



JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES

ACADEMIC GUIDELINES FOR DEGREE AND DIPLOMA PROGRAMMES

KNOWLEDGE CULTURE DEVELOPMENT

2014-2018

**ACADEMIC GUIDELINES
FOR PROGRAMMES OFFERED IN THE JULIUS NYERERE
SCHOOL OF SOCIAL SCIENCES**

These Academic Guidelines are as far as possible accurate and up-to-date at the time of going to print. However, it should be noted that not all programmes or modules described herein will necessarily be on offer each year and that more programmes and courses will be added from time to time.

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UNIVERSITY MISSION STATEMENT

VISION

To be the centre of excellence in arts, culture and heritage studies as well as the advancement of other academic disciplines for the promotion of the development of society.

MISSION

In order to support the vision, we shall:

- a. Reclaim and preserve our African culture and heritage;
- b. Mainstream culture and heritage in our teaching and research;
- c. Lead in the development of entrepreneurs and professionals in the creative industry;
- d. Provide our stakeholders with an enabling environment for research and empower them with entrepreneurial skills;
- e. Produce versatile graduates equipped with skills and competencies relevant to the needs of society;
- f. Attract and retain highly competent staff,
- g. Use ICT-based solutions in teaching, learning, research, administration and innovation, and;
- h. Uplift communities we serve through our involvement in their development.

VALUES

GZU has adopted the following principles and standards of behaviour to define the University's culture and ensure a conducive work environment for the attainment of the Vision and Mission:

- Unhu/Ubuntu
- Excellence
- Integrity
- Results Focus
- Quality

ACADEMIC, SENIOR ADMINISTRATIVE AND TECHNICAL STAFF

Acting Dean

Mudhovozi P. DPhil (Psy.) [UNIVEN], MSc (Edu Psy.) [UZ], BSc Hons. (Psy.) [UZ]

Deputy Dean

Shonhiwa G. N. K. MSc (Edu Psy.) [UZ], BSc Hons. (Psy.) [UZ], BA [Uni of Zambia]

Administrative Assistant

Mtemeri R. Dip. (Labour Relations) [IPMZ], BCom (HRM) [ZOU], MSc (HRM) [MSU]

Department of Human Resource Management

Chairperson

Mashavira N. MBA [Solusi], BA (Edu) [AU, Dip. (Edu) [GTC]

Lecturers

Kasenyia L. MBA [ZOU], BA (Eng and Psy.) [UNISA], Sec Sch Tr's Cert [Gweru Trs College]

Munzara A. MBA [NUST], PGD (Mgt) [NUST], Dip (Personnel Mgt) [IPMZ], Dip (Training Mgt) [IPMZ]

Mupani H. MSc (HRM) [MSU], BSc (Psy. and HRM) [GZU]

Nyamubarwa W. MSc (HRM) [MSU], BA (Eng and Comm Studies) [ZOU], HND (Lib and Info Science)

Maunganidze F. PhD (HRM) [UKZN], MSc (HRM) [MSU], BSc (Psy.) [UZ]

Muzvidziwa R. F. MSc (Ind Psy.) [UKZN], BA (Org Psy) [Rhodes Uni], BSc Hons. (Psy.) [UZ]

Muchadenyika E. C. MSc (HRM) [MSU], Bachelor of Admin (Bus Mgt, Public Admin) [UZ], CE (GTC)

Mapira N. MSc (HRM) [MSU], BSc (HRM) [BUSE]

Zvobgo V. Master of Public Admin [Kennesaw University], BComm Hons. (Organ Psychology) [UCT], BSc (Labor, Org Psycho and HRM) [UCT]

Muchacha P. MBA [UZ], BSc Hons. (Econs) [UZ], Dip (Accountancy) [Institute of Admin and Commerce, SA]

Mkandatsama P. MSc. (HRM) [MSU], BSc (HRM) [MSU]

Tinarwo J. MSc. (Pub. Admin.) [UZ], BSc Hons. (Admin.) [UZ]

Department of Rural and Urban Planning

Acting Chairperson

Gozo E. MSc (Geo- Info Science and Earth Observation) [Internat Institute for Geo Info Sc and Earth

Observation], BSc Hons. (Nat Resources Mgt and Agric) [MSU]

Lecturers

Chifamba E. MA (Dvt Studies) [MSU], BA Hons. (His and Dvt. Studies) [MSU]

Chazovachii B. DPhil (Geo) U[Uni. Of Free State], MSc (Rural & Urban Planning) [UZ], PGD (Project Planning and Mgt) [UZ] BA Gen. [UZ]

Mushuku A. MSc (Rural & Urban Planning) [UZ], BA Hons. (Geo) [UZ], PGD (Project Planning and Mgt) [UZ], Dip (Transport and Logistics) [Institute of Logistics and Transport]

Chitongo L. MSc (Rural & Urban Planning) [UZ], PGD (Project Planning and Mgt) [UZ], BSc Gen. [UZ]

Gambe T. R. MSc (Rural and Urban Planning) [UZ], BSc Hons. (Rural and Urban Planning) [UZ]

Guta G. MSc (Rural and Urban Planning) [UZ], PGD (Project Planning and Mgt) [UZ], BSc Hons. (Econs) [UZ]

Gweshengwe B. MA (Poverty and Dvt) [Uni of Sussex], BSc Hons. (Rural and Urban Planning) [UZ]

Chipato F. Master of Mgt Science [(China Agric Uni)], BSc. [AU]

Tsoriyo W. W. MSc (Rural & Urban Planning) [UZ], BSc (Urban Planning) [UZ]

Mandaza W. MSc (Rural & Urban Planning) [UZ], BSc (Rural & Urban Planning) [UZ]

Mutonhodza C. MSc (Dev. Studies) [WUA], BSc Hons. (Rural & Urban Planning) [UZ]

Department of Psychology

Chairperson

Zirima H. MSc (Edu Psy.) [UZ], BSc Hons. (Psy.) [UZ]

Chimunhu J. MSc (Counseling) [UZ], BSc Hons. (Psy.) [UZ]

Associate Professor

Mudhovozi P. DPhil (Psy.) [UNIVEN], MSc (Edu Psy.) [UZ], BSc Hons. (Psy.) [UZ]

Lecturers

Samson Z. MSc (Edu Psy.) [UZ], BSc Hons. (Psy.) [UZ]

Chikukwa H. T. MPhil (Counselling) [ZOU], BSc Hons. (Psy.) [UZ], BSc Hons. (Psy.) [Uni of Fort Hare], CE [Bondolfi Teacher's College]

Maziti E. MSc (Clinical Psy.) [UZ], BSc Hons. (Psy.) [UZ]

Nkoma E. MSc (Edu Psy.) [UZ], BSc Hons. (Psy.) [UZ]

Mtemeri J. MEd (Edu Psy.) [MSU], BSc (Counselling) [ZOU], Dip. (Edu) [MTC]

Shonhiwa G. N. K. MSc (Edu Psy.) [UZ], BSc Hons. (Psy.) [UZ], BA [Uni of Zambia]

Kasinamunhu S. MSc (Comm. Psy.) [MSU], BSc Hons. (Psy.) [MSU]

Department of Sociology and Social Anthropology

Chairperson

Sibanda M. DSc. (Social Anthro) [Fort Hare], BSc Hons. (Agric), Advanced Postgrad. Certi (Envrnmnt and Dvt) [UKZN], PGDHTE [GZU]

Chuma C. MSc. (Sociology & Social Anthro) [UZ], BSc Hons. (Sociology) [UZ]

Nhodo L. MSc (Sociology & Social Anthro) [UZ], BSc Hons. (Sociology) [UZ]

Mutangi G. MSc (Socio. and Social Anthro) [UZ], BSc Hons. (Socio.) [UZ]

Dube K. MSc (Socio. & Social Anthro) [UZ], BSc Hons. (Socio. and Gender) [WUA], Dip. (Edu) [Seke Trs College], Dip. (HRM) [IPMZ]

Tagarirofa J. MA (Dvt. Studies) [UWC], BSc Hons. [GZU]

Basure H. MSc (Socio. & Social Anthro) [UZ], BSc Hons. (UZ)

Mafongoya O. MSc (Socio. & Social Anthro) [UZ], BSc Hons. (Socio.) [UZ]

Museva T. MA (Env. Pol & Planning) [UZ], BA Hons. (Geo) [UZ]

Taru J. MSc (Socio. & Social Anthro) [UZ], BSc Hons. (Socio.) [UZ]

Chitotombe J. M MSc (Social Ecology), BSc Hons. (Socio.) [UZ], Dip (Personnel Mgt) [IPMZ]

Chirenje L. I. Master of Advanced Studies (Human Ecology) [University of Brussels], Master of Human Eco [Uni of Brussels], BA Hons. (Edu) [AU]

Gukurume S. MSc (Sociology and Social Anthro) [GZU], BSc Hons. (Sociology) [UZ]

Dube C. MSc (Socio. and Social Anthro), [MSU], BSc Hons. (Socio.) [UZ]

Madzudzo E. DPhil (Soc. Sci.) [Rockside Uni], MPhil (Sociology & Soc. Anthro) [UZ], BSc Hons. (Sociology & Soc. Anthro) [UZ], Dip. (Dev. Studies) [UZ]

MBUYANEHANDA CENTRE FOR GENDER AND CULTURAL STUDIES

Director

Zvobgo E. F. MA (Gender Studies) [Makerere Uni], MEd (Edu. Foundations) [UZ], MEd (Edu Admin) [UZ], BEd [UZ], CE [Morgan ZINTEC College]

Shoko M. Master of Population Studies [UKZN], BA Hons. (His and Dev. Studies) [MSU]

Dziwa C. MA (Dev. Stud.) [MSU], BA Hons. [MSU], Dip. (Project Desig. Mon. & Eval.) [Centre for Dev. Stud.]

Landa N. M. MSc (Socio & Social ANthro.) [UZ], BSc Hons. (Sociology) [UZ]

SCHOOL REGULATIONS FOR UNDERGRADUATE DEGREE PROGRAMMES

1. PREAMBLE

- 1.1 These regulations shall be read in conjunction with the Great Zimbabwe University's General Academic Regulations, hereinafter referred to as General Regulations.
- 1.2 the Senate has the prerogative to change, cancel or replace any of these regulations.
- 1.3 A student who has started a programme following one set of regulations shall not be affected by regulations adopted subsequently unless agreed to in writing by the student.
- 1.4 the Senate has the authority to exempt a student from any of these regulations.
- 1.5 The General Regulations shall supersede School Regulations.

2. DEFINITION OF TERMS

In these Regulations the following terms shall be used as defined:

- 2.1 **Core module** – a compulsory module which a student must take in a programme.
- 2.2 **Optional module** – a module a student may take to fulfil the requirements of a programme.
- 2.3 **Equivalent module** – a module similar to another in terms of weighting and content.
- 2.4 **Area of specialization** – a field from which the student draws modules or a module for detailed study.
- 2.5 **Practicum** – a practical component of a module done over a period of time to meet the requirements of a programme.

3. PROGRAMMES

- 3.1 For programmes offered under the School of Social Sciences, refer to section **2.2.1.5** of the General Academic Regulations.
- 3.2 More degree programmes shall be added from time to time.

4. ENTRY REQUIREMENTS

4.1 Normal Entry Requirements

- 4.1.1 At least five (5) 'O' levels including English Language with Grade C or better.
- 4.1.2 A pass at Ordinary level in Mathematics with grade 'C' or better in the following programme is a requirement:
 - 4.1.2.1 Bachelor of Science Honours Degree in Urban Planning and Development
- 4.1.3 Passes at Ordinary level in Mathematics and any science subject with grade 'C' or better in the following programme is a requirement:

4.1.3.1 Bachelor of Science Honours Degree in Psychology.

4.1.4 At least two (2) Advanced level passes in Arts, Humanities or Commercials.

4.2 **Special Entry**

Refer to Section 3.2 of the General Academic Regulations.

4.3 **Mature Entry**

Refer to Section 3.3 of the General Academic Regulations.

5. **STRUCTURE OF DEGREE PROGRAMMES**

5.1 A programme shall run for at least eight (8) semesters.

5.2 A Bachelor of Science Honours Degree shall consist of a minimum of forty-two (42) modules.

5.2.1 At Level I, a candidate shall register for a minimum of fourteen (14) modules.

5.2.2 At Level II, a candidate shall register for at least twelve (12) modules.

5.2.3 At Level III, a candidate shall register for three (3) modules and is required to spend a minimum of ten (10) months on work related learning experience.

5.2.4 At Level IV, a student shall register for a minimum of twelve (12) modules.

5.3 A Bachelor of Social Science Special Honours Degree shall consist of eight (8) modules.

5.4 A module in a programme shall be taught in thirty-six (36) to forty-eight (48) contact hours per semester.

5.5 A programme shall have compulsory and optional modules.

5.6 The following modules shall be compulsory for all degree programmes:

- Academic and Professional Communication
- Research Methods and Statistics
- Information and Communication Technology
- Introduction to Zimbabwean Cultures and Heritage
- African Philosophy and Thought
- Research project

6. **ASSESSMENT**

6.1 Normally, assessment of each module shall be based on continuous assessment as well as formal examinations. Continuous assessment shall contribute 30% and the end of semester examination shall contribute 70% of the final mark.

6.2 Each Department shall determine components of continuous assessment that will be considered for the final continuous assessment mark.

7. WORK RELATED LEARNING

- 7.1 At Level III, a candidate shall be on Work Related Learning at any private or public institution where theory is applied into practice which is equivalent to four modules.
- 7.2 The Work Related Learning shall constitutes three (3) modules: Student's Report, Employer's Assessment and Academic Supervisor's Assessment.
- 7.3 Block Release/ Parallel Students who are employed in the relevant sector and with at least two (2) years' experience may apply to the School to have the Work Related Learning Level run concurrently with Level II.

8 PROVISIONS FOR PROGRESSION

Refer to **Section 8** of the General Academic Regulations.

9 FAILURE TO SATISFY EXAMINERS

Refer to **Section 9** of the General Academic Regulations.

10 AWARD OF A DEGREE

To be awarded a degree, a candidate must have attained a minimum of forty-two (42) modules.

11. DEGREE WEIGHTING AND CLASSIFICATION

- 11.1 The degree shall be classified using the average marks from modules at Level II, III and IV only, the overall mark being the weighted average.
- 11.2 For degree classification, refer to Section 5 of the General Academic Regulations.

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN HUMAN RESOURCE MANAGEMENT

1. PREAMBLE

These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes, which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

In an increasingly knowledge-based economy, an organisation's success is dependent on the quality and performance of its employees. People need to be recruited, trained, developed, paid and motivated to perform effectively, and human resource specialists have the capabilities to make this happen. This four year degree programme provides a specialist education in Human Resource Management, leading to a comprehensive understanding of its strategic and operational roles. In addition to the focus on Human Resource Management knowledge and skills, the course provides a broad-based business management education. Students will gain a thorough understanding of human resources within a business environment both nationally and internationally. They will also develop key skills in analysis, communication, leadership and decision-making, as well as personal skills and flexibility. All in all, this programme creates HR professionals who can assist their organisations achieve a competitive advantage in a dynamic global environment.

3. OBJECTIVES

- 3.1 To help students understand theory, concepts and methods pertaining to the various aspects of Human Resource Management
- 3.2 To help students understand the critical role of functional and cross-functional responsibilities in Human Resource Management
- 3.3 To help students appreciate the relationship between business operations and Human Resource Management.
- 3.4 To develop a range of professional and managerial approaches for linking Human Resource Management and strategic objectives in both for profit and non- profit organisations.

4. CAREER PROSPECTS

- 4.1 Human Resource Managers
- 4.2 Industrial Relations Officers
- 4.3 Administrative Officers
- 4.4 Public Service Officers
- 4.5 Consultancy
- 4.6 Academia
- 4.7 Trade Unions
- 4.8 NGOs

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to **Section 4.1** of the School Regulations.

5.2 Special Entry
Refer to **Section 4.2** of the School Regulations.

5.3 Mature Entry
Refer to **Section 4.3** of the School Regulations.

6. STRUCTURE OF THE PROGRAMME

6.1 Duration

The normal duration of the BSc Honours Degree in Human Resource Management shall be four (4) years.

