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SECTION A: QUALIFICATION DETAILS													
QUALIFICATION DEVELOPER (S)		University of Botswana											
TITLE	Doctor of Philosophy in International Business										NCQF LEVEL	10	
STRANDS (where applicable)	N/A												
FIELD	Business, Commerce, and Management Studies				SUB-FIELD	Management Studies				CREDIT VALUE	360		
New Qualification						✓		Legacy Qualification					
SUB-FRAMEWORK		General Education				TVET		Higher Education				✓	
QUALIFICATION TYPE	Certificate	I	II	III	IV	V	Diploma	Bachel or					
	Bachelor Honours				Post Graduate Certificate				Post Graduate Diploma				
	Masters					Doctorate/ PhD		✓					

RATIONALE AND PURPOSE OF THE QUALIFICATION

RATIONALE:

As is the case globally, Botswana is no exception in experiencing the effects of global forces that require advanced skills in anticipating, managing, and initiating change, at the international, national, and organisational levels. Globalisation of business and intensifying competition for markets are major features of accelerating technological, political, economic, social, and cultural change.

Organisations and Governments alike, increasingly need to be competitive and understand the dynamics of the globalised world. In Botswana, policy makers and managers face crucial challenges concerning the management of globally competitive national and private resources, specifically in the areas of regional trade,

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global competitiveness, institutional and cultural dynamics, global business strategy, non-market and global strategy, global business teams, consumer ethnocentrism, cross border transfer of management practices, and international entrepreneurship, among others.

The global response to these challenges is recognised through the urgent need for advanced intellectual, analytical, critical, and creative skills. As such, globally, the training of professionals at the PhD level in international business is an emerging and growing approach to meeting these global challenges. This development is increasingly creating career opportunities for PhD in international business graduates in tertiary education institutions and organisations (HRDC, 2016) which are either global in nature or a looking to internationalise and accede that understanding of global markets and undertaking research are a critical part in their growth and future success.


Furthermore, a PhD in International Business from Botswana and for Batswana is worthy and positively contributes to the envisioned Botswana 'knowledge economy'. Central to the Botswana's national Vision 2036 is the transformation of Botswana from a resource based middle-income economy to a high-income knowledge-based economy. This calls for the country to sustain its global competitiveness through knowledge creation, transformation, and sharing to build a diversified export-led economy. Science, technology, and innovation are considered crucial areas of development, and are the cornerstones of the achievement of Botswana's vision 2036 (HRDC, 2016), and the United Nations' Sustainable Development Goals. Vision 2036 acknowledges that while sustainably growing the Botswana economy, there should be a strong external focus owing to the small local market, an integrated transport network, and leading-edge information and communication technology that enable seamless regional and international trade.

The aspiration to significantly advance Botswana's national, regional, and international competitiveness has also guided the development of the Botswana Tertiary Education Policy (TEP) of 2008 that sought to build a tertiary education system that will allow the country to move towards being a 'knowledge-based economy' (HRDC, 2021). The TEP highlights the production of innovative, pioneering, and high impact research as a key component of Botswana's National Human Resources Development Strategy. This calls for graduates that are creative, innovative, and competent. Hence, the major goals of the TEP are to increase access and equity, ensure relevance and quality, provide diversity of choice, and inclusivity.

Botswana approved the Education & Training Sector Strategic Plan (ETSSP 2015-2020) whose overall objective is:

To provide an overall policy and strategic sector framework for the education sector that will play a pivotal role in the development of a modern, sustainable, knowledge-based economy that supports inclusiveness and diversity' (ETSSP, 2015, p. 7).

While the ETSSP (2015) pays great attention to the United Nations' Sustainable Development Goal, emphasis is on ensuring "inclusive and equitable quality education and promote lifelong learning opportunities for all" (Goal 4: Quality education) underscoring the 11 Critical Sector Strategic Priorities in Education (Improving the Quality & Relevance; Improving Equitable Access; Improving Learning Outcomes; Focus on Life-long Learning; Strengthening Skills Development; Developing New & Alternative Pathways for Education; Improve Management of Education; Developing a Responsive Tertiary Education System; Improving Planning & Budgeting of the Sector; Utilisation and Integration of ICT; and Improving Monitoring and Evaluation of the

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Sector). These will help Botswana to achieve Vision 2036 particularly in making Botswana society to be “knowledgeable with relevant quality education that is outcome based” (Government of Botswana, 2016, p. 20). To meet these challenges, ETSSP (2015, pp. 95) emphasises the need to “enhance knowledge creation through graduate studies and research to drive a knowledge-based economy” and “improve the quality, quantity and relevance of research to transform the society to a knowledge base economy” through amongst others “an increased range of graduate studies programme offerings.” While there is emphasis on graduate studies, there has been a proportionately low PhD graduate output (0.2%) (HRDC, 2019) which is inadequate to achieve the knowledge-based economy vision and have a globally competitive human resource with advance research skills. In addition, business services & administration managers, and research & development managers are some of the identified top occupations in high demand in Botswana (HRDC, 2016).

