</li> </ul>	<ul style="list-style-type: none"> <li>Applicants need Higher National Diploma.</li> <li>A 240 credits qualification with 55% or above overall</li> <li>IELTS score of 6.0 or above if English is not the first language</li> <li>Mature entry. This is evaluated on individual basis provided the applicant has relevant learning or experience</li> </ul>	<ul style="list-style-type: none"> <li>120 UG credits at Level 4 for year 2 entry / 240 UG credits for Year 3 entry</li> <li>In addition, at least half of your prior study should be in Business and Management areas and specifically you must have a minimum of 15 credits in each of Accounting, Marketing, Human Resource Management and Management.</li> </ul>

**Similarities**

The benchmarking exercise established that the duration of the qualification in the institutions benchmarked it is one (1) year. The total number of modules for the qualifications is between 7 and 9. The number of modules per semester ranged from three (3) modules to five (5). The number of specialization modules range from four (4) to six (6). All the institutions have a research component.

**Differences**

The institutions benchmarked give the qualification different names: Bachelor of Business in International

business, Bachelor of Arts in International Business but all have similar focus. Concerning electives two institutions have and one does not have any electives all modules are compulsory. The entry requirements differ one (1) institution requires a bachelors degree while two (2 ) admit at diploma 240 credits

### **Contextualisation**

This qualification is designed in such a way that the graduate can apply the skills, competences and knowledge in almost all types of business management and in all types of workplaces with ease. The qualification prepares graduates to address, business issues in domestic, and international environments. The qualification includes electives that provide an introduction to areas that learners can prepare to specialise in if they should wish to proceed to Level 9 qualifications.

**NOTE: Regionally there was no institution with a qualification with that exact name at the time of developing this qualification.**

### **REVIEW PERIOD**

Every five (5) years

### **Other information – None**