6.2 Degree Structure
Refer to **Section 5** of the School Regulations.

6.3 Work Related Learning
Refer to **Section 7** of the School Regulation

6.4 Modules

LEVEL I SEMESTER I

Core Modules

Code	Module Description
HIR103	Theories of Work Organisation
HHRM101	Human Resource Management I
HAPC101	Academic and Professional Communication
BHS110	Introduction to Zimbabwean Cultures & Heritage
HIR101	Industrial Relations I
HPSY101	Introduction to Psychology I
HPSY102	Social Psychology I

LEVEL I SEMESTER II

Core Modules

Code	Module Description
HHRM103	Human Resource Management II
HHRM105	Principles of Management
BAC101	African Philosophy & Thought
HHRM106	Public Relations
HIR102	Industrial Relations II
HPSY103	Social Psychology II
HPSY105	Introduction to Psychology II

LEVEL II SEMESTER I

Core Modules

Code	Module Description
HHRM205	Reward Management
HHRM206	Training and Development

ICCT100	Introduction to Computers and Computer Technologies
RMS201	Introduction to Research Methods and Statistics

Optional Modules

A student may choose two (2) modules from the following:

Code	Module Description
HHRM209	Business Law
HIR203	Occupational Health and Safety Management
HIR206	Leadership, Group Dynamics and Team Building
HPSY210	Child Development and Culture
HPSY207	Psychobiology

LEVEL II SEMESTER II

Core Modules

Code	Module Description
HHRM202	Organisational Behaviour
HIR204	Labour Law
HHRM203	Managing Change
HIR202	Labour Economics

Optional Modules

A student may choose two (2) modules from the following:

Code	Module Description
HHRM201	Personnel Management
HPSY211	Adolescence and Adulthood
HPSY206	Psychology of Learning
HPSY202	Personality and Culture

LEVEL III

Core Modules

Code	Module Description
HHRM301	Employer's Assessment
HHRM302	Academic Supervisor's Assessment
HHRM303	Student's Report

LEVEL IV SEMESTER I

Core courses

Code	Module Description
HHRM402	Employee Resourcing
HHRM404	Entrepreneurship
HHRM406	Strategic Management
HIR401	Collective Bargaining and Dispute Resolution

Optional Modules

A student may choose two (2) modules from the following:

Code	Module Description
HHRM412	Management of Non-Profit Organisations
HHRM405	Industrial Psychology
HIR405	Labour Market Analysis

LEVEL IV SEMESTER II

Core Mules

Code	Module Description
HHRM409	Research Project
HHRM415	Corporate Governance
HHRM401	Strategic Human Resource Management
HHRM407	Marketing Management

Optional Modules

A student may choose one (1) module from the following:

Code	Module Description
HHRM413	Business Economics
HHRM408	Management Information Systems
HHRM414	Business Ethics and Customer Care

7. **ASSESSMENT**
Refer to **Section 6** of the School Regulations.
8. **PROVISIONS FOR PROGRESSION**
Refer to **Section 8** of the School Regulations.
9. **DEGREE CLASSIFICATION AND WEIGHTING**
Refer to **Section 11** of the School Regulations.

REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN INDUSTRIAL RELATIONS

1. PREAMBLE

These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes, which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

The course examines theories of industrial relations; union organisation and structure; labour legislation in Zimbabwe negotiating and administering the collective agreement; among other topics. This course will place emphasis on the practical application of basic skills required to manage either in unionized workplaces or in workplaces that might be faced with a certification application. Lectures, reading, simulations and assignments will serve to acquaint the student with the structure and functioning of the Zimbabwean I.R System, basic employment law concepts, the union certification process, negotiation and administration of collective agreements, strikes and dispute resolution and IR in an international context.

The goal of the course is to make students aware of the inherent presence of potential conflict, particularly in a collective sense, within workplaces. The intent is to acquaint students with the measures and procedures that have emerged to deal with this conflict, and particularly to position the practice of Collective Bargaining within this context. The interests of both employers and employees are acknowledged. The emergence of the labour movement and of labour legislation are presented as a social response to the self-promotion of employer interests within free markets broken down as follows:

1. Nature of the employment relationship and its legal framework.
2. Nature of Collective Bargaining and politics of Collective agreements.
3. Management of Industrial Relations
4. Trade Unions and the logic of Collective actions
5. Influence of the state on employment relations

3. OBJECTIVES

- 3.1 To articulate the role of labour unions as organizations and labour market actors.
- 3.2 To develop awareness of Industrial Relations theory, and use it to further our understanding of social and economic phenomena.
- 3.3 To understand the complexity and contexts of labour-management interaction and conflict.
- 3.4 To be familiar with major industrial relations institutions and processes (such as those pertaining to collective bargaining, disciplinary and grievance procedures, employee representation, communication and dispute resolution) and be able to explain their functionality

4. CAREER PROSPECTS

- a. Labour Officers
- b. Careers Advisory Services
- c. Equal Opportunities Practitioners
- d. HR Personnel Management
- e. Lectureship
- f. Management Consultancy
- g. Operational Researchers
- h. Public Sector Administration
- i. Recruitment Consultancy

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to **Section 4.1** of the School Regulations.

5.2 Special Entry

Refer to **Section 4.2** of the General Academic Regulations.

5.3 Mature Entry

Refer to **Section 4.3** of the General Academic Regulations

6. STRUCTURE OF THE PROGRAMME

6.1 Duration

The normal duration of the BSc Honours Degree in Industrial Relations shall be four (4) years.

6.2 Degree Structure

Refer to **Section 5** of the School Regulations.

6.3 Work Related Learning

Refer to **Section 7** of the School Regulation

6.4 MODULES

LEVEL I SEMESTER I

Core Modules

Code	Module Description
HIR103	Theories of Work Organisations
HIR101	Industrial Relations I
HAPC101	Academic and Professional Communication
BHS110	Introduction to Zimbabwean Cultures & Heritage
HPSY101	Introduction to Psychology I
HHRM101	Human Resource Management I
HPSY102	Social Psychology I

LEVEL I SEMESTER II

Core Modules

Code	Module Description
HIR102	Industrial Relations II
HIR105	Management of Workforce Diversity
BAC101	African Philosophy and Thought
HHRM106	Public Relations
HHRM103	Human Resource Management II
HPSY103	Social Psychology II
HPSY105	Introduction to Psychology II

LEVEL II SEMESTER I**Core Modules**

Code	Module Description
ICCT100	Introduction to Computers and Computer Technologies
RMS201	Introduction to Research Methods and Statistics
HIR206	Leadership, Group Dynamics and Team Building
HIR203	Occupational Health & Safety Management

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HHRM209	Business Law
HHRM205	Reward Management
HHRM206	Training and Development

LEVEL II SEMESTER II**Core Modules**

Code	Module Description
HHRM202	Organisational Behaviour
HIR204	Labour Law
HHRM203	Managing Change
HIR202	Labour Economics

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HPSY217	Personality and Culture
HIR205	Sociology of Work
HHRM201	Personnel Management

LEVEL III**Core Modules**

Code	Module Description
HIR301	Employer's Assessment
HIR302	Academic Supervisor's Assessment
HIR303	Student's Report

LEVEL IV SEMESTER I**Core Modules**

Code	Module Description
HHRM404	Entrepreneurship
HIR401	Collective Bargaining and Dispute Resolution
HIR405	Labour Market Analysis
HIR402	Trade Unionism

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HIR412	International Labour Bodies

HIR 403	Contemporary Issues in Industrial Relations
HHRM405	Industrial Psychology

LEVEL IV SEMESTER II

Core Courses

Code	Module Description
HIR409	Research Project
HIR408	Comparative Industrial Relations
HHRM415	Corporate Governance
HHRM401	Strategic Human Resource Management

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HHRM414	Business Ethics and Customer Care
HIR407	Workplace Challenges
HHRM408	Management Information Systems

7. **ASSESSMENT**
Refer to **Section 6** of the School Regulations.
8. **PROVISIONS FOR PROGRESSION**
Refer to **Section 8** of the School Regulations.
9. **DEGREE CLASSIFICATION AND WEIGHTING**
Refer to **Section 11** of the School Regulations.

REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN POLITICS AND PUBLIC ADMINISTRATION

1. PREAMBLE

These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes, which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

The programme seeks to develop students who are relevant to the career demands and challenges of governmental and quasi-governmental bodies either locally, regionally and internationally, through teaching and research, by developing critical thinking and independent judgement around issues of politics, public management and corporate governance issues. The programme will enable graduates to be in a position to efficiently and effectively run the administration function of an organization. They would be able to apply theory into practice in any form of organization, be it private or public. Key elements in politics and administration includes various forms of decentralising management of public services, increasing use of markets and competition in the provision of public services and increasing emphasis on the performance, output and customer orientation.

The degree will create career opportunities in the area of Foreign Relations, Public Management (Central and Local Government Management), and International Organisations Management, National Politics, Academia, Consultancy, NGO Sector and Civil Society.

The program prepares individuals to serve as managers in the executive arm of local, provincial and national government and also in non profit sectors. It provides training in the public policy field since public management institutions are evolving, maturing and overlapping in services. The program therefore prepares students to excel even in turbulent macroeconomic environments.

3. OBJECTIVES

- 3.1 To prepare students for graduate studies and or careers in public service, business, education or law.
- 3.2 To help students understand the changing political environment and prepare them to take responsibility in their community, nation and world at large.
- 3.4 To help students communicate clearly and think critically about the role of public organisations in a democratic society.
- 3.5 To allow students to gain a critical understanding of problems, challenges and dilemmas in contemporary public management.

4. CAREER PROSPECTS

- 4.1 Administrative Officers
- 4.2 Public Service Commissioners
- 4.3 Public Service Inspector
- 4.4 Manager
- 4.5 Central Government Ministries
- 4.6 Local Authorities (Rural and Urban)
- 4.7 Civil Society Organisations

- 4.8 Non-Governmental Organisations
- 4.9 International Organisations
- 4.10 Consultancy Firms
- 4.11 National Political Parties
- 4.12 Academia
- 4.13 Trade Union Movement

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to **Section 4.1** of the School Regulations.

5.2 Special Entry

Refer to **Section 4.2** of the School Regulations

5.3 Mature Entry

Refer to **Section 4.3** of the School Regulations

6. STRUCTURE OF THE PROGRAMME

6.1 Duration

The normal duration of the BSc Honours Degree in Politics and Public Administration shall be four (4) years.

6.2 Degree Structure

Refer to **Section 5** of the School Regulations.

6.3 Work Related Learning

Refer to **Section 7** of the School Regulation

6.4 MODULES

LEVEL I

SEMESTER I

Core Modules

Code	Module Description
HPLM101	Introduction to Public Management
HPLM102	Introduction to Political Science
BHS110	Introduction to Zimbabwean Cultures & Heritage
HAPC101	Academic and Professional Communication
HHRM101	Human Resource Management
HPLM104	Administrative Law
HIR101	Industrial Relations I

LEVEL I SEMESTER II**Core Modules**

Code	Module Description
HPLM106	Public Sector Accounting
HPLM107	Economics I (Microeconomics)
HPLM108	Introduction to Development Studies
BAC101	African Philosophy & Thought
HPLM105	International Relations
HIR102	Industrial Relations II
HPLM109	Public Policy and Analysis

LEVEL II SEMESTER I**Core Modules**

Code	Module Description
HPLM201	Economics II (Macroeconomics)
ICCT100	Introduction to Information and Communication Technologies
RMS201	Introduction to Research Methods & Statistics
HPLM205	Planning and development
HPLM212	Corruption and other pathologies of Government

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HPLM204	The State, Democracy & Development in Africa
HPLM202	Planning Theory
HHRM206	Training and Development
HPLM 213	Diplomacy

LEVEL II SEMESTER II**Core Modules**

Code	Module Description
HHRM203	Managing Change
HPLM208	Project Management
HPLM211	Regional and Economic Development
HPLM 214	Social Development
HIR204	Labour Law

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HPLM207	Political Institutions and Analysis
HPLM209	Management of Non-Profit Organisations
HPLM210	Regional and Local Government

LEVEL III

Core Modules

Code	Module Description
HPLM303	Employer's Assessment
HPLM304	Academic Supervisor's Assessment
HPLM305	Student's Report

LEVEL IV SEMESTER I

Core Modules

Code	Module Description
HPLM412	Social Welfare Policy
HPLM401	Ethics and Public Management
HPLM404	Public Sector Finance
HPLM405	Leadership in the Public Sector

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HPLM403	Comparative Public Management
HPLM406	Entrepreneurship
HPLM416	Governance, the Public Sector and Corporate Power
HPLM417	International Administration
HPLM402	Public Private Partnership Management

LEVEL IV SEMESTER II

Core Modules

Code	Module Description
HPLM407	Comparative Local Government Systems
HPLM408	The Civil Service
HPLM411	E-Governance
HPLM418	Research Project

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HPLM414	Public Taxation & Fiscal Policy
HPLM415	Public Budgeting Systems
HPLM410	Public Sector Corporate Governance

7. ASSESSMENT

Refer to **Section 6** of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to **Section 8** of the School Regulations.

9. DEGREE CLASSIFICATION AND WEIGHTING

Refer to **Section 11** of the School Regulations.

DEPARTMENT OF PSYCHOLOGY

REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN COUNSELLING

1. PREAMBLE

These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes, which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

The programme is an applied field of psychology which gives students an overview of basic counselling theories and skills. The programme will enable students to help individuals who have failed to find meaning in their lives. Counselling focuses on the 'worried well' rather than the psychotic individual. Counselling bridges the gap in trying to understand the complex forces, beliefs and motivations that underlie their maladaptive behaviour. The core modules to be covered include foundations to counselling, an overview of counselling skills, family therapy and other applied counselling modules. The programme also incorporates a number of psychology modules such as introduction to psychology, social psychology, psychological assessment, personality theories and developmental psychology.

3. OBJECTIVES

- 3.1 To provide psychological counselling training to students in order for them to gain expertise to help individuals, groups, couples and families experiencing difficulties in connection with relationships, education, careers, work, parenting, crises and life transitions.
- 3.2 To comprehensively address the evidence base for psychological counselling, specific models, specific interventions, and the therapeutic relationship.
- 3.3 To teach students to respond empathically to clients predicaments and to develop intervention plans in collaboration with them.
- 3.4 To train students on how to establish and maintain a strong therapeutic alliance and how to manage the ruptures that can occur in that relationship.
- 3.5 To expose students to areas of applied psychology through field experiences and supervision thus providing them with opportunities to practice prerequisite skills and competencies.

4. CAREER PROSPECTS

- 4.1 Students may work in a variety of settings such as health institutions, social work, education and private practice.
- 4.2 Networking with other government organisations such as The Ministry of Justice, police, defense and non-governmental organisations

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to **Section 4.1** of the School Regulations

5.2 Special Entry

Refer to **Section 4.2** of the School Regulations

5.3 Mature Entry

Refer to **Section 4.3** of the School Regulations

6. STRUCTURE OF THE PROGRAMME

6.1 Duration

The normal duration of the BSc Honours Degree in Counselling shall be four (4) years.

6.2 Degree Structure

Refer to **Section 5** of the School Regulations.

6.3 Work Related Learning

Refer to **Section 7** of the School Regulations.