Therefore, a Doctor of Philosophy in International Business qualification provides a robust, systematic research training for scholars who wish to pursue in-depth PhD studies in a specific business discipline in line with the Education & Training Sector Strategic Plan and the HRDC 2016 top occupations in demand report. This aim will be achieved by providing resources and facilities at the cutting edge of teaching, learning, researching, monitoring, and assessment.


PURPOSE: (itemise exit level outcomes)

The purpose of the qualification is to produce graduates with the most advanced knowledge, skills and competence to;


1. Conduct original research in the broad field of International Business and contribute to knowledge generation.
2. Undertake research projects for industry in order to solve specific International Business problems.

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)


1. Master’s degree in the same or cognate field of study or MPhil (NCQF Level 9).
2. Entry through Recognition of Prior Learning (RPL) in line with institutional and national policies.

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SECTION B QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Demonstrate critical and independent thinking in International Business environment.	1.1 Demonstrate competence in conducting original academic research in International Business. 1.2 Design and present a scholarly research proposal international business. 1.3 Develop critical analytic skills through the critical review of the literature and evaluation of knowledge gaps. 1.4 Critique existing theories and formulate a theoretical framework guiding research in international business.
2. Contribute to inquiry, development, and synthesis of new knowledge in the theory and practice of international business.	2.1 Demonstrate advanced specialised knowledge in international business. 2.2 Critically apply theories to address fundamental questions in international business. 2.3 Pursue research of significance in international business. 2.4 Critically identify who will benefit from the knowledge and its significance to the beneficiaries. 2.5 Advance its application to global business practitioners, global consumers, public policy, and society at large. 2.6 Advance the limitations of the research that is conducted in international business and further opportunities for future research.
3. Apply appropriate, relevant, and new methods and techniques of research in disciplines of international business.	3.1 Demonstrate mastery of the appropriate philosophy guiding the choice of research methodology. 3.2 Critique and evaluate the research approaches, methods and designs applicable in international business.

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	<p>3.3 Demonstrate skills in the application of methodologies and analytical techniques required to conduct research in international business.</p> <p>3.4 Demonstrate an appreciation of ethics that are fundamental in the choice and application of research methodologies in international business.</p>
<p>4. Develop internationally, regionally, and nationally recognized independent research that contributes to the frontiers of knowledge in international business disciplines.</p>	<p>4.1 Systematically and logically communicate in writing about the research undertaken in international business using appropriate internationally recognized writing styles.</p> <p>4.2 Produce original thesis that contributes to knowledge of international business and informs global businesses and policy.</p> <p>4.3 Demonstrate solid presentation skills and ability to defend academic work in global business.</p>
<p>5. Present and defend research output to a critical audience.</p>	<p>5.1 Demonstrate skills sufficient to prepare grant proposals.</p> <p>5.2 Produce scholarly research papers to share knowledge advanced from the research with the target audience.</p>
<p>6. Perform in the role of research in international business.</p>	<p>6.1 Perform as a role model or mentor to new research students.</p> <p>6.2 Interact productively with people of diverse backgrounds demonstrating integrity and professionalism.</p>

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SECTION C	QUALIFICATION STRUCTURE				
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total Credits
		Level []	Level [9]	Level [10]	
FUNDAMENTAL COMPONENT <i>Subjects/ Courses/ Modules/Units</i>	N/A				
CORE COMPONENT <i>Subjects/Courses/ Modules/Units</i>	<i>Advanced Social Science Research Methods</i>			15	15
	Supervised Research Thesis (Proposal) in International Business			25	45
	Supervised Research Thesis International Business (PhD Thesis)			300	300

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STRANDS/ SPECIALIZATION	<i>Subjects/ Courses/ Modules/Units</i>	Credits Per Relevant NCQF Level			Total Credits
		Level []	Level []	Level []	
1.					
	N/A				
2.					

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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	Credit Value
10	360
TOTAL CREDITS	360
Rules of Combination: (Please Indicate combinations for the different constituent components of the qualification)	
A minimum of 360 credits of core courses will be completed.	

