

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

SECTION A: QUALIFICATION DETAILS																		
QUALIFICATION DEVELOPER (S)			Botho University															
TITLE		Master of Commerce in Entrepreneurship								NCQF LEVEL		9						
FIELD		Business, Commerce and Management Studies			SUB-FIELD		Business Administration			CREDIT VALUE		240						
New Qualification					✓		Review of Existing Qualification											
SUB-FRAMEWORK		General Education					TVET					Higher Education		✓				
QUALIFICATION TYPE		Certificate		I		II		III		IV		V		Diploma		Bachelor		
		Bachelor Honours					Post Graduate Certificate					Post Graduate Diploma						
		Masters					✓		Doctorate/ PhD									

RATIONALE AND PURPOSE OF THE QUALIFICATION

Botswana's Vision 2036 states that "Botswana will have a vibrant micro and small enterprise sector that contributes significantly to the economy, creating decent jobs and providing sustainable livelihoods for our people", p4. Achieving vibrant Micro and Small Enterprises (MSEs) requires high levels of entrepreneurship. The Global Entrepreneurship Monitor (2002) indicated that the national level of entrepreneurial activity is related to subsequent levels of economic growth. Increased entrepreneurial activity brings about competition, innovation, economic growth, job creation and well-being of the citizens (Raposo and Paco, 2011).

Recognizing the unique needs of aspiring young entrepreneurs, the policy guide on Youth entrepreneurship, which builds on United Nations Conference on Trade and development (UNCTADs) entrepreneurship policy framework, identifies key priority areas for policy focus that have an impact on the youth most especially in Botswana, where 60% of the 2 Million population belong to the youth age bracket. Given the challenges that

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

young people face when trying to start and grow their businesses, the UNCTADs guide identifies specific measures under each policy area and recommends actions for policymakers to create an enabling entrepreneurial ecosystem for young people.

Based on the aforementioned, effective entrepreneurship education is key to ensuring that young people acquire the skills/competencies they need to pursue entrepreneurship which lay the foundation for developing a culture of entrepreneurship. Thus, the motivation for the proposed introduction of Master of Commerce in Entrepreneurship.

The Small Business Act was enacted in 2003 which set the platform for the establishment of the Local Entrepreneurship Authority to drive mentoring and lend credence to institutional support. The Citizen Entrepreneurial Development Agency (CEDA) and LEA and the industrial development policy of 1998 provide parallel support for improved availability of infrastructure, the establishment of Business assistance centres, mentoring and coaching by promoting linkage between SMMEs and larger competitive industries as well as promoting general entrepreneurship, facilitating technological adoption and diffusion as well as SMMEs awareness which thus set the platform for the proposed qualification.

Mapfairs and Setibi (2016) indicated the following shortcomings in the state of entrepreneurship in Botswana:

- Poor attitude towards entrepreneurship
- Inadequate promotion of entrepreneurship
- Lack of entrepreneurship knowledge/education
- Poor access to financing
- Poor enterprise management growth skills
- Lack of start-up support
- High entrepreneurship entry barriers

Some of these shortcomings were reflected in the HRDC's List of Occupations in short supply such as Research & Development Managers, Incubation Specialists, Intellectual Property Rights Specialists, Commercialization Specialists and Research and Innovation Fund Managers under the Research, Innovation, Science and Technology field. Development of human capital is essential in achieving VISION 2036 pillars, mainly Pillar 1:

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

Sustainable Economic Development and Pillar 2: Human and Social Development. The two pillars emphasize the transformation of our economy to a knowledge-based economy and producing a globally competitive human resource as a key strategy for driving economic growth and diversification (HRDC, 2016). The motivation for the qualification is based on the premise that there is a need for citizens to be self-reliant and create jobs in the burgeoning economy.

A market survey was carried out in Gaborone, Francistown, and Lesotho between June to August 2018, among colleges, universities, Business Botswana members and individuals showed that there is support for such qualifications by the stakeholders. The responses from the survey were positive and the qualification resonates with stakeholders' needs. Furthermore, a review was made by an industry expert and an academic expert which lend credence to the interest shown in the proposed qualification.