6.4 MODULES

LEVEL I SEMESTER I

Core Modules

Code	Module Description
HCP106	Foundations to Psychological Counselling
HCP107	Theoretical Counselling Approaches I
HAPC101	Academic and Professional Communication
BHS110	Introduction to Zimbabwean Cultures & Heritage
HPSY101	Introduction to Psychology I
HPSY102	Social Psychology I
HCP105	Basic Counselling Skills

LEVEL I SEMESTER II

Core Modules

Code	Module Description
HCP108	Theoretical Counselling Approaches II
HCP109	Ethics, Law and Counselling
BAC101	African Philosophy & Thought
HPSY103	Social Psychology II
HPSY105	Introduction to Psychology II
HCP110	Coaching and Counselling
HCP112	Assessment Methods in Psychological Counselling

LEVEL II SEMESTER I

Core Modules

Code	Module Description
HCP210	Human Development Psychology I
HCP209	Workplace Counselling
RMS101	Introduction to Research Methods and Statistics
ICCT100	Introduction to Computers and Computer Technologies

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HCP213	Counselling People with Disabilities
HCP214	Gender, Domestic violence and Counselling
HCP219	Crisis and Trauma Counselling

LEVEL II SEMESTER II

Core Modules

Code	Module Description
HPSY202	Personality Theories
HCP218	Professional Practice Practical
HCP222	Human Development Psychology II
HCP216	Community Counselling

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HCP220	Peace and conflict resolution
HCP215	Counselling and Diversity
HCP217	Counseling and Indigenous Healing Practices

LEVEL III Core Modules

Code	Module Description
HCP301	Employer's Assessment
HCP302	Academic Supervisor's Assessment
HCP303	Student's Report

LEVEL IV SEMESTER I

Core Modules

Code	Module Description
HCP410	Psychopathology
HCP412	Grief and Bereavement Counselling
HCP414	HIV&AIDS Counselling
HCP404	School Counselling
HCP416	Career Counselling

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HCP418	Group Counselling
HCP420	Counselling Management

LEVEL IV SEMESTER II**Core Modules**

Code	Module Description
HCP419	Substance abuse and Addiction Counselling
HCP407	Couples and Family Therapy
HCP417	Integrated Counselling Process
HCP415	Research Project

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HCP409	Religion and Counseling
HCP411	Counselling of Special Populations

- 11. ASSESSMENT**
Refer to **Section 6** of the School Regulations.
- 12. PROVISIONS FOR PROGRESSION**
Refer to **Section 8** of the School Regulations.
- 13. DEGREE CLASSIFICATION AND WEIGHTING**
Refer to **Section 11** of the School Regulations.

REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN PSYCHOLOGY

1. PREAMBLE

These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes, which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

The programme is designed to make up a disciplinary major in a structured honours degree in Psychology, as well as modules covering material relevant to a wide range of Social Sciences degrees and programmes such as Counselling, Human Resources Management and Sociology. Psychology is a very diverse, vibrant, and dynamic discipline with many different specialisations and therefore psychology degrees are designed to give students a broad overview of the discipline including application of psychological knowledge to all aspects of physical health and disease, Industrial / Organisational Psychology, Community psychology and Educational Psychology. Experimental and applied research is undertaken in various areas and this work is supported by laboratory space and computer-controlled equipment that may be used for student research into a number of areas.

3. OBJECTIVES

- 3.1 To provide training in Psychology to standards accredited by the Allied Health Practitioners Council of Zimbabwe AHPCZ and to offer Zimbabwe Psychology Association (ZPA) supported tuition as a starting point for a career in Psychology.
- 3.2 To comprehensively address the evidence base for psychological training using modern psychological equipment, models and methods.
- 3.3 To provide students with a dynamic tuition capable of meeting the fast changing environment and capable of harnessing capability to deal with third world challenges.
- 3.4 To provide complimentary tuition and training to allied programmes that require students to undertake specific modules in psychology.

4. CAREER PROSPECTS

Psychology provides a very useful basis for a wide range of careers. Knowledge of all areas of the subject makes one eligible for entry into any field normally open to psychology graduates in the National Health Service, in education, the civil service and industry, including:

- 4.1 Occupational health officers (focusing on health in the work place, stress and work, environmental influences on health);
- 4.2 Clinical health officers and workers (focusing on individuals in hospitals and individuals with illness and disease, examining systems of care);
- 4.3 Community workers (focusing on social and community factors involved in health and illness, health promotion, public health);

- 4.4 Critical health psychology (e.g. focusing broadly on how power and structural issues influence health and illness, at both cultural and individual levels);
- 4.5 Counsellors;
- 4.6 Research assistants
- 4.7 Social services Officers; and
- 4.8 Human resources Officers

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to **Section 4.1** of the School Regulations.

5.2 Special Entry

Refer to **Section 4.2** of the School Regulations.

5.3 Mature Entry

Refer to **Section 4.3** of the School Regulations.

6. STRUCTURE OF THE PROGRAMME

6.1 Duration

The normal duration of the BSc Honours Degree in Psychology shall be four (4) years.

6.2 Degree Structure

Refer to **Section 5** of the School Regulations.

6.3 Work Related Learning

Refer to **Section 7** of the School Regulations.

6.4 MODULES

LEVEL I SEMESTER I

Core Modules

Code	Module Description
HPSY101	Introduction to Psychology I
HPSY 102	Social Psychology I
HPSY108	History of Psychology
HSOC101	Introduction to Sociology I
HHRM101	Human Resource Management I
HAPC101	Academic and Professional Communication
BHS110	Introduction to Zimbabwean Cultures & Heritage

LEVEL I SEMESTER II

Core Modules

Code	Module Description
HPSY 103	Social Psychology II

HPSY 105	Introduction to Psychology II
HPSY110	Health Psychology
HPSY107	Psychology of Special Populations
HHRM103	Human Resource Management II
HSOC109	Introduction to Sociology II
BAC 101	African Philosophy & Thought

LEVEL II SEMESTER I

Core Modules

Code	Module Description
HPSY210	Child Development
RMS101	Introduction to Research Methods and Statistics
ICCT100	Introduction to Computers and Computer Technologies
HPSY207	Psychobiology

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HPSY 201	Sensation and Perception
HPSY 215	Psychology of Religion
HPSY 206	Principles of Learning
HSOC201	Sociology of Organisations
HHRM206	Training and Development

LEVEL II SEMESTER II

Core Modules

Code	Module Description
HPSY 211	Adolescence and Adulthood
HPSY 212	Psychological Statistics
HPSY 213	Community Psychology
HPSY216	Guidance and Counselling
HPSY 217	Personality and Culture

Optional Modules

A student may choose any one (1) modules from the following:

Code	Module Description
HPSY 204	Environmental Psychology
HSOC212	Sociology of Religion
HHRM203	Managing Change
HHRM202	Organisational Behaviour

LEVEL III

Core Modules

Code	Module Description
HPSY301	Employer's Assessment

HPSY302	Academic Supervisor's Assessment
HPSY303	Student's Report

LEVEL IV SEMESTER I

Core Modules

Code	Module Description
HPSY402	Psychometrics
HPSY403	Industrial Psychology
HPSY414	Cognition
HPSY410	Psychopathology

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HPSY408	Consumer psychology
HPSY411	Psychology and Law
HPSY418	Contemporary Issues in Psychology

LEVEL IV SEMESTER II

Core Modules

Code	Module Description
HPSY 404	Educational Psychology
HPSY 415	Psychotherapy
HPSY 409	Research Project
HPSY416	Comparative Psychology

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HPSY 405	Forensic Psychology
HPSY 406	Sport Psychology

7. ASSESSMENT

Refer to **Section 6** of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to **Section 8** of the School Regulations.

9. DEGREE CLASSIFICATION AND WEIGHTING

Refer to **Section 11** of the School Regulations.

DEPARTMENT OF RURAL AND URBAN DEVELOPMENT**REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN LOCAL GOVERNANCE STUDIES****1. PREAMBLE**

These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes, which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

As people become more politically active, they need to know how government works. Most people seek to make an impact at the national level and local level. Prior to attempting to influence local government systems, it is necessary to understand how local government operate and the statutes which guide them, local government structures and how they compare to other governing styles as well as how local governments can generate their funds for their operations. These issues are the focus of this programme.

3. OBJECTIVES

- 3.1 To enhance efficiency and effectiveness of the administration of local authorities.
- 3.2 To foster stakeholder participation in the governance of local authorities.
- 3.3 To capacitate institutions in local governance with the theoretical and practical understanding of local governance system.

4. CAREER PROSPECTS

Local Government Practitioners, Disaster Management Project Officers, GIS and Remote Sensing Practitioners, Monitoring and Evaluation Officers, Policy Development Practitioners, Environmental Management Officers, Research Officers

5. ENTRY REQUIREMENTS**5.1 Normal Entry**

Refer to **Section 4.1** of the School Regulations.

5.2 Special Entry

Refer to **Section 4.2** of the School Regulations.

5.3 Mature Entry

Refer to **Section 4.3** of the School Regulations.

6. STRUCTURE OF THE PROGRAMME**6.1 Duration**

The normal duration of the BSc Honours Degree in Local Governance Studies shall be four (4) years.

6.2 Degree Structure
Refer to **Section 5** of the School Regulations.

6.3 Work Related Learning
Refer to **Section 7** of the School Regulations

6.4 MODULES

LEVEL I SEMESTER 1

Core Modules

Code	Module Description
HLGS101	Introduction to Public Administration \
HAPC101	Academic and Professional Communication
HLGS102	Principles of Local Government Administration
HLGS103	Principles of Economics
HLGS104	Gender and Local Governance
BHS110	Introduction to Zimbabwean Cultures and Heritage
HLGS106	Traditional leadership Systems and Local Governance

LEVEL I SEMESTER II

Core Modules

Code	Module Description
BAC 101	African Philosophy and Thought
HLGS107	Public Sector Accounting
HLGS109	Local Governance and Development
HLGS111	Democracy and Human Rights
HLGS112	Environmental Health
HLGS113	Introduction to Rural and Urban Development
HUPD108	Development Theory

LEVEL II SEMESTER I

Core Modules

Code	Module Description
HLGS201	Comparative Local Governance Systems
HLGS202	Rural and Urban Structures and Policy
HLGS203	Project Planning and Development
HLGS205	Local Governance Legislations
RMS101	Introduction to Research Methods and Statistics

Optional Modules

A candidate may choose any one (1) module from the following:

Code	Module Description
HLGS206	Principles of Public Relations

LEVEL II SEMESTER II

Core Modules

Code	Module Description
HLGS207	Local Government Finance
HLGS208	Civic Society and Local Governance
HLGS209	Public Policy Analysis
HLGS210	Spatial Analysis

Optional Modules

A candidate may choose any two (2) modules from the following:

Code	Module Description
HLGS211	Human Resources Management
HLGS204	Public Sector Auditing
HLGS212	Local Governance and Land Management
HLGS213	Participatory Planning and Administration

LEVEL III

Core Modules

Code	Module Description
HLGS303	Employer's Assessment
HLGS304	Academic Supervisor's Assessment
HLGS305	Student's Report

LEVEL IV SEMESTER I

Core Modules

Code	Module Description
HLGS401	Administration Law
HLGS402	Local Economic Development
HLGS403	Disaster Management
HLGS404	Public Sector Corporate Governance
HLGS406	Local Government Institutions

Optional Modules

A candidate may choose any one (1) module from the following:

Code	Module Description
HLGS405	Human Rights and Culture
HLGS407	Strategic Management

LEVEL IV SEMESTER II

Core Modules

Code	Module Description
HLGS408	Local Governance Ethics
HLGS409	Recreation and Amenities
HLGS410	Housing and Governance
HLGS411	Development Planning and Administration
HLGS412	Research Project

Optional Modules

A candidate may choose any one (1) module from the following:

Code	Module Description
HLGS413	Politics and Governance
HLGS414	Contemporary Issues in Local Governance

7. ASSESSMENT

Refer to **Section 6** of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to **Section 8** of the School Regulations.

9. DEGREE CLASSIFICATION AND WEIGHTING

Refer to **Section 11** of the School Regulations.

REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN RURAL DEVELOPMENT

1. PREAMBLE

These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes, which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

Rural development has traditionally centred on the exploitation of land – intensive natural resources such as agriculture and forestry. However, the changes in the global production networks have changed the character of rural areas. The programme covers issues of rural tourism, manufacturing resources extraction and agriculture, as dominant drivers of economic development. The programmes also interrogates the role of education, entrepreneurship physical infrastructure and social infrastructure in rural development process.

3. OBJECTIVES

The programme seeks to achieve the following objectives

- 3.1 To enhance efficiency and effectiveness in the running of rural development initiatives.
- 3.2 To enhance stakeholder engagement and participation in the governance of Rural Districts.
- 3.3 To capacitate institutions in rural development with the theoretical and practical understanding of rural development dynamics.

4. CARRIER PROSPECTS

Rural development Practitioner, Disaster Management Officers Monitoring and Evaluation Officer, Rural Development Policy Development Specialists, Environmental Management Officers Research Officers.

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to **Section 4.1** of the School Regulations.

5.2 Special Entry

Refer to **Section 4.2** of the School Regulations.

5.3 Mature Entry

Refer to **Section 4.3** of the School Regulations.

6. STRUCTURE OF THE PROGRAMME

6.1 Duration

The normal duration of the BSc Honours Degree in Rural Development shall be four (4) years.

6.2 Degree Structure

Refer to **Section 5** of the School Regulations.

6.3 Work Related Learning

Refer to **Section 7** of the School Regulations.

6.4 MODULES

LEVEL I SEMESTER I

Core Modules

Code	Module Description
HRD101	Introduction to Rural Development
HRD102	Aspects of Agrarian Studies
HRD 103	Rural Layout Design
HAPC101	Academic and Professional Communication
BHS110	Introduction to Zimbabwean Cultures & Heritage
HRD104	Principles of Surveying
HRD105	Rural-Urban Linkages

LEVEL I SEMESTER II

Core Modules

Code	Module Description
HRD106	Rural Settlement Analysis
HRD107	Agricultural Development, Research and Extension
HRD108	Rural Enterprises, Projects and Development
HRD109	Rural Amenities Design
BAC101	African Philosophy and Thought
HRD110	Introduction to Planning and Development
HRD111	Principles of Economics

LEVEL II SEMESTER I

Core Modules

Code	Module Description
HRD201	Rural Development Thought and Practice
HRD202	Water Resources Management
HRD203	Project Planning & Management I
RMS101	Introduction to Research Methods and Statistics

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HRD204	Principles of Geographic Information Systems & Remote Sensing
HRD205	Rural Energy Technologies
HRD206	Gender and Rural Development

LEVEL II SEMESTER II

Core Modules

Code	Module Description
HRD207	Development Theory
HRD208	Disaster Management
HRD209	Land use Planning
HRD210	Planning Theory

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HRD211	Rural Tourism
HRD212	Environmental Impact Assessment
HRD213	Infrastructural Planning

LEVEL III**Core Modules**

Code	Module Description
HRD303	Employer's Assessment
HRD304	Academic Supervisor's Assessment
HRD305	Student's Report

LEVEL IV SEMESTER I**Core Modules**

Code	Module Description
HRD401	Rural Poverty and Livelihoods
HRD402	Land Economics and Valuation
HRD403	Rural Institutions and Production Systems
HRD404	Resettlement Planning and Management

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HRD405	Rural Development Finance
HRD406	Integrated Rural Development
HRD407	Development Planning Law
HRD408	Rural Industrialization

LEVEL IV SEMESTER II**Core Modules**

Code	Module Description
HRD409	Research Project
HRD410	Project Planning and Management II
HRD411	Social Policy and Development

HRD412

Local Governance and Development

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HRD413	Regional Development
HRD414	Non-state Actors in Rural Development
HRD415	Rural Housing
HRD416	Rural Development and the Environment
HRD417	Migration and Development

7. ASSESSMENT

Refer to **Section 6** of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to **Section 8** of the School Regulations.

9. DEGREE CLASSIFICATION AND WEIGHTING

Refer to **Section 11** of the School Regulations.

REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN URBAN PLANNING AND DEVELOPMENT

1. PREAMBLE

- 1.1 These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes which have precedence over Departmental Regulations.
- 1.2 The student who has started a programme following one set of regulations will not be affected by regulations adopted subsequently unless agreed to in writing by the student.
- 1.3 Senate has the authority to exempt a student from any of these regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

- 2.1 These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes which have precedence over Departmental Regulations.
- 2.2 The student who has started a programme following one set of regulations will not be affected by regulations adopted subsequently unless agreed to in writing by the student.
- 2.3 Senate has the authority to exempt a student from any of these regulations.

3. OBJECTIVES

- 3.1 To equip students with the problem solving skills required in the planning and development of towns and cities.
- 3.2 To provide knowledge about the various roles and responsibilities of urban professionals in as far as tackling the contemporary urban ills is concerned.

4. CAREER PROSPECTS

After studying this degree, graduates should have competences in urban and regional planning, surveying, design and development, as well as fields such as transport planning and traffic management, building economics, project planning & management, and property valuation & management. Employment opportunities exist in both central and local government, transport organisations, construction industries, private planning consultancies, private land developers and environmental organisations.