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ASSESSMENT ARRANGEMENTS

The thesis will be assessed as either (a) Accepted (b) Accepted pending amendments or (c) Failed.

The assessment shall follow applicable institutional and national policies and regulations. Assessors shall have a PhD in International Business or cognate field. They shall be registered and/or accredited by BQA or equivalent body.

MODERATION ARRANGEMENTS

All assessments shall be subjected to both internal and external moderation processes.

Internal moderation

There shall be internal moderation. This shall follow applicable institutional and national policies and regulations. Internal assessors and moderators shall have a PhD in International Business or a cognate field. They shall also be registered and/or accredited by BQA or equivalent body.

External moderation

There shall be external moderation. This shall follow applicable institutional and national policies and regulations. External assessors and moderators shall have a PhD in International Business or a cognate field. They shall also be registered and/or accredited by BQA or equivalent body.

RECOGNITION OF PRIOR LEARNING

Candidates may submit evidence of prior learning and current competence and/or undergo appropriate forms of RPL assessment for the awards of credits towards the qualification in accordance with applicable university RPL policies.

CREDIT ACCUMULATION AND TRANSFER

There is provision for Credit Accumulation and Transfer (CAT) in line with institution policy, aligned to the national policy.


PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Vertical Articulation

The PhD is a terminal qualification; hence there is no vertical articulation into other qualifications.

Horizontal Articulation

- Doctor of Philosophy in Export Administration
- Doctor of Philosophy in Regional Trade Development
- Doctor of Philosophy in International Trade Relation

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- Doctor of Philosophy in Global Branding Strategy
- Doctor of Philosophy in Marketing communications
- Doctor of Philosophy in Business Studies

Employment Opportunities

Graduates with PhD in International Business will qualify to work in the following capacities:

- International foreign Trade Advisor
- Trade Compliance
- Export/Import manager
- Market analyst
- International Management Consultant
- Export/import agent
- International Branch Manager
- Foreign currency investment Advisor
- Foreign Sales Representative
- International Trade and Customs Manager
- Trade and Customs Manager
- International Logistics Coordinator
- Academia

QUALIFICATION AWARD AND CERTIFICATION

Minimum standards of achievement for the award of the qualification

For a student to be awarded the Doctor of Philosophy in International Business degree they should have completed 3 years of study in the programme and pass a minimum of 360 credits. Students who have been exempted from certain credits in recognition of prior learning or credit accumulation and transfer may take a shorter period of study depending on the level of entry point.


Certification

Candidates who meet the prescribed minimum credits will be issued a certificate and transcript bearing the qualification of Doctor of Philosophy in International Business as registered on the NCQF.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

Three (3) of the six (6) comparable qualifications use the same title as the proposed qualification, while the other three (3) use a title that incorporates international business with another field i.e., strategy and marketing or has multiple business strands that include international business. Therefore, in principle, the titles are similar to the proposed qualification.

While the duration of the comparable qualifications ranges from 3 years to 5 years, the average duration is four (4) years. The proposed qualification uses a duration of 4 years. The main similarity among these PhD

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qualifications is that they are essentially research degrees. Purely research qualifications are offered in South Africa (University of Pretoria and University of Cape Town), New Zealand (The University of Auckland). However, Universities in the United States of America (Fisher College of Business, Ohio State University; Robinson College of Business, Georgia State University; Saint Louis University, Richard A. Chaifetz School of Business) offer qualifications that have coursework components. The coursework component is further reflected in the assessment strategies as these universities have a written exam in addition of the dissertation/thesis defence (viva voce) that other universities without course work use.

The main exit outcomes from the comparable qualifications are to develop high quality researchers, original and independent thinkers that can advance knowledge in international business. These key exit outcomes are consistent with the exit outcome of the proposed qualification.

Domains or courses covered in the comparable qualifications that are purely research qualifications are a proposal leading to a thesis or dissertation. This is the same as the proposed qualification. However, qualifications from the USA are inclined towards developing predominantly academicians hence they have courses or assistantship in teaching. Although qualifications from the USA do not have an NQF level and their credit system is different (ranges from 54 to 80 credits) from the other comparable qualification (360 credits, NQF level 10) and the proposed qualification (360 credits, NQF level 10), the qualifications are comparable based on other variables such as title, duration, and main exit outcomes.

The comparable qualifications did not state the learning pathways. However, the careers pathways are like the proposed qualification. Some of the stated career pathways are academia, business executives, and management consultants. There are no vertical study progressions for this qualification, but horizontal study pathways exist such as PhD in Export Administration, PhD in International Trade Relations, PhD in Marketing Communications, amongst others.

REVIEW PERIOD

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