PURPOSE:

The purpose of this qualification is to produce graduates with knowledge, skills, and competence to:

- Create and disseminate higher levels of entrepreneurial knowledge and skills which translate into the development of an entrepreneurial mindset and research capacity building.
- Expose learners to evidence-based approaches which follow the science-informed practice of entrepreneurship.
- Develop a sound understanding of the overall context within which entrepreneurial development takes place as well as evaluate and establish new business opportunities.
- Enhance learners' understanding of the broad entrepreneurial orientation body of knowledge.

ENTRY REQUIREMENTS (including access and inclusion)

Minimum entry requirement for this qualification is a:

Bachelor's degree Honours, Post-Graduate Diploma (NCQF level 8) in the same or a related field of study.

Recognition of Prior Learning (RPL):

There will be access through Recognition of Prior Learning (RPL) and Credit Accumulation and Transfer (CAT) in accordance with the RPL and CAT National Policies.

SECTION B

QUALIFICATION SPECIFICATION

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Develop entrepreneurship techniques to generate feasible business ideas.	1.1 Identify and suggest a detailed case study that justifies the selection of entrepreneurial processes and procedures and demonstrates the use of appropriate tools. 1.2 Develop models of entrepreneurial orientation that identify leadership qualities, risk adversity and business skills.
2. Apply advanced knowledge at the frontier of specialized discipline or cross-disciplinary fields using leading approaches in entrepreneurial orientation.	2.1 Conceptualize and rationalize entrepreneurial practices that emerge through the foundations of entrepreneurial education. 2.2 Comprehensively articulate a conducive environment that nurtures entrepreneurial orientation and self- efficacy.
3. Apply a high level of mastery in research knowledge and acquisition, based on rigour, propositions, judgments and evaluation of existing professional practice from an entrepreneurial perspective.	3.1 Develop new methods, techniques, processes, and systems in original, creative, innovative, and complex contexts in entrepreneurial ecosystems. 3.2 Ensure that compliance with all internal and external regulations, policies and procedures are maintained in an ethical and professional manner.
4. Exhibit and apply a high degree of ethical ethos regarding entrepreneurial characteristics by providing stakeholders' desired practical suggestions/options.	4.1 Identify, address, and manage emerging ethical issues in entrepreneurial education. 4.2 Implement advanced processes of ethical decision making in entrepreneurial education.
5. Apply vigorous critical analysis, reflection, evaluation, and synthesis through ethical advanced research that is grounded on pragmatic models aimed toward the advancement of entrepreneurial theory and practice.	5.1 Demonstrate intellectual independence, research leadership, management of research and research development in entrepreneurial education.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

6. Integrate an advanced comprehension of an entrepreneurial process with respect to specialized perspectives and apply new competencies and techniques to identify, generate diverse options and solve problems in a range of enterprise development contexts.	6.1 Apply specialist knowledge and theory in critically reflexive ways to address complex theoretical problems in entrepreneurial education. 6.2 Ensure that models, principles, theories, techniques, and methodologies in the entrepreneurial orientation field are analysed, explained, and juxtaposed correctly in oral presentations and or the written record of research.
7. Analyse and review current and future resources and make sound decisions in entrepreneurial platforms with considerable authority within the context of enterprise development and technopreneur ship.	7.1. Establish a sequence of main topics that are expected to articulate effective, efficient, and coherent management of resources that creates a platform for informed entrepreneurial decisions. 7.2 Apply a wide range of specialized entrepreneurial skills used in identifying, conceptualizing, designing, and implementing methods of enquiry to address complex and challenging problems while understanding the consequences of any solutions in entrepreneurial education.
8. Demonstrate innovation, autonomy, scholarly and professional integrity and take responsibility for contributing to entrepreneurial cognition and practice and manage resources regarding technology and high growth entrepreneurship, accounting, and managerial finance.	8.1 Demonstrate flexibility and creativity with respect to entrepreneurial processes through guided action and experiential learning. 8.2 Implement efficient and effective resource management as regards entrepreneurial education.
9. Develop ability to envision, strategically lead, and exhibit a high level of competence in entrepreneurial practice and startup	9.1 Plan and communicate entrepreneurial processes through discussions and analysis of entrepreneurial practices in various contexts through enterprise development.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