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to Section 4.1 of the School Regulations.

5.2 Special Entry

Refer to Section 4.2 of the School Regulations.

5.3 Mature Entry

Refer to Section 4.3 of the School Regulations

6. STRUCTURE OF THE PROGRAMME

6.1 Duration

The normal duration of the BSc Honours Degree in Urban Planning Development shall be four (4) years.

6.2 Degree Structure

Refer to Section 5 of the School Regulations.

6.3 Work Related Learning

Refer to Section 7 of the School Regulations

6.4 Modules

LEVEL I SEMESTER I

Core Modules

Code	Module Description
HAPC101	Academic and Professional Communication
HUPD101	Introduction to Planning and Development
HUPD102	Quantitative Techniques
HUPD103	Plan Design I
HUPD104	Urban Morphology
HUPD105	Principles of Surveying
BHS110	Introduction to Zimbabwean Cultures and Heritage

LEVEL I SEMESTER II

Core Modules

Code	Module Description
BAC101	African Philosophy and Thought
HUPD106	Environmental Systems
HUPD107	Principles of Economics
HUPD108	Development Theory
HUPD109	Environmental Design I
HUPD110	GIS and Remote Sensing Applications to Planning and Development
HUPD111	Plan Design II

LEVEL II SEMESTER I

Core Modules

Code	Module Description
HUPD201	Planning Theory
HUPD202	Plan Design III
HUPD203	Planning Techniques and Methods
HUPD204	Environmental Planning
HUPD205	Environmental Design II
RMS101	Introduction to Research Methods and Statistics

LEVEL II SEMESTER II**Core Modules**

Code	Module Description
HUPD206	Planning Law
HUPD207	Plan Design 1V
HUPD208	Infrastructure Planning
HUPD209	Urban Poverty and Livelihoods
HUPD210	Housing in Theory
HUPD211	Regional Economic Theory

LEVEL III**Core Modules**

Code	Module Description
HUPD303	Employer's Assessment
HUPD304	Academic Supervisor's Assessment
HUPD305	Student's Report

LEVEL IV SEMESTER I**Core Modules****Core Modules**

Code	Module Description
HUPD401	Regional Planning Methods and Techniques
HUPD402	Housing in Practice
HUPD403	Culture & Professional Planning Practice
HUPD404	Property Valuation
HUPD410	Development Planning

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HUPD406	Transport Planning I
HUPD407	Building Economics I
HUPD408	Project Planning and Management

LEVEL IV SEMESTER II**Core Modules**

Code	Module Description
HUPD409	Property Management
HUPD411	Urban Policy and Governance
HUPD412	Financing Urban Development
HUPD405	Research Project

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HUPD413	Building Economics II
HUPD414	Transport Planning II

7. ASSESSMENT

Refer to Section **6** of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to Section **8** of the School Regulations.

9. DEGREE CLASSIFICATION AND WEIGHTING

Refer to Section **11** of the School Regulations.

DEPARTMENT OF SOCIOLOGY AND SOCIAL ANTHROPOLOGY

REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN PEACE, CONFLICT AND GOVERNANCE

1. PREAMBLE

These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes, which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

This programme provides a perception of the intricacies surrounding issues of peace, conflict and governance around the world. This is an interdisciplinary field that focuses on understanding the root causes of conflicts, violence and wars as well as the ways in which individuals, communities, institutions and states are involved in peace building and propagation good governance. This programme draws on diverse insights from fields such as history, political science, sociology, anthropology and law in order to make sense of governance as well as how and why conflicts and violence occur. Some of the key areas covered in this programme include conflict management and mediation, leadership, African political systems as well as governance and political transitions among other areas. This programme explores the enduring questions of the origins of war and maintenance of peace, the nature and exercise of power and governance.

3. OBJECTIVES

- 3.1 equip practitioners in Peace, Conflicts and Governance with theoretical and practical knowledge of advocacy and dispute resolution.
- 3.2 To assess the operations of Supra-territorial Institutions and their role in sustainable development.
- 3.3 To develop students who are relevant to the career demands and challenges of governance bodies both locally, regionally and internationally.
- 3.4 This programme equips students with requisite knowledge and skills that will enable them to provide strategic and meaningful advice on issues relating to peace management, conflict resolution and good governance globally.
- 3.5 To enable students to gain critical understanding of governance problems and their relationship to conflicts in Africa and globally as well as helping to create a world where all humanity lives together in peace and harmony.

4. CAREER PROSPECTS

Graduates of this programme will find employment in a range of areas. This programme will create career opportunities in the area of peace, conflict and governance. Graduates will have career opportunities in both the public and private sector. Institutions that will absorb graduate of this programme include the civil society, academia, NGOs, local government both rural and urban government ministries (International Affairs) consultancy, firms and research institutes, political parties, international organizations (UN, SADC, AU) and academic organisations .

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to **Section 4.1** of the School Regulations.

5.2 Special Entry

Refer to **Section 4.2** of the School Regulations.

5.3 Mature Entry

Refer to **Section 4.3** of the School Regulations

6. STRUCTURE OF THE PROGRAMME

6.1 Duration

The normal duration of the BSc Honours Degree in Peace, Conflict and Governance shall be four (4) years.

6.2 Degree Structure

Refer to **Section 5** of the School Regulations.

6.3 Work Related Learning

Refer to **Section 7** of the School Regulations

6.4 MODULES

LEVEL I SEMESTER I

Core Modules

Code	Module Description
HPCG101	Introduction to Peace, Security Studies
HAPC101	Academic and Professional Communication
BHS110	Introduction to Zimbabwean Cultures and Heritage
HPCG102	Culture and Governance
HPCG103	Economy, Society and Governance
HSOC 101	Introduction to Sociology I
HPCG104	Introduction to Negotiation and Conflict Management

LEVEL I SEMESTER II

Core Modules

Code	Module Description
HPCG107	Human Rights Law
HPCG105	Introduction to Diplomacy and Negotiation
BAC101	African Philosophy and Thought
HPCG106	Human Rights and International Institutions
HSOC 109	Introduction to Sociology II
HPCG108	Transforming Violent Conflicts
ICCT100	Introduction to Computers and Computer Technologies

LEVEL II SEMESTER I

Core Modules

Code	Module Description
HPCG201	Conflict Resolution Theory
RMS201	Introduction Research Methods and Statistics

HPCG203	Gender, Conflict and Development
HPCG214	Humanitarian and Refugee Studies

Optional Modules

A student may choose any two (2) module from the following:

Code	Module Description
HPCG204	Governance and Politics in Africa
HPCG205	Leadership, Theory and Practice
HPCG212	Institutions and Conflict Transformation
HPCG112	African Political Systems

LEVEL II SEMESTER II

Core Modules

Code	Module Description
HPCG210	Security Studies
HANTH207	State Identity and Nationalism
HPCG208	Politics, Governance and Conflicts in Africa
HPCG207	Religion, Conflict and Peacemaking

Optional Modules

A student may choose any two (2) module from the following:

Code	Module Description
HPCG206	Public Administration
HPCG211	Election Management
HPCG213	Comparative Peace Building

LEVEL III

Core Modules

Code	Module Description
HPCG303	Employer's Assessment
HPCG304	Academic Supervisor's Assessment
HPCG305	Student's Report

LEVEL IV SEMESTER I

Core Modules

Code	Module Description
HPCG401	Refugee Management
HPCG402	International Organisations in Peace, Conflict Management and Resolution
HPCG404	Policing and Law Enforcement
HSOC403	Democracy and Human Rights

Optional Modules

A student may choose any two (2) module from the following:

Code	Module Description
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HPCG405	Ethnic Conflicts in Africa
HPCG406	Globalisation, Culture and Conflicts
HPCG407	Humanitarian Aid in War Zones

LEVEL IV SEMESTER II

Core Modules

Code	Module Description
HPCG408	Research Project
HPCG409	Civil Society and Governance
HPCG410	Environmental Politics
HPCG416	Trauma and Peace Building

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HPCG412	Politics of Social Policy
HPCG413	Migration and Cultural Identities
HSOC418	Special Issues in Gender

7. ASSESSMENT

Refer to **Section 6** of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to **Section 8** of the School Regulations.

9. DEGREE CLASSIFICATION AND WEIGHTING

Refer to **Section 11** of the School Regulations.

REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN SOCIAL ANTHROPOLOGY

1. PREAMBLE

- 1.1 These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

This programme, which is a branch of anthropology, provides a perceptive of the intricacies surrounding the diverse social strata of society, the long connectedness of ideological concepts, beliefs, folklore, behavior and structures of social relations typical to the innumerable human groups in the world. This discipline of social anthropology focuses on critically understanding why individuals and communities do and what they do, why others do what they do, and what factors affect these actions. This allows for an analysis of the diversity of cultures, religion, economy, biology, politics, family structure, gender, and ethnicity among the factors. This programme also draws on diverse insights from fields such as sociology, history, political science, environmental, development and gender studies and law in order to make sense of how societies evolve. Some of the key areas covered in this programme include Anthropology, Colonialism and Post; Criminology and Deviance; Anthropology of Religion, Gender and Development; Demographic Anthropology; Cultural rituals, Religion and Symbolism in anthropological Societies; Globalisation; Urbanisation, Development and Social as well as Applied Anthropology and Development Policies.

3. OBJECTIVES

- 3.1 To equip practitioners and students with theoretical and practical knowledge of cultures, advocacy, management and dispute resolution.
- 3.2 To assess the culture in shaping societies and institutions and their role in sustainable development.
- 3.3 To develop students who are relevant to the career demands and challenges of development and governance bodies both locally, regionally and internationally.
- 3.4 To equip students with requisite knowledge and skills that will enable them to provide strategic and meaningful advice on issues relating to culture preservation, management, conflict resolution and good governance globally and locally.
- 3.5 To enable students to gain critical understanding of culture and society and their relationship to issues on development in Africa and globally.

4. CAREER PROSPECTS

Graduates of this programme will find employment or engage in consultancy work in a range of areas. Graduates will have career opportunities in both the public and private sector. This programme will create career opportunities in the area of governance, research, rural and urban development. Institutions that will absorb graduate of this programme include the civil society, academia, NGOs, local government, consultancy, firms and research institutes, political parties, international organizations (UN, SADC, AU) and academic organisations such as universities.

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to Section 4.1 of the School Regulations.

5.2 Special Entry

Refer to Section 4.2 of the School Regulations.

5.3 Mature Entry

Refer to Section 4.3 of the School Regulations.

6. STRUCTURE OF THE PROGRAMME

6.1 Duration

The normal duration of the BSc Honours Degree in Social Anthropology shall be four (4) years.

6.2 Degree Structure

Refer to Section 5 of the School Regulations.

6.3 Work Related Learning

Refer to Section 7 of the School Regulations.

6.4 Modules

LEVEL I SEMESTER I

Core Modules

Code	Module Description
HANTH101	Introduction to Social Anthropology I
HAPC101	Academic and Professional Communication
BHS110	Introduction to Zimbabwean Cultures and Heritage
HSOC101	Introduction to Sociology I
HANTH103	Anthropology, Colonialism and Post Colonialism
HANTH104	Criminology and Deviance
ICCT100	Introduction to Computers and Computer Technologies

LEVEL I SEMESTER II

Core Modules

Code	Module Description
BAC101	African Philosophy and Thought
HANTH106	Social Identity and Socio-Cultural Anthropology
HSOC110	Indigenous Knowledge Systems and Development
HANTH107	Anthropology of Gender and Development
HANTH109	Introduction to Social Anthropology II
HSOC109	Introduction to Sociology II
HANTH110	Human Rights and Anthropology

LEVEL II SEMESTER I

Core Modules

Code	Module Description
HANTH201	Marriage, Family and Kinship
HANTH211	History of Anthropological Thought
RMS101	Introduction to Research Methods and Statistics
HANTH108	Anthropology of Religion

Optional Modules

A student may choose any three (3) modules from the following:

Code	Module Description
HANTH202	Social Organisation and Power
HANTH203	Anthropology of Tourism
HANTH205	Demographic Anthropology
HANTH213	Physical Anthropology

LEVEL II SEMESTER II**Core Modules**

Code	Module Description
HANTH206	Anthropology and Rural Development
HANTH208	Cultural rituals, Religion and Symbolism in anthropological Societies

Optional Modules

A student may choose any four (4) modules from the following:

Code	Module Description
HANTH204	Law, Order and War in Societies
HANTH207	State, Identity and Nationalism
HANTH209	Ecological Anthropology
HANTH210	Multi-Culturalism and Cultural Universalism
HANTH212	Globalisation and Social Anthropology

LEVEL III**Core Modules**

Code	Module Description
HANTH303	Employer's Assessment
HANTH304	Academic Supervisor's Assessment
HANTH305	Student's Report

LEVEL IV SEMESTER I**Core Modules**

Code	Module Description
HANTH401	Social Anthropological Theory I
HANTH402	Urbanisation, Development and Social Anthropology
HANTH404	Cultural Anthropology

Optional Modules

A student may choose any three (3) modules from the following:

Code	Module Description
HANTH405	Ethnicity, Race and Racism
HANTH414	Anthropological Approaches to mass communication
HANTH413	Special issues in Anthropology and Rural Development
HANTH418	Environmental Anthropology

LEVEL IV SEMESTER II

Core Modules

Code	Module Description
HANTH403	Social Anthropological Theory II
HANTH409	Research Project
HANTH410	Anthropology of Organizations and Management
HANTH411	Social Stratification in Anthropological Societies

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HANTH406	Applied Anthropology and Development Policies
HANTH415	Sex, Culture and Society
HANTH417	Political Anthropology

7 ASSESSMENT

Refer to Section 6 of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to Section 8 of the School Regulations.

9. DEGREE CLASSIFICATION AND WEIGHTING

Refer to Section 11 of the School Regulations.

REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN SOCIALECOLOGY

1. PREAMBLE

- 1.1 These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

This programme is a critical social theory that adopts a reconstructive, ecological, communitarian, and ethical approach to society. It locates the roots of the environmental crisis to relations of hierarchy and domination between people. This is an interdisciplinary field that envisions a moral economy that moves beyond scarcity and hierarchy, toward a world that harmonises human communities with the natural world, while celebrating diversity, creativity and freedom. The programme draws on diverse insights from fields such as environmental science, geography, agriculture, history, ecology, political science, sociology, anthropology and law in order to make sense of governance of the environment as well as how and why environmental crisis occur. It therefore, promotes ethical thinking and collective activity grounded in radically democratic ideals. Some of the key areas covered in this programme include Food Security and Agriculture Development; Issues in Sustainable Development; Ecology, Human Rights and Society; Human Health and the Environment; Conflict Management in Natural Resources; Disaster Management and Preparedness; Monitoring and Evaluation among other areas. This programme explores the enduring questions of the origins of war and maintenance of peace, the nature and exercise of power and governance.

3. OBJECTIVES

- 3.1 To analyse the intricate yet complex relationship between human beings and nature.
- 3.2 Students should be able to critique contemporary social, political, and anti-ecological trends.
- 3.3 To develop students who are relevant to the career demands and challenges of environmental governance bodies both locally, regionally and internationally.
- 3.4 To equip students with requisite knowledge and skills that will enable them to provide strategic and meaningful advice on issues relating to environmental management, conflict resolution and good governance globally.

4. CAREER PROSPECTS

Graduates of this programme will find employment in a range of areas. This programme will create career opportunities in the area of environmental management, conflict and governance. Graduates will have career opportunities in both the public and private sector. Institutions that will absorb graduates of this programme include the civil society, academia, NGOs, local government both rural and urban government ministries (Water, Environment, Tourism and Climate Change) consultancy, firms and research institutes, international organizations (UN, SADC, AU) and academic organisations .

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to Section 4.1 of the School Regulations.

5.2 Special Entry

Refer to Section 4.2 of the School Regulations

5.3 Mature Entry

Refer to Section 4.3 of the School Regulations.

6. STRUCTURE OF THE PROGRAMME**6.1 Duration**

The normal duration of the BSc Honours Degree in Social Ecology shall be four (4) years.

6.2 Degree Structure

Refer to Section 5 of the School Regulations.

6.3 Work Related Learning

Refer to Section 7 of the School Regulations

6.4 Modules**LEVEL I SEMESTER I****Core Modules**

Code	Module Description
HSEC101	Introduction to Social Ecology 1
HAPC101	Academic and Professional Communication
BHS110	Introduction to Zimbabwean Cultures and Heritage
HSOC101	Introduction to Sociology 1
HSEC103	Human Society and Ecology
HSEC106	Food Security and Agriculture Development
HSEC 107	Introduction to the Physical World

LEVEL I SEMESTER II**Core Modules**

Code	Module Description
BAC101	African Philosophy and Thought
HSEC102	Introduction to Social Ecology II
HSEC104	Gender and Environmental Politics
HSEC105	Introduction to Environment and Development
HSEC 108	Rural livelihoods
HSOC109	Introduction to Sociology II
ICCT100	Introduction to Computers and Computer Technologies

LEVEL II SEMESTER I**Core Modules**

Code	Module Description
HSEC216	Ecological Analysis
HSEC206	Issues in Sustainable Development
HSEC217	Environmental Impact Assessment
RMS101	Introduction to Research Methods and Statistics
HSOC108	Sexuality, HIV and AIDS

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HSEC202	Community Based Natural Resources Management
HSEC203	Cultural Ecology
HSEC213	Ecology, Human Rights and Society

LEVEL II SEMESTER II

Core Modules

Code	Module Description
HSEC208	Institutions in Natural Resources Management
HSEC210	Environmental Communication
HSEC211	Tourism, Recreation and Heritage
HSEC214	Environmental Planning and Management

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HSEC209	Urban and Natural Ecosystems
HSEC212	Human Health and the Environment
HSEC215	Energy Issues in Developing Countries

LEVEL III

Core Modules

Code	Module Description
HSEC303	Employer's Assessment
HSEC304	Academic Supervisor's Assessment
HSEC305	Student's Report

LEVEL IV SEMESTER I

Core Modules

Code	Module Description
HSEC403	Conflict Management in Natural Resources
HSEC402	Principles of Environmental Management and Law
HSEC410	Ecological Economics
HSEC416	Agroforestry

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HSEC407	Climate Change

HSEC406	Globalisation, Politics and the Environment
HSEC408	Demography and the Environment

LEVEL IV SEMESTER II

Core Modules

Code	Module Description
HSEC404	Disaster Management and Preparedness
HSEC405	Environmental Management and Protection
HSEC409	Research Project
HSEC417	Monitoring and Evaluation

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HSEC411	Industrial Ecology
HSEC418	Water Resources Management
HSEC414	Special Issues in Rural Livelihoods

7 ASSESSMENT

Refer to Section 6 of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to Section 8 of the School Regulations.

9. DEGREE CLASSIFICATION AND WEIGHTING

Refer to Section 11 of the School Regulations.

REGULATIONS FOR THE BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN SOCIOLOGY

1. PREAMBLE

- 1.1 These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programmes which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

This programme provides a perceptive of the intricacies surrounding studying of individuals in relation to the society. This programme provides students with a greater understanding of how individuals and groups interact at the local, national and global level. Some of the key areas covered in this programme include Globalisation and Identity; Sexuality, HIV and AIDS; Democracy and Human Rights; Indigenous Knowledge Systems and Development; Sociology of Organisations; Sociology of Crime and Deviance; Class and Stratification; and Social Policy and Administration. The programme, therefore, assists in building skills and knowledge to students in solving social and international problems, giving a better perspective into crime, institutional roles and in the understanding and planning of society.

3. OBJECTIVES

- 3.1 To equip practitioners and students with theoretical and practical knowledge of societies, advocacy and dispute resolution.
- 3.2 To develop students' critical thinking skills relevant to the career demands and challenges of human resources, development and governance bodies both in private and government sectors, locally, regionally and internationally.
- 3.4 To equip students with requisite knowledge and skills that will enable them to provide strategic and meaningful advice on issues relating to human resource management, conflict resolution and good governance globally.
- 3.5 To enable students to gain critical understanding of society and their relationship to issues on development in Africa and globally.

3. CAREER PROSPECTS

Graduates of this programme will find employment or engage in consultancy work in a range of areas. Graduates will have career opportunities in both the public and private sector. This programme will create career opportunities in the area of human resources, business management, assessment, social work, governance, research, rural and urban development. Institutions that will absorb graduates of this programme include the civil society, academia, NGOs, local government, consultancy, firms and research institutes, political parties, international organizations (UN, SADC, AU) and academic organisations such as universities.

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to Section 4.1 of the School Regulations.

5.2 Special Entry

Refer to Section 4.2 of the School Regulations.

5.3 Mature Entry

Refer to Section 4.3 of the School Regulations.

6. STRUCTURE OF THE PROGRAMME

6.1 Duration

The normal duration of the BSc Honours Degree in Sociology shall be four (4) years.

6.2 Degree Structure

Refer to Section 5 of the School Regulations.

6.3 Work Related Learning

Refer to section 7 of the School Regulations

6.4 Modules

LEVEL I SEMESTER I

Core Modules

Code	Module Description
HSOC101	Introduction to Sociology I
HAPC101	Academic and Professional Communication
BHS110	Introduction to Zimbabwean Cultures and Heritage
HANTH101	Introduction to Social Anthropology I
HPSY101	Introduction to Psychology I
HSOC104	Sociology of Identity and Change
HSOC105	Globalisation and Identity

LEVEL I SEMESTER II

Core Modules

Code	Module Description
BAC101	African Philosophy and Thought
HPSY105	Introduction to Psychology II
HSOC108	Sexuality, HIV and AIDS
HANTH109	Introduction to Social Anthropology II
HSOC109	Introduction to Sociology II
HSOC111	Democracy and Human Rights
ICCT100	Introduction to Computers and Computer Technologies

LEVEL II SEMESTER I

Core Modules

Code	Module Description
HSOC201	Sociology of Organisations
HSOC203	Sociology of Development
RMS101	Introduction to Research Methods and Statistics
HSOC110	Indigenous Knowledge Systems and Development

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HSOC205	Urban Sociology
HSOC202	Sociology of Rural Development
HSOC207	Sociology of Crime and Deviance
HSOC215	Comparative Health Systems
HSOC213	Sociology of Education

LEVEL II SEMESTER II

Core Modules

Code	Module Description
HSOC204	History of Sociological Thought and Social Ideas
HSOC208	Sociology of Tourism and Heritage Studies
HSOC211	Sociology of the Family

Optional Modules

A student may choose any three (3) modules from the following:

Code	Module Description
HSOC216	Class and Stratification
HSOC210	Sociology of Mass Communication
HSOC212	Sociology of Religion
HSOC214	Sociology of Sport, Leisure and Recreation

LEVEL III

Core Modules

Code	Module Description
HSOC303	Employer's Assessment
HSOC304	Academic Supervisor's Assessment
HSOC305	Student's Report

LEVEL IV SEMESTER I

Core Modules

Code	Module Description
HSOC401	Social Theory I
HSOC402	Gender Studies
HSOC407	Social Policy and Administration
HSOC420	Comparative Cultural Studies

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HSOC414	Special Issues in Organisations
HSOC413	Migration Studies
HSOC408	Labour Studies

LEVEL IV SEMESTER II

Core Modules

Code	Module Description
HSOC417	Social Theory II
HSOC410	Sociology of Work and Industrial Relations
HSOC409	Research Project

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
HSOC405	Sociology of Environment
HSOC422	Topical Issues in Gender
HSOC423	Economy, Society and Governance
HSOC424	Special Issues in Rural Livelihoods

7 ASSESSMENT

Refer to Section 6 of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to Section 8 of the School Regulations.

9. DEGREE CLASSIFICATION AND WEIGHTING

Refer to Section 11 of the School Regulations.

NEHANDA CENTRE FOR GENDER AND CULTURAL STUDIES

REGULATIONS FOR BACHELOR OF SCIENCE HONOURS (BSc HONS) DEGREE IN GENDER AND SOCIAL ANTHROPOLOGY

1.0 PREAMBLE

- 1.1 These regulations should be read in conjunction with the School Regulations and General Academic Regulations for Undergraduate Degree Programme hereinafter referred to as General Regulations, which take precedence over Departmental Regulations.

2.0 GENERAL DESCRIPTION OF THE PROGRAMME

The programme is intended for students interested in critical examination of common assumptions about gender, culture and identities. The programme aims to equip students with a comprehensive understanding of anthropological theories and their contribution to the understanding of Gender issues. The programme will cover the evolution of gender and development issues over time. Case studies on gender and development from different continents are presented to enable students to deepen their understanding of the scope and importance of contemporary gender issues. The programme also includes elements of practical application of acquired knowledge to contemporary development challenges from a gender and anthropological perspective.

3.0 OBJECTIVES

- To interrogate the existing gender relations and disparities in different societies.
- To analyse feminist and anthropological theories and conceptualisations of gender issues.
- To develop intellectual, technical skills and competencies relevant to development needs across all sectors.
- To gain understanding of research methodologies and approaches that facilitate social activism, social transformation and policy changes.

4.0 CAREER PROSPECTS

The Gender and Social Anthropology curriculum prepares students for a wide range of careers. Students who undertake this programme gain valuable skills in research and analysis, critical thinking, writing and public speaking, creative problem solving, leadership, conflict resolution and team building. They will also find highly valuable careers in Africa and beyond in areas such as humanitarian work, policy making, counselling, administration, academia, government and non-governmental organisations.

5. ENTRY REQUIREMENTS

5.1 Normal Entry

Refer to section 4.1 of the School regulations.

5.2 Special Entry

Refer to section 4.2 of the School regulations.

5.3 Mature Entry

Refer to Section 4.3 of the School Regulations.

6. STRUCTURE OF THE PROGRAMME

6.1 Duration

The normal duration of the BSc Honours Degree in Gender and Social Anthropology shall be four (4) years.

6.2 Degree Structure

Refer to **section 5** of the School Regulations.

6.3 Work Related Learning

Refer to **section 7** of the School Regulations.

6.4 Modules

LEVEL I SEMESTER 1

Code	Module Description
HGSA 101	Introduction to Gender Studies
HAPC 101	Academic and Professional Communication
HANTH 101	Introduction to Social Anthropology I
HPSY101	Introduction to Psychology
ICCT 100	Introduction to Computers and Computer Technology
HSOC 105	Globalisation and Identity
BHS 110	Introduction to Zimbabwean Culture and Heritage

LEVEL I SEMESTER II

Code	Module Description
BAC 101	African Philosophy and Thought
HGSA 103	Feminist Theories: Historic and Contemporary debates
HSOC 108	Sexuality, HIV and AIDS
HGSA 106	Gender and Development
HGSA 102	Psychology of Women and Gender
HGSA 104	Gender and Social Stratification
HGSA 105	Social Anthropology and Development

LEVEL II SEMESTER 1

Code	Module Description
HGSA 201	African Constructions of Childhood
HANTH 202	Social Organisation and Power
HANTH 205	Demographic Anthropology
RMS 201	Introduction to Research Methods and Statistics
HANTH 201	Marriage, Family and Kinship
HGSA 202	Gender and Education

LEVEL II SEMESTER II

Code	Module Description
HANTH 207	State, Identity and Nationalism
HGSA 203	Gender, Agriculture and Environment
HGSA 206	Anthropology, Religion and Symbolism
HGSA 204	Gender and Economy
HGSA 205	Gender, Entrepreneurship and Leadership
HSOC 208	Sociology of Tourism and Heritage Studies

LEVEL III

Code	Module Description
HGSA 303	Employer's Assessment
HGSA 304	Academic Supervisor's Assessment
HGSA 305	Student's Report

LEVEL IV SEMESTER I

Code	Module Description
HGSA 401	Gender, Human Rights and Law
HGSA 402	Gender Analysis and Development Practices
HGSA 403	Popular Culture and Body Politics
HANTH 404	Cultural Anthropology
HGSA 404	Gender and Politics
HSOC 413	Migration Studies

LEVEL IV SEMESTER II

Code	Module Description
HGSA 405	Gender, Peace and Security
HANTH 415	Sex, Culture and Society
HGSA 406	Gender, Responsive Planning, Budgeting and Auditing
HGSA 407	Social Policy and Administration
HGSA 408	Research Project

7. ASSESSMENT

Refer to **Section 6** of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to **Section 8** of the School Regulations.

9. DEGREE CLASSIFICATION AND WEIGHTING

Refer to **Section 11** of the School Regulations.

SCHOOL REGULATIONS FOR TAUGHT MASTER OF SCIENCE (MSC) DEGREES

1.0 PREAMBLE

These regulations shall be read in conjunction with the Great Zimbabwe University's General Academic Regulations for Taught Masters Degrees and postgraduate Diplomas, hereinafter referred to as General Regulations, which shall have precedence over School Regulations.

2.0 DEFINITION OF TERMS

Refer to **Section 1.7** of the General Academic Regulations for Taught Masters Degrees.

3.0 PROGRAMMES

Refer to **Section 2** of the General Regulations .

4.0 ENTRY REQUIREMENTS

Refer to **Section 3** of the General Regulations .

5.0 STRUCTURE OF THE TAUGHT MASTERS DEGREE PROGRAMMES

- 5.1 A Masters programme shall run for at least three (3) semesters.
- 5.2 Programme modules shall be divided into semesters.
- 5.3 The programme shall consist of a minimum of twelve (12) modules including a dissertation equivalent to two (2) modules.
- 5.4 The dissertation shall be subject to submission for marking one (1) month before the start of formal examinations of the final semester.
- 5.5 Students shall be required to take five (5) modules in Semester I, five (5) modules in Semester II and a dissertation in the Final Semester.
- 5.6 Programmes shall have compulsory and optional modules.

6.0 ASSESSMENT

- 6.1 Candidates shall be assessed on the basis of their performance in continuous assessment, formal examinations, practicum/internship and research components where applicable.
- 6.2 Examinations for modules shall be taken at the end of each semester.
- 6.3 To be admitted into the examination, a candidate shall have fulfilled continuous assessment requirements.
- 6.4 The examinations may require a candidate to attend a *viva voce* examination and/or write a special examination.
- 6.5 The continuous assessment and examination components shall comprise 30% and 70% for each module respectively.

7.0 PROVISIONS FOR PROGRESSION

Refer to **Section 8** of the General Regulations postgraduate Diplomas

8.0 FAILURE TO SATISFY EXAMINERS

Refer to **Section 9** of the General Regulations.

9.0 AWARD OF THE MASTER OF SCIENCE DEGREE

To be awarded a Master of Science, a candidate must have passed ten (10) modules and a dissertation equivalent to two (2) modules.

10.0 MASTER OF SCIENCE DEGREE GRADING AND CLASSIFICATION

Refer to **Section 5** of the General Academic Regulations for Taught Masters Degrees and Postgraduate Diplomas.

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

REGULATIONS FOR THE MASTER OF SCIENCE (MSC) DEGREE IN HUMAN RESOURCE MANAGEMENT

1. PREAMBLE

These regulations shall be read in conjunction with the School Regulations for taught Masters Degree Programmes and General Regulations for Taught Masters Degree and Postgraduate Diplomas which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

The programme covers human resources principles and practices that are significant for the human resources function to contribute meaningfully to an organisation's strategic direction. The core elements of the programme encompass strategic human resources management, reward management, employee resourcing, leadership and organisation behaviour, human resource information system and managing organisational change. These are among the core competencies that are required of a human resources practitioner. The programme also covers key functions of a business such as marketing, business law, managerial accounting, and operations management, to which the human resources function is obligated to provide an effective support service.

3. OBJECTIVES

- 3.1 To enhance efficiency and effectiveness in the execution of human resource functions.
- 3.2 To provide 21st century managers with the knowledge and skills to coordinate human resource functions in private and public sector organizational settings.
- 3.3 To prepare human resource managers with skills to take on a more strategic role in organisations.

4. CAREER PROSPECTS

- 4.1 Human Resource/Organisational Development Practitioners
- 4.2 Recruitment officers
- 4.3 Compensation Administrators
- 4.4 Human Resource Managers
- 4.5 Human Resource Directors
- 4.6 Academics
- 4.7 Labour/HR Consultants

5. ENTRY REQUIREMENTS

Refer to **Section 4** of the School Regulations for Taught Masters Degrees.