intentions/incubation through enterprise development.	9.2 Act as a business enabler by identifying opportunities for new and existing entrepreneurial processes and procedures.
10. Display a high degree of initiative in the formulation and implementation of startup intentions in the entrepreneurial field, manifested through innovation and product development.	10.1 Integrate behavioural tendencies and actions that are in tandem with the context of startup activities/incubation and self-reliance agenda through innovation and product development. 10.2 Develop the ability to translate complex technical concepts into understandable notions for a range of audiences on different levels of knowledge in entrepreneurial education.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

SECTION C	QUALIFICATION STRUCTURE				
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total (Per Subject/ Course/ Module/ Units)
		Level [7]	Level [8]	Level [9]	
FUNDAMENTAL COMPONENT <i>Subjects/ Courses/ Modules/Units</i>	Business Research Methods			9	20
	Human Resource Management and Industrial Relations			9	10
CORE COMPONENT <i>Subjects/Courses/ Modules/Units</i>	Entrepreneurial Business Management			9	20
	Strategic Management and Leadership			9	20
	Entrepreneurship Theory and Practice			9	20
	Innovation and Product Development			9	10
	Corporate Entrepreneurship			9	10
	Enterprise Development			9	10
	Technopreneurship			9	10
	Social Entrepreneurship			9	20

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

	Accounting and Managerial Finance for Entrepreneurs			9	10
	Small Enterprise Management			9	10
	Dissertation			9	60
ELECTIVE/ OPTIONAL COMPONENT <i>Subjects/Courses/ Modules/Units</i> (Select one)	Organisational Behaviour			9	10
	Business Environment			9	10
	Global Entrepreneurship			9	10

SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	Credit Value
9 (Elective)	10
9 (Core)	230
TOTAL CREDITS	240
Rules of Combination: (Please Indicate combinations for the different constituent components of the qualification)	

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

- To successfully complete the qualification, the candidate must complete all the 240 credits in the Master of Entrepreneurship and should have successfully defended the proposal and final dissertation (viva voce).
- The learner should complete all 2 fundamental modules (30 Credits); 11 core modules (200 credits) and 1 elective (10 Credits) module.

ASSESSMENT ARRANGEMENTS

This qualification is assessed and moderated as follows:

Formative assessment:

*Learners are continuously assessed through internal assessments which constitute **50%** of the overall grade for all modules.*

Summative assessment:

*The summative assessment which can also be case study based will constitute **(50%)** of the total grade per module.*

Project: Learners need to do a project and submit their project work at the end of the qualification. The Research Proposal on which the evaluation of Business Research methods will be based will be subjected to external moderation and will culminate into the Dissertation in the final semester of the qualification.

MODERATION ARRANGEMENTS

Internal and external moderators to be engaged will be BQA accredited subject specialists in relevant fields with relevant industry experience and academic qualifications.

Both internal and external moderation shall be done in accordance with applicable policies and regulations.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

RECOGNITION OF PRIOR LEARNING

Candidates may apply for recognition of prior learning whether such learning has been gained through formal study, 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.