6. STRUCTURE OF THE DEGREE PROGRAMME

Refer to **Section 5** of the School Regulations for Taught Masters Degrees.

MODULES

LEVEL I SEMESTER I

Core Modules

Code	Module Description
MHRM501	Human Resource Information Systems
MHRM502	Strategic Human Resource Development
MHRM503	Advanced Labour Relations and Collective Bargaining
MHRM504	Organisational Theory

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
HRM505	Financial Management and Policy
MHRM507	Operations Management

LEVEL I SEMESTER II**Core Modules**

Code	Module Description
MHRM508	Strategic Human Resource Management
MHRM509	Reward Management
MHRM510	Advanced Research Methods and Statistics
MHRM511	Managing Organisational Change

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
MHRM512	Managerial Accounting
MHRM513	Managerial Economics

LEVEL II SEMESTER I**Core Modules**

Code	Module Description
MHRM514	Dissertation

7. ASSESSMENT

- 7.1 For general assessment, refer to **Section 6** of the School Regulations.
- 7.2 A dissertation shall be submitted to the department in accordance with **Section 5.4** of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to **Section 7** of the School Regulations.

9. GRADING AND CLASSIFICATION OF THE DEGREE

Refer to **Section 10** of the School Regulations.

DEPARTMENT OF PSYCHOLOGY

REGULATIONS FOR THE MASTER OF SCIENCE (MSc) DEGREE IN COUNSELLING PSYCHOLOGY

1. PREAMBLE

These regulations shall be read in conjunction with the School Regulations for taught Masters Degree Programmes and General Regulations for Taught Masters Degrees and Diplomas which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

The MSc Counselling Psychology is an advanced psychology programme which seeks to advance knowledge in counselling for students who have majored in psychology or counselling. The programme provides a practical and realistic approach to the field of counselling with a particular focus on internship. The modules offered include psychopathology and therapy, postmodern counselling approaches, ethical issues in counselling and community psychology.

3. OBJECTIVES

- 3.1 To provide specialised training in counselling processes and interventions relevant to individuals, couples, families, parent-infant relationships, children, and groups.
- 3.2 To assist clients facing challenging or prolonged difficulties, such as bereavement, intimacy issues, relationship breakdown, transition to parenthood, attachment issues, sexual abuse, adjustment to step-parenting, sexual assault, or involuntary redundancy.
- 3.3 To provide psychological assessment and diagnosis, counselling and psychotherapeutic services to individuals, couples, families, children, and groups. Counselling psychologists are trained to work with a wide range of psychological difficulties and mental health disorders.
- 3.4 To evaluate and monitor the quality of helping services provided by counsellors and counselling service units.
- 3.5 To impart specialised psychological skills and knowledge to normal and or clinical populations, and promote reflection upon life experiences, depth of self-understanding, and therapeutic experiences in the service of the client.

4. CAREER PROSPECTS

- 4.1 Students may work in a variety of settings such as health institutions, social work, education and private practice.
- 4.2 Networking with other government organisations such as The Ministry of Justice, police, defense and non-governmental organisations

5. ENTRY REQUIREMENTS

Refer to **Section 4** of the School Regulations for Taught Masters Degrees.

6. STRUCTURE OF THE DEGREE PROGRAMME

Refer to **Section 5** of the School Regulations for Taught Masters Degrees.

MODULES

LEVEL I SEMESTER I

Core Modules

Code	Module Description
MSA501	Culture and Heritage Studies

MCP501	Psychopathology
MCP502	Psychometrics
MCP503	Research Methods and Statistics

Optional Modules

A student may choose any one (1) modules from the following:

Code	Module Description
MCP504	Ethical Issues in Counselling
MCP513	Psychotherapy Skills

LEVEL I SEMESTER II

Core Modules

Code	Module Description
MCP505	Cross- Cultural Counselling
MCP506	Systemic Counselling
MCP509	Internship I

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
MCP507	Community Psychology and Development
MCP508	Post Modern Counselling Approaches.
MCP514	Group Psychotherapy

LEVEL II SEMESTER I

Core Modules

Code	Module Description
MCP512	Dissertation
MCP510	Internship II

7. ASSESSMENT

- 7.1 For general assessment, refer to **Section 6** of the School Regulations.
- 7.2 Internship I and II are assessed through a continuous practical assessment.
- 7.3 A dissertation shall be submitted to the department in accordance with **Section 5.4** of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to **Section 7** of the School Regulations.

9. GRADING AND CLASSIFICATION OF THE DEGREE

Refer to **Section 10** of the School Regulations.

DEPARTMENT OF SOCIOLOGY AND SOCIAL ANTHROPOLOGY

REGULATIONS FOR THE MASTER OF SCIENCES (MSC) DEGREE IN DEMOGRAPHY AND POPULATION STUDIES

1. PREAMBLE

These regulations shall be read in conjunction with the School Regulations for taught Masters Degree Programmes and General Regulations for Taught Masters Degrees and Postgraduate Diplomas which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

This programme grapples with multiplicity of ways in which human populations change and explores the causes and consequences of that change. The programme covers extensive areas that include demographic techniques, population and development, mortality and epidemiology, demography and globalization among other areas. This multi-disciplinary programme cooperates theoretical and substantive case material which is important in understanding and comprehending the broader range of social and demographic dynamics. Essential to this programme is the study of demographic behavior of people in terms of life events such as birth, marriage, divorce, health, migration and death. This programme focuses on these demographic events in detail showing how these are influenced by the hysterical, economic, societal, cultural and medical factors.

3. OBJECTIVES

- 3.1 To equip practitioners in demography and population studies with population dynamics.
- 3.2 To assist practitioners with disaster management techniques to avert catastrophic situations.

4. CAREER PROSPECTS

Demography and population studies prepares graduates for excellent careers in a variety of areas such as civil society, government ministries, NGOs, research organisations, local and international organisations, academia and many other areas.

5. ENTRY REQUIREMENTS

Refer to **Section 4** of the School Regulations for Taught Masters Degrees.

6. STRUCTURE OF THE DEGREE PROGRAMME

Refer to **Section 5** of the School Regulations for Taught Masters Degrees.

MODULES

LEVEL I SEMESTER I

Core Modules

Code	Module Description
MDPS 501	Demographic Techniques I
MDPS 512	Comparative Demography
MDPS 514	Issues in Qualitative Research

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
MDPS 502	Population and Development

MDPS 503	Medical Anthropology and Demography
MDPS 504	Issues in forced Migration
MDPS 505	Topical Issues in Demographic Anthropology

LEVEL I SEMESTER II

Core Modules

Code	Module Description
MDPS 506	Demographic Techniques II
MDPS 507	Quantitative Techniques and Statistics
MDPS 508	Mortality and Health Transition

Optional Modules

A student may choose any two (2) modules from the following:

Code	Module Description
MDPS 509	Demography and Environmental Issues
MDPS 510	Gender and Migration
MDPS 511	Demography and Globalization

LEVEL II SEMESTER I

Core Modules

Code	Module Description
MDPS 513	Dissertation

7. ASSESSMENT

- 7.1 For general assessment, refer to **Section 6** of the School Regulations.
- 7.2 A dissertation shall be submitted to the department in accordance with **Section 5.4** of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to **Section 7** of the School Regulations.

9. GRADING AND CLASSIFICATION OF THE DEGREE

Refer to **Section 10** of the School Regulations.

REGULATIONS FOR MASTER OF SCIENCE (MSc) DEGREE IN GENDER AND POLICY STUDIES

1. PREAMBLE

These regulations shall be read in conjunction with the School Regulations for taught Masters Degree Programmes and General Regulations for Taught Masters Degree and Postgraduate Diplomas which have precedence over Departmental Regulations.

2. GENERAL DESCRIPTION OF THE PROGRAMME

This dynamic programme emphasises the interdisciplinary basis of women and gender studies in relation to policy issues, its community linkage and its grounding in the feminist theory and methodology. The programme will expose students to a rigorous exploration of cross cutting issues relating to gender and policy issues such as feminist perspectives, gender in relation to policy, war peace, literature and culture. It also interrogates gender in the following fields, research, social change, religion, human rights, social justice, migration, environment, family and care giving.

3. OBJECTIVES

- 1.1 To interrogate the gender imbalances which have exacerbated underdevelopment.
- 1.2 To assess the epistemology and gender research methodologies as critical issues arising from Third World Feminist Thought.
- 1.3 To mainstream gender, cultural ideas and practices in policy formulation.
- 1.4 To equipping practitioners with the capacity to come up with poverty alleviation oriented strategies and interventions.

4. CAREER PROSPECTS

This is an advanced degree programme in Gender, Policy and Culture. Therefore, graduates will bring valuable theoretical and practical experience in Public Administration, Advocacy, Public Policy in areas such as Education, Health, Law, Religion and other related areas. The programme shall specifically focus on professionals and para-professionals engaged in a variety of the aforementioned specializations with bias on gender, culture and policy issues. For candidates who wish to do doctoral studies, the Masters programme will give them the basis for research in Gender and Women's issues as well as Culture and Heritage.

5. ENTRY REQUIREMENTS

Refer to **Section 4** of the School Regulations for Taught Masters Degrees.

6. STRUCTURE OF THE DEGREE PROGRAMME

Refer to **Section 5** of the School Regulations for Taught Masters Degrees.

MODULES

LEVEL I SEMESTER I

Core Modules

Code	Module Description
MGPS 501	Epistemological Issues in Gender
MGPS 502	Qualitative Research Methods and Statistics
MGPS 503	Gender and Environmental Policy
MGPS 504	Sexuality, Culture and Society

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
MGPS 505	Gender and Migration
MGPS 506	Gender, Politics and Governance

LEVEL I SEMESTER II

Core Modules

Code	Module Description
MGPS 507	Gender and Community Development
MGPS 508	Gender Policy and Planning in Africa
MGPS 509	Gender and Development
MGPS 510	Gender and Conflict in Africa

Optional Modules

A student may choose any one (1) module from the following:

Code	Module Description
MGPS 511	Gender and Disaster Management
MGPS 512	Power and Gender in Organisations

LEVEL II SEMESTER I

Core Modules

Code	Module Description
MGPS 513	Dissertation

7. ASSESSMENT

- 7.1 For general assessment, refer to **Section 6** of the School Regulations.
- 7.2 A dissertation shall be submitted to the department in accordance with **Section 5.4** of the School Regulations.

8. PROVISIONS FOR PROGRESSION

Refer to **Section 7** of the School Regulations.

9. GRADING AND CLASSIFICATION OF THE DEGREE

Refer to **Section 10** of the School Regulations.

MODULE SYNOPSES

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN HUMAN RESOURCE MANAGEMENT

HHRM101 HUMAN RESOURCE MANAGEMENT I

This module serves as an introductory course to the discipline of Human Resource Management (HRM) and lays the foundation for further in-depth study of the discipline. Upon completion of this course, the student will be able to discuss key historical events related to the field of HRM. Students will also be in a position to discuss the major challenges facing the HRM phenomenon. It is in the interest of this module to enable students' appreciation of the current thinking and developments in the field of HRM. Students would be in a position to identify and discuss the major disciplines of HRM. The module will help in fostering an understanding of a work environment which facilitates high employee performance.

HIR 101 INDUSTRIAL RELATIONS I

The course industrial relations provide students with an understanding of the relationship that exist among various players in the running of business organisations. It helps students understand, appreciate and manage the complexities and challenges associated with working in modern organisations. The course therefore aims to assist learners develop a wide range of knowledge in industrial relations so as to enhance organisational effectiveness and to familiarise learners to various schools of thought in industrial relations.

HPSY101 INTRODUCTION TO PSYCHOLOGY 1

This module will provide students with a broad introduction to the field of psychology. This preliminary survey of psychology should acquaint students with the major concepts and terminology of the discipline and give students a better understanding of themselves and others. This module is aimed to provide first year students with a good foundation in psychology.

HPSY102 SOCIAL PSYCHOLOGY I

The module gives a basic understanding of the core topics in social psychology. These cover how we present ourselves and others, social influence, cooperation and group functioning, prejudice, discrimination and conflicts, friendship and attraction, pro-social behaviour and aggression. The course aims students to acquire an in-depth understanding and to critically reflect upon how people think and function as social beings, individually, in small groups and in society in general.

HIR102 INDUSTRIAL RELATIONS II

The module aims to introduce students to the theories, philosophies and practices underpinning the concept Industrial Relations. Fundamentally, the module demonstrates the importance of the Industrial Relations in achieving business success in the contemporary business environment. In this regard, Industrial relations emerges to be the most important source of competitive advantage away from traditional management thinking which regarded the importance of the Industrial relations as secondary to other organizational resources.

HIR103 THEORIES OF WORK ORGANISATIONS

The module intends to make students appreciate the various theories that are useful in work organisations. These theories include leadership theories, motivational theories, learning theories, organisational

theories, among others.

HHRM103 HUMAN RESOURCE MANAGEMENT II

The module aims to give students a practical understanding of the role of Human Resource Management in contributing to the long term performance and vitality of organisations. Students will learn the concepts of talent management, knowledge management, human resource development and performance management. The module provides the defining features, enabling or facilitating conditions and theoretical models of the concepts.

HHRM105 PRINCIPLES OF MANAGEMENT

The course enables students to develop short and long range plans to effectively accomplish organizational goals. Through the use of terminology, exercises and case studies, students will be able to give a critical appraisal of real life situations involving organizing, staffing and motivating others. The students will also learn tools to aid in problem solving, valuing diversity and coping with change.

The principles learned in this course will allow the student to effectively work with and through others in an organization. The principles are relevant to any type of organization or group, empowering the student to lead others, negotiate, embrace change and better understand the role of business in society.

HPSY105 INTRODUCTION TO PSYCHOLOGY II

Introduction to Psychology 2 is a follow up to Introduction to Psychology 1. The main aim is to assist students to grasp basic concepts in Psychology. The course will cover major theories and concepts in Motivation, Emotion, Memory, States of Consciousness, Stress and Coping and Cognition.

HHRM106 PUBLIC RELATIONS

The purpose of this module is to provide learners with knowledge of the theory and practice of public relations and to enable them to plan the execution of public relations campaigns. Students will also gain skills to understand media relations, analyse public relations problems as well as distinguish between public relations practice in business, governments and non-profit organisations.

HPSY103 SOCIAL PSYCHOLOGY II

Social psychology is the scientific study of how people's thinking, feeling and behaviour are influenced by other people. Major theoretical perspectives in social psychology cover the socio-cultural, the evolutionary, social learning and the social cognitive, and these perspectives are used in describing and explaining social behaviour. This is an in-depth knowledge module in social psychology emphasizing social cognition perspective. Relevant subjects include social judgement, inferences and decisions, attitude formation and social influence. Social Psychology is the scientific study of how people's thoughts, feelings and behaviours are influenced by the actual, imagined or implied presence of others. The study of Social Psychology gives the student an important background as they prepare to take on advanced module in psychology and social sciences in general. This module is an extension of Social Psychology 1 offered during the first semester.

HHRM201 PERSONNEL MANAGEMENT

The course is an in-depth study of the purposes, principles, and techniques of personnel management. Emphasis is on areas inclusive of policies, organizational structure, recruitment, selection, compensation, and other areas related to an effective personnel organization. The success of any Organisation depends on Human Capital, and in today's fiercely competitive business world it is those in the personnel department – the people behind the people – who make all the difference

HHRM202 ORGANISATIONAL BEHAVIOUR

The field of Organizational Behaviour (OB) is about understanding how people and groups in organizations behave, react, and interpret events. It also describes the role of organizational systems, structures, and processes in shaping behaviour, and explains how organizations really work. Drawing from fields including management, anthropology, sociology, information technology, ethics, economics, and psychology, OB provides a foundation for the effective management of people in organizations. Because it explains how organizations work from individual motivation to team dynamics to organizational structure, knowing about OB is essential to being effective at all organizational levels. Effective management of human resources within organisations requires an understanding of various behaviours and processes. Managers need to know why people behave as they do in relation to their jobs, their work groups and their organisations. This knowledge of individuals' perceptions, motivational attitudes and behaviour will enable managers to not only understand themselves better but also to adopt appropriate managerial policies and leadership styles to increase their effectiveness.

HIR202 LABOUR ECONOMICS

The module examines the labour market paying particular attention to the demand and supply of labour, wage and employment determination and ways of improving labour productivity. It is also concerned about unemployment and the influence of trade unions in the labour market.

HPSY202 PERSONALITY AND CULTURE

This module discusses the concept of personality, and gives an introductory knowledge of the main theories, methods and research findings. It aims to give students a basic understanding of concepts used in the Psychology of Personality, and the three main questions in these fields: What is personality? What factors form the personality? What role does personality play in behaviour and functioning? It also covers the major theoretical approaches to the study of human personality and encourages an evaluation of these approaches in the light of relevant empirical research and a module in psychological statistics is useful but not required.

HHRM203 MANAGING CHANGE

The primary aim of this module is to introduce undergraduate students to the principles and practices of effective change management in relation to complexities of organisational life. It will take both a theoretical and practical approach in an attempt to meet both the academic and applied needs of the student. Students are introduced to organisational transformation and change. The module also seeks to increase the students' knowledge of the theoretical frameworks for implementing change. It is also in the interest of this module to provide an insight in the change process and explain management's role in driving organisational change.

HIR203 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

This course intends to provide students with a basic understanding of the legal rules governing aspects relating to workplace safety and health in as far as these impact upon the workplace. Students will have to appreciate the importance of safe working environments.

HIR204 LABOUR LAW

The labour law course aims to give Industrial Relations and Human Resource Management students legal knowledge and skills in an industrial relations environment that is increasingly becoming technical legalistic. It aims to provide students with a solid grounding in labour and also to understand the legal framework within which Zimbabwe labour law operates. It helps students acquire an advanced knowledge of all the relevant areas of labour law that are vitally important to the effective conduct of industrial relations in the workplace. Through case studies, practical exercises and lectures, students are taught greater skills in problem prevention, problem solving and policy formulation.

ICCT100 INTRODUCTION TO COMPUTERS AND COMPUTER TECHNOLOGIES

Integrated study of descriptive research methods and corresponding statistical concepts. Topics include ethical considerations, observational and survey research techniques, graphing, central tendency and variability, correlation and linear regression. Students participate in data collection, data analysis and interpretation by means of the Statistical Package for the Social Sciences (SPSS).

HHRM205 REWARD MANAGEMENT

The course Reward Management provides learners with a solid background and development of compensation systems in Zimbabwe and surrounding countries. It assists students to have a better understanding and acknowledgement of the basic theories and approaches underlying pay systems. The course therefore aims to provide learners with the information pertaining to the role played by the various stakeholders in Reward Management. It also intends to help students identify the contemporary issues in direct and indirect compensation.

HHRM206 TRAINING AND DEVELOPMENT

Training and Development provides students with a strong base on issues pertaining to Training and Development in Zimbabwe and in other countries. Thus the theories and concepts of Training and Development are explored in some detail. The aim of the module is for students to gain a firm foundation in the field of Training and Development.

HIR206 LEADERSHIP, GROUP DYNAMICS AND TEAM BUILDING

The course Leadership Group Dynamics and Team Building equips learners with an insight into the dynamics of interpersonal relationship within various organizations. The area of leadership seeks to address how the context in which the organization operates largely influences the approach adopted by the leadership towards subordinates. Leader- subordinate relationships are to be looked as the cornerstone of organizational success. Group dynamics and team building pay particular attention to the utility and shortfalls in group team working. An important consideration is how the behaviour of each group member is influenced and subsequently influences perceptions of and performance within the organization.

HPSY206 PSYCHOLOGY OF LEARNING

This module will present the major theories of learning and discuss their basic tenets. Learning is the relatively permanent change in behaviour that results from experience. The theories that will be covered range from classical conditioning to the cognitive approaches to learning including social learning theory. These theories form the backbone of the whole field of psychology and they are always discussed under different themes. This module will among other things equip the student with basic techniques to be better trainers or instructors.

HPSY207 PSYCHOBIOLOGY

The introduction module deals with the biological foundation of human behaviour and perception, both at the neuronal and system level. The scientific content includes, in addition to principles characterizing brain structure and function, sensation/ perception, motivation, emotion, memory, language, sleep, dreaming and mental illness. The module also contains an introduction to research methods used in the field.

HHRM209 BUSINESS LAW

The course is designed to introduce the students to general principles of law and business law in particular. The course will enable students to make sound business decisions which facilitates commercial transactions and promotes order in the economy. The practical application of the rules in the legal system will be discussed. Analytical problem solving and ethical decision making will be critically analysed.

HPSY210 CHILD DEVELOPMENT AND CULTURE

The module presents basic knowledge and theory about different aspects of human development through childhood. It consists of a theoretical component intended to introduce students to the concepts and principles in child development. At the end of this course students should be able to define child development concepts, understand the historical forces that have shaped development, discuss critically the applicability of development theory in African setting and engage and understand growth process from neonate to middle childhood.

HPSY211 ADOLESCENCE AND ADULTHOOD

This module familiarises students with the continued developmental concepts and theories in adolescence and adulthood and with a special focus on applicability to the African cultural contexts. From the areas treated are storm and distress in adolescence, choosing partners, midlife crisis, friendship relations and death and dying.

HHRM301 EMPLOYER'S ASSESSMENT

The Practice will be linked to a company in which students can practice their knowledge in work and organisational psychology. The assignment can be anything from a work environment survey, observation, interviewing, literature review and presentation, to be a change agent, or help in personnel / HR departments, etc.

HHRM302 ACADEMIC SUPERVISOR'S ASSESSMENT

Students will be assessed by the Academic Supervisor who produces a written report and this report should be quality assured by the head of the department. The overall assessment by the department will contribute to the student work related learning grade.

HHRM303 STUDENT REPORT

Students will be assessed by the employer who produces a written report and this report should be quality assured by a supervisor in the department at the work place. The overall assessment by the mentor and head of department in the organisation will contribute to the final assessment grade of the student workplace experience.

HIR401 COLLECTIVE BARGAINING AND DISPUTE RESOLUTION

The module Collective Bargaining and Dispute Resolution provides students with an understanding of the relationship that exist among various players in the running of business organisations. It helps students understand, appreciate and manage the complexities and challenges associated with working in modern organizations. The module therefore aims to assist learners develop a wide range of knowledge in Collective Bargaining and Dispute Resolution so as to enhance organisational effectiveness and to familiarize learners to various schools of thought in Industrial Relations.

HHRM402 EMPLOYEE RESOURCING

The module Industrial Relations provides students with an understanding of the relationship that exist among various players in the running of business organizations. It helps students understand, appreciate and manage the complexities and challenges associated with working in modern organisations. The module therefore aims to assist learners develop a wide range of knowledge in Industrial Relations so as to enhance organizational effectiveness and to familiarize learners to various schools of thought in Industrial Relations.

HHRM404 ENTREPRENEURSHIP

The module aims to introduce students to the theories, philosophies and practices underpinning the concept of entrepreneurship. The course equips learners with skills, capabilities and mindset that will enable them to meet the challenges in the contemporary business environment. The module is meant to help students to identify the area within which employers are competing for labour; conduct or participate in market surveys within the labour market to determine the salaries being paid for specific positions, work with management to validate the market areas, market competitors, and job matches (benchmarks); identify market trends such as: ancillary pay, merit and pay practices, and to establish, salary structures that will allow the organisations to effectively compete for staff within specific classification levels or grades.

HHRM405 INDUSTRIAL PSYCHOLOGY

Industrial Psychology is largely concerned with how people think, feel and behave. It focuses mostly on cognition, behaviour and affect. Cognition means the mind and how it affects human behaviour. The purpose of the course is to help you understand workplace behaviour and experience.

HIR405 LABOUR MARKET ANALYSIS

The module is meant to help students to identify the area within which employers are competing for labour; conduct or participate in market surveys within the labour market to determine the salaries being paid for specific positions, work with management to validate the market areas, market competitors, and job matches (benchmarks); identify market trends such as: ancillary pay, merit and pay practices, and to establish, salary structures that will allow the organisations to effectively compete for staff within specific classification levels or grades.

HHRM406 STRATEGIC MANAGEMENT

The module involves the formulation and implementation of the major goals and initiatives taken by a company's top management on behalf of owners, based on consideration of resources and an assessment of the internal and external environments in which the organization competes. Strategic management provides overall direction to the enterprise and involves specifying the organization's objectives, developing policies and plans designed to achieve these objectives, and then allocating resources to implement the plans.

HHRM407 MARKETING MANAGEMENT

The module aims to introduce students to the theories, philosophies and practices underpinning the concept Marketing Management. Fundamentally, the module demonstrates the importance of Marketing Management Relations in achieving business success in the contemporary business environment. In this regard, Marketing emerges to be the most important source of competitive advantage away from traditional management thinking which regarded the importance of the marketing as secondary to other organizational resources.

HHRM408 MANAGEMENT INFORMATION SYSTEMS

The course provides learners with a solid background to understand Information Technology concepts in Management Information Systems. It begins by giving learners the necessary appreciation of computer hardware and software then develops into concepts used in Information Systems and concepts on networking and telecommunications including the social and ethical issues brought about by digitalisation.

HHRM409 RESEARCH PROJECT

The module is intended to expose students to the research process. It involves proposal writing, chapterisation, data collection and analysis and discussion of findings. The module is offered in two semesters.

HHRM412 MANAGEMENT OF NON-PROFIT ORGANISATIONS

This is a course intended to give students a broad overview of the leadership challenges of the non-profit sector. The course content is designed for students who not only plan to lead non-profit organisations but who also may serve as volunteers on non-profit boards.

HHRM413 BUSINESS ECONOMICS

This course aims to introduce to students the concepts of scarcity and choice, and their influences in the decision-making process of individual consumers, groups of consumers, and firms. The course examines: price mechanism (demand, supply and price) and allocation of resources; comparative advantage and specialization; the theory of the firm – short run and long run cost/revenue structure and the interaction between markets. The course will also consider macroeconomic issues like inflation and unemployment.

HHRM414 BUSINESS ETHICS AND CUSTOMER CARE

The thrust of this course is to help foster a culture of integrity, which in turn will result in longevity for business and the broader society. While we concur with the pervasive nature of integrity, many of us want to work in ethical environments. It also deals with the application of corporate ethics not because it pays but simply because it's the right thing to do

HHRM415 CORPORATE GOVERNANCE

Corporate Governance is the structured system of policies and processes established and maintained by a board of directors and senior management to oversee an organisation's strategic activities and evaluate resulting performance. The system exists to ensure proper accountability, probity, and openness in the conduct of an organisation's business for the long-term benefit of its shareholders/stakeholders. As such, Corporate Governance focuses on effectuating sound relationships among a company's board of directors, top management, investors (particularly institutional investors), and various other stakeholders. The aim of this module is to provide students with;

- An overview of current thinking and developments in the field of Corporate Governance
- The ability to administer effectively corporate affairs within an organization and to contribute to corporate performance at a senior level.
- To understand the interrelationship between management, finance, law and ethics in the field of corporate governance
- To foster an understanding of ethics and values in the business community

HHRM401 STRATEGIC HUMAN RESOURCE MANAGEMENT

This module familiarises students with the concepts of strategic Human Resource Management within the wider context of human resource management. It provides students with an understanding of the Strategic Human Resource Management issues which includes conceptualization of strategic human resource management formulation, implementation and evaluation, communication and the design and structure of organization.

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN INDUSTRIAL RELATIONS

HIR103 THEORIES OF WORK ORGANISATIONS

The module intends to make students appreciate the various theories that are useful in work organisations. These theories include leadership theories, motivational theories, learning theories, organisational theories, among others.

HIR101 INDUSTRIAL RELATIONS I

The course industrial relations provide students with an understanding of the relationship that exist among various players in the running of business organisations. It helps students understand, appreciate and manage the complexities and challenges associated with working in modern organisations.

HPSY101 INTRODUCTION TO PSYCHOLOGY 1

This module will provide students with a broad introduction to the field of psychology. This preliminary survey of psychology should acquaint students with the major concepts and terminology of the discipline and give students a better understanding of themselves and others. This module provides first year students with a good foundation in psychology.

HHRM101 HUMAN RESOURCE MANAGEMENT I

This module serves as an introductory course to the discipline of Human Resource Management (HRM) and lays the foundation for further in-depth study of the discipline. Upon completion of this course, the student will be able to discuss key historical events related to the field of HRM. Students will also be in a position to discuss the major challenges facing the HRM phenomenon. It is in the interest of this module to enable students' appreciation of the current thinking and developments in the field of HRM. Students would be in a position to identify and discuss the major disciplines of HRM. The module will help in fostering an understanding of a work environment which facilitates high employee performance.

HPSY102 SOCIAL PSYCHOLOGY I

The module gives a basic understanding of the core topics in social psychology. These cover how we present ourselves and others, social influence, cooperation and group functioning, prejudice, discrimination and conflicts, friendship and attraction, pro-social behaviour and aggression. The course aims students to acquire an in-depth understanding and to critically reflect upon how people think and function as social beings, individually, in small groups and in society in general.

HIR102 INDUSTRIAL RELATIONS II

The module aims to introduce students to the theories, philosophies and practices underpinning the concept Industrial Relations. Fundamentally, the module demonstrates the importance of the Industrial Relations in achieving business success in the contemporary business environment. In this regard, Industrial relations emerges to be the most important source of competitive advantage away from traditional management thinking which regarded the importance of the Industrial relations as secondary to other organisational resources.

HPSY103 SOCIAL PSYCHOLOGY II

Social psychology is the scientific study of how people's thinking, feeling and behaviour are influenced by other people. Major theoretical perspectives in social psychology cover the socio-cultural, the evolutionary, social learning and the social cognitive, and these perspectives are used in describing and explaining social behaviour. This is an in-depth knowledge module in social psychology emphasising social cognition perspective. Relevant subjects include social judgement, inferences and decisions, attitude formation and

social influence. Social Psychology is the scientific study of how people's thoughts, feelings and behaviours are influenced by the actual, imagined or implied presence of others. The study of Social Psychology gives the student an important background as they prepare to take on advanced module in psychology and social sciences in general. This module is an extension of Social Psychology 1 offered during the first semester.

HHRM103 HUMAN RESOURCE MANAGEMENT II

The module aims to give students a practical understanding of the role of Human Resource Management in contributing to the long term performance and vitality of organisations. Students will learn the concepts of talent management, knowledge management, human resource development and performance management. The module provides the defining features, enabling or facilitating conditions and theoretical models of the concepts.

HPSY105 INTRODUCTION TO PSYCHOLOGY II

Introduction to Psychology 2 is a follow up to Introduction to Psychology 1. The main aim is to assist students to grasp basic concepts in Psychology. The course will cover major theories and concepts in Motivation, Emotion, Memory, States of Consciousness, Stress and Coping and Cognition.

HHRM106 PUBLIC RELATIONS

The purpose of this module is to provide learners with knowledge of the theory and practice of public relations and to enable them to plan the execution of public relations campaigns. Students will also gain skills to understand media relations, analyse public relations problems as well as distinguish between public relations practice in business, governments and non-profit organisations.

HHRM202 ORGANISATIONAL BEHAVIOUR

The field of Organisational Behaviour (OB) is about understanding how people and groups in organizations behave, react, and interpret events. It also describes the role of organisational systems, structures, and processes in shaping behaviour, and explains how organizations really work. Drawing from fields including management, anthropology, sociology, information technology, ethics, economics, and psychology, OB provides a foundation for the effective management of people in organizations. Because it explains how organisations work from individual motivation to team dynamics to organizational structure, knowing about OB is essential to being effective at all organizational levels. Effective management of human resources within organisations requires an understanding of various behaviours and processes. Managers need to know why people behave as they do in relation to their jobs, their work groups and their organisations. This knowledge of individuals' perceptions, motivational attitudes and behaviour will enable managers to not only understand themselves better but also to adopt appropriate managerial policies and leadership styles to increase their effectiveness.

HHRM201 PERSONNEL MANAGEMENT

The course is an in-depth study of the purposes, principles, and techniques of personnel management. Emphasis is on areas inclusive of policies, organisational structure, recruitment, selection, compensation, and other areas related to an effective personnel organization. The success of any organisation depends on Human Capital, and in today's fiercely competitive business world it is those in the personnel department – the people behind the people – who make all the difference.