CREDIT ACCUMULATION AND TRANSFER

Candidates may submit evidence of credits accumulated in related qualifications in order to be credited for the qualification they are applying for.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Learning Pathway:

Vertical:

Completion of a master's degree meets the requirement for vertical progression and admission to a cognate Doctoral Degree such as:

- Doctor of Philosophy in Entrepreneurship
- Doctor of Philosophy in Entrepreneurship and New Venture Creation
- Doctor of Philosophy in Enterprise development

Horizontal:

The qualification is commensurate with qualifications such as:

- Masters in Brand Management
- Masters in international marketing
- Masters in marketing Strategy
- Masters's in Relationship Marketing.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

Diagonal:

Completion of a Master of Commerce in Entrepreneurship degree meets the requirement for diagonal progression to the following qualifications:

- Doctor of Philosophy in Leadership
- Doctor of Philosophy in Family Business Management
- Doctor of Philosophy in Knowledge Management
- Doctor of Philosophy in Financial Management
- Doctor of Philosophy in Marketing
- Doctor of Philosophy in Small Business Management

Employment Pathway

The qualification will produce post-graduates suitable for positions as:

- Entrepreneurial Educators and Advisors
- Corporate Entrepreneurships and Managers
- Social Entrepreneurs
- SMMEs mentors and strategists
- Technology focused entrepreneurs
- Researchers
- Academics, Consultants and Policy makers or Advisors.

QUALIFICATION AWARD AND CERTIFICATION

For a Candidate to achieve this qualification they must have acquired a minimum of **240** credits. The Candidate should pass all the **FUNDAMENTAL, CORE and ELECTIVE** modules.

Certification

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

A **Master of Commerce in Entrepreneurship** will be awarded to a candidate upon completion of the qualification in accordance with applicable policies. A certificate and transcript will be issued at the award.

REGIONAL AND INTERNATIONAL COMPARABILITY

Summary:

The team observed similarities and differences in the proposed Master of Commerce in Entrepreneurship at the University of the Witwatersrand, Stellenbosch University, South Africa and Lunds University, Sweden, and the proposed qualification.

Stellenbosch University: Similarities and Differences:

Domain modules include Entrepreneurial Business Management, Strategic Management and Leadership, Entrepreneurship Theory and Practice, Innovation and Product Development, Enterprise Development, Corporate Entrepreneurship and Small Enterprise Management. The domain modules for the proposed qualification include Technopreneurship, Global Entrepreneurship, Small Enterprise Management and Innovation and Product Development. The proposed qualification thus provides a platform for youth empowerment in emerging economies.

Exit learning outcomes indicate that candidates are expected to demonstrate requisite mastery of advanced critical skills and capacity meant to assist in addressing challenges, and position entrepreneurial managers on ethical and professional practice principles. Qualification rules and required years of experience are the same as well as the learning and employment pathways. The NCQF level for the proposed qualification and that of Stellenbosch University are at Level 9. The credit value for both qualifications is however 240.

University of the Witwatersrand:

Similarities and Differences:

Domain modules of the University of the Witwatersrand include Human Resource Management, Industrial Relations, Small Enterprise Management, Global Entrepreneurship, and Business Environment. The proposed

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

qualification modules include Entrepreneurial Business Management, Strategic Management and Leadership, Entrepreneurship Theory and Practice, Corporate Entrepreneurship, Enterprise Development and Small Enterprise Development. The proposed qualification thus offers a platform for entrepreneurial self-efficacy in the era of the need for self-reliance. The learning and Employment pathway for university and the proposed qualification also offer varied differences in this regard.

Exit outcomes for the University of the Witwatersrand are premised around the goal to design and develop research agenda capable of contributing to the development of professional practice in talent management. The NCQF level for the proposed qualification and that of the University of the Witwatersrand are at Level 9. The credit value for both qualifications is 240.

Lunds University:

Similarities and Differences:

Exit outcomes were premised on the platform that candidates will be able to think and act entrepreneurially in an environment of uncertainty and rapidly changing conditions. They will also demonstrate advanced knowledge at the frontier of the specialized discipline of entrepreneurial education. Domain modules include Entrepreneurship Theory and Practice, Enterprise Development, Human Resource Management, and Industrial Relations and Technopreneurship. Assessment metrics, qualification rules and employment and learning pathways are closely aligned for Lunds University and the proposed qualification. The domain modules for proposed qualification thus include Corporate Entrepreneurship, Strategic Management and Leadership and Business Environment.

REVIEW PERIOD

The qualification will be reviewed every five **(5) years**.