HPSY202 PERSONALITY AND CULTURE

This module discusses the concept of personality, and gives an introductory knowledge of the main theories, methods and research findings. It aims to give students a basic understanding of concepts used in the Psychology of Personality, and the three main questions in these fields: What is personality? What factors

form the personality? What role does personality play in behaviour and functioning? It also covers the major theoretical approaches to the study of human personality and encourages an evaluation of these approaches in the light of relevant empirical research and a module in psychological statistics is useful but not required.

HIR202 LABOUR ECONOMICS

The module examines the labour market paying particular attention to the demand and supply of labour, wage and employment determination and ways of improving labour productivity. It is also concerned about unemployment and the influence of trade unions in the labour market.

HHRM203 MANAGING CHANGE

The primary aim of this module is to introduce undergraduate students to the principles and practices of effective change management in relation to complexities of organisational life. It will take both a theoretical and practical approach in an attempt to meet both the academic and applied needs of the student. Students are introduced to organisational transformation and change. The module also seeks to increase the students' knowledge of the theoretical frameworks for implementing change. It is also in the interest of this module to provide an insight in the change process and explain management's role in driving organisational change.

HIR203 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

This course intends to provide students with a basic understanding of the legal rules governing aspects relating to workplace safety and health in as far as these impact upon the workplace. Students will have to appreciate the importance of safe working environments.

RMS101 INTRODUCTION TO RESEARCH METHODS AND STATISTICS

Integrated study of descriptive research methods and corresponding statistical concepts. Topics include ethical considerations, observational and survey research techniques, graphing, central tendency and variability, correlation and linear regression. Students participate in data collection, data analysis and interpretation by means of the Statistical Package for the Social Sciences (SPSS).

HIR204 LABOUR LAW

The labour law course aims to give Industrial Relations and Human Resource Management students legal knowledge and skills in an industrial relations environment that is increasingly becoming technical legalistic. It aims to provide students with a solid grounding in labour and also to understand the legal framework within which Zimbabwe labour law operates. It helps students acquire an advanced knowledge of all the relevant areas of labour law that are vitally important to the effective conduct of industrial relations in the workplace. Through case studies, practical exercises and lectures, students are taught greater skills in problem prevention, problem solving and policy formulation.

HHRM205 REWARD MANAGEMENT

The course Reward Management provides learners with a solid background and development of compensation systems in Zimbabwe and surrounding countries. It assists students to have a better understanding and acknowledgement of the basic theories and approaches underlying pay systems. The course therefore aims to provide learners with the information pertaining to the role played by the various stakeholders in Reward Management. It also intends to help students identify the contemporary issues in direct and indirect compensation.

HIR205 SOCIOLOGY OF WORK

This module examines, industrial conflict, discipline and power in organizations, new forms of surveillance, HIV/AIDS in organisations, industrialisation, organisational structures and how their impact on employee

performance and relations in organisations.

HHRM206 TRAINING AND DEVELOPMENT

Training and Development provides students with a strong base on issues pertaining to Training and Development in Zimbabwe and in other countries. Thus the theories and concepts of Training and Development are explored in some detail. The aim of the module is for students to gain a firm foundation in the field of Training and Development

HIR206 LEADERSHIP, GROUP DYNAMICS AND TEAM BUILDING

The course Leadership Group Dynamics and Team Building equips learners with an insight into the dynamics of interpersonal relationship within various organisations. The area of leadership seeks to address how the context in which the organisation operates largely influences the approach adopted by the leadership towards subordinates. Leader- subordinate relationships are to be looked as the cornerstone of organisational success. Group dynamics and team building pay particular attention to the utility and shortfalls in group team working. An important consideration is how the behavior of each group member is influenced and subsequently influences perceptions of and performance within the organisation.

HHRM209 BUSINESS LAW

The course is designed to introduce the students to general principles of law and business law in particular. The course will enable students to make sound business decisions which facilitates commercial transactions and promotes order in the economy. The practical application of the rules in the legal system will be discussed. Analytical problem solving and ethical decision making will be critically analysed.

HIR 301 EMPLOYER'S ASSESSMENT

The Practice will be linked to a company in which students can practice their knowledge in work and organisational psychology. The assignment can be anything from a work environment survey, observation, interviewing, literature review and presentation, to be a change agent, or help in personnel / HR departments, etc.

HIR 302 ACADEMIC SUPERVISOR'S ASSESSMENT

Students will be assessed by the Academic Supervisor who produces a written report and this report should be quality assured by the head of the department. The overall assessment by the department will contribute to the student work related learning grade.

HIR 303 STUDENT REPORT

Students will be assessed by the employer who produces a written report and this report should be quality assured by a supervisor in the department at the work place. The overall assessment by the mentor and head of department in the organisation will contribute to the final assessment grade of the student workplace experience.

HIR401 COLLECTIVE BARGAINING AND DISPUTE RESOLUTION

The module Collective Bargaining and Dispute Resolution provides students with an understanding of the relationship that exist among various players in the running of business organisations. It helps students understand, appreciate and manage the complexities and challenges associated with working in modern organizations. The module therefore aims to assist learners develop a wide range of knowledge in Collective

Bargaining and Dispute Resolution so as to enhance organizational effectiveness and to familiarise learners to various schools of thought in Industrial Relations.

HHRM401 STRATEGIC HUMAN RESOURCE MANAGEMENT

This module familiarizes students with the concepts of strategic Human Resource Management within the wider context of human resource management. It provides students with an understanding of the Strategic Human Resource Management issues which includes conceptualisation of strategic human resource management formulation, implementation and evaluation, communication and the design and structure of organization.

HIR402 TRADE UNIONISM

Our Trade Union course aims to arm students with the really useful knowledge to help them understand trade unions and their history within the Zimbabwean context. The course also helps equip students with issues to do with negotiations, and collective bargaining aimed at improving conditions in workplaces. It also considers the legal instruments governing trade union activity in Zimbabwe.

HIR403 CONTEMPORARY ISSUES IN INDUSTRIAL RELATIONS

The module attempts to provide a new thematic treatment of key employment relations issues. These topics include: collective bargaining, worker disability, the return to work, alternative dispute resolution, managerial misclassification and violations of overtime law, new developments in performance-based pay, and retirement from work and managing one's own money.

HHRM404 ENTREPRENEURSHIP

The module aims to introduce students to the theories, philosophies and practices underpinning the concept of entrepreneurship. The course equips learners with skills, capabilities and mindset that will enable them to meet the challenges in the contemporary business environment. The module is meant to help students to identify the area within which employers are competing for labour; conduct or participate in market surveys within the labour market to determine the salaries being paid for specific positions, work with management to validate the market areas, market competitors, and job matches (benchmarks); identify market trends such as: ancillary pay, merit and pay practices, and to establish, salary structures that will allow the organisations to effectively compete for staff within specific classification levels or grades.

HHRM405 INDUSTRIAL PSYCHOLOGY

Industrial Psychology is largely concerned with how people think, feel and behave. It focuses mostly on cognition, behaviour and affect. Cognition means the mind and how it affects human behaviour. The purpose of the course is to help you understand workplace behaviour and experience.

HIR405 LABOUR MARKET ANALYSIS

The module is meant to help students to identify the area within which employers are competing for labour; conduct or participate in market surveys within the labour market to determine the salaries being paid for specific positions, work with management to validate the market areas, market competitors, and job matches (benchmarks); identify market trends such as: ancillary pay, merit and pay practices, and to establish, salary structures that will allow the organisations to effectively compete for staff within specific classification levels or grades.

HIR407 WORK PLACE CHALLENGES

The module intends to consider the more common workplace challenges like employee engagement, time management, overwhelming loads, employee turnover among other challenges like the economic doldrums Zimbabwean companies are experiencing. It also intends to equip students with problem solving skills.

HHRM408 MANAGEMENT INFORMATION SYSTEMS

The course provides learners with a solid background to understand Information Technology concepts in Management Information Systems. It begins by giving learners the necessary appreciation of computer hardware and software then develops into concepts used in Information Systems and concepts on networking and telecommunications including the social and ethical issues brought about by digitalisation.

HIR409 RESEARCH PROJECT

The module is intended to expose students to the research process. It involves proposal writing, chapterisation, data collection and analysis and discussion of findings. The module is offered in two semesters.

HIR412 INTERNATIONAL LABOUR BODIES

The realization that the extension of the principle of free trade, which induces between nations such a competition that the interest of the workman is liable to be lost sight of and sacrificed in the fierce international race between capitalists, demands that international labour bodies like ILO , be created. The course seeks to consider these bodies in detail including the mandate they serve.

HHRM414 BUSINESS ETHICS AND CUSTOMER CARE

The thrust of this course is to help foster a culture of integrity, which in turn will result in longevity for business and the broader society. While we concur with the pervasive nature of integrity, many of us want to work in ethical environments. It also deals with the application of corporate ethics not because it pays but simply because it's the right thing to do

HHRM415 CORPORATE GOVERNANCE

Corporate Governance is the structured system of policies and processes established and maintained by a board of directors and senior management to oversee an organisation's strategic activities and evaluate resulting performance. The system exists to ensure proper accountability, probity, and openness in the conduct of an organization's business for the long-term benefit of its shareholders/stakeholders. As such, Corporate Governance focuses on effectuating sound relationships among a company's board of directors, top management, investors (particularly institutional investors), and various other stakeholders. The aim of this module is to provide students with;

- An overview of current thinking and developments in the field of Corporate Governance.
- The ability to administer effectively corporate affairs within an organization and to contribute to corporate performance at a senior level.
- To understand the interrelationship between management, finance, law and ethics in the field of corporate governance
- An understanding of ethics and values in the business community

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN POLITICS AND PUBLIC ADMINISTRATION

HPML101 INTRODUCTION TO PUBLIC MANAGEMENT

The module introduces the broad spectrum of Public Management from a global and a local perspective. It covers areas such as the theories and philosophy that underpins the discipline of Public Management. The module also reveals how public authorities are set up, their structure and functions, and roles of both elected and appointed officials.

HPML102 INTRODUCTION TO POLITICAL SCIENCE

An introduction to the study of political behaviour, processes and institutions. Course includes a discussion and comparison of political ideas, theories, systems and policies. It also focuses on the analysis of political problems on a national and global level, as well as a definition of central concepts. An introduction is also made to major political philosophies and ideologies from John Locke to present-day political ideas. Topics may include Communism, Fascism, Liberalism, Conservatism, Utilitarianism, Capitalism, post-modernism, social contract theory and Libertarianism.

HPLM104 ADMINISTRATIVE LAW

Administrative Law is the body of law that governs the activities of government. The module seeks to examine how government activities are governed. The module explores sources and limits of agency authority and procedures which must be used in investigation, rulemaking and adjudication. It includes aspects such as the separation of powers, constitutional law and the functions of the Ombudsman.

HPLM105 INTERNATIONAL RELATIONS

This module explains the theory of international law and organisations that is accepted by diplomats and compares this viewpoint to the analysis of social scientists concerning the past record and likely future of world order concerning conflict, economic redistribution, and human rights. Examination of effects of national policies and international collaboration of public and private international financial institutions, in particular management of international debt crisis, economic policy coordination, and the role of international lender of last resort. Examination of effects of national policies and international collaboration of public and private international financial institutions, in particular management of international debt crisis, economic policy coordination, and the role of international lender of last resort. The course also surveys the theory and function of IOs (UN, NATO, EU, World Bank, IMF) in promoting international cooperation in security, peace-keeping, trade, environment, and human rights.

HPLM106 PUBLIC SECTOR ACCOUNTING

The aim of this module is to establish a firm understanding of the nature, organisation and accountability of key public sector organisations. It also provides students with an opportunity to extend their general understanding of accounting and financial management systems. This is done through exploring how the design and operation of such systems and associated techniques affect, and are affected by different public sector organisational contexts. This module provides students with an introduction to Accounting and Finance in the Public Sector, drawing together the theory and practice of accounting in the areas of management accounting and financial accounting and auditing.

HPLM107 ECONOMICS I (MICROECONOMICS)

This course aims to introduce to students the concepts of scarcity and choice, and their influences in the decision-making process of individual consumers, groups of consumers, and firms. The course examines:

price mechanism (demand, supply and price) and allocation of resources; comparative advantage and specialisation; the theory of the firm – short run and long run cost/revenue structure and the interaction between markets.

HPLM108 INTRODUCTION TO DEVELOPMENT STUDIES

This module offers a general introduction to development issues and the problems facing developing countries. The concept of development will be considered within the context of non-economic aspects of human life, such as freedom, justice and dignity, recognizing the role of human, social and environmental capital in addition to the three basic factors of production (land, labour and capital). The nature and causes of poverty are also examined, giving importance to the role of individuals and communities in the development process and the special circumstances created by urbanisation and globalisation for development in Africa but especially so in Zimbabwe. Attention is also given to the impact of technology on society and development. The course examines several specific issues in independent East Africa, gender and development, HIV/AIDS and development, and African responses to development (Regional Institutions, AGOA, and NEPAD), and global development projects such as Millennium Development Goals (MDGs).

HPLM 109 PUBLIC POLICY AND ANALYSIS

The module seeks to critically analyse the public policy making processes, interrelationships between policy formulation, execution, evaluation and revision, models of policy choices, citizen participation in policy making, and administrative responsibility in policy development.

HHRM101 HUMAN RESOURCE MANAGEMENT

This module serves as an introductory course to the discipline of Human Resource Management (HRM) and lays the foundation for further in-depth study of the discipline. Upon completion of this course, the student will be able to discuss key historical events related to the field of HRM. Students will also be in a position to discuss the major challenges facing the HRM phenomenon. It is in the interest of this module to enable students' appreciation of the current thinking and developments in the field of HRM. Students would be in a position to identify and discuss the major disciplines of HRM. The module will help in fostering an understanding of a work environment which facilitates high employee performance.

HIR101 INDUSTRIAL RELATIONS I

The course industrial relations provide students with an understanding of the relationship that exist among various players in the running of business organisations. It helps students understand, appreciate and manage the complexities and challenges associated with working in modern organisations. The course therefore aims to assist learners develop a wide range of knowledge in industrial relations so as to enhance organisational effectiveness and to familiarise learners to various schools of thought in industrial relations.

HIR102 INDUSTRIAL RELATIONS II

The module aims to introduce students to the theories, philosophies and practices underpinning the concept Industrial Relations. Fundamentally, the module demonstrates the importance of the Industrial Relations in achieving business success in the contemporary business environment. In this regard, Industrial relations emerges to be the most important source of competitive advantage away from traditional management thinking which regarded the importance of the Industrial relations as secondary to other organisational resources.

HPLM201 ECONOMICS II (MACROECONOMICS)

This module is designed to provide students with a unified framework that can be used to analyze

macroeconomic issues such as growth, productivity, labor markets, wages, business cycles, inflation, money, interest rates, monetary and fiscal policy, financial crises, global imbalances in the allocation of capital, and sovereign debt crises. The course is a mixture of macro theory and real-world applications.

HPLM202 PLANNING THEORY

The course is designed to make students appreciate the pedagogical concepts and issues of planning function starting from a global perspective. Of interest is the interrogation of the institutional frameworks of the planning function from the global, regional, and national levels.

The course introduces students to the theoretical and practical dimensions of planning in the public sector. Topics to be covered include: concepts and philosophies of planning; rationale for public sector planning; typology of plans; development planning; issues, in planning; like data generation, participation; monitoring and evaluation; and the future of planning.

HHRM203 MANAGING CHANGE

The primary aim of this module is to introduce undergraduate students to the principles and practices of effective change management in relation to complexities of organisational life. It will take both a theoretical and practical approach in an attempt to meet both the academic and applied needs of the student. Students are introduced to organisational transformation and change. The module also seeks to increase the students' knowledge of the theoretical frameworks for implementing change. It is also in the interest of this module to provide an insight in the change process and explain management's role in driving organisational change.

HIR204 LABOUR LAW

The labour law course aims to give Industrial Relations and Human Resource Management students legal knowledge and skills in an industrial relations environment that is increasing becoming technical legalistic. It aims to provide students with a solid grounding in labour and also to understand the legal framework within which Zimbabwe labour law operates. It helps students acquire an advanced knowledge of all the relevant areas of labour law that are vitally important to the effective conduct of industrial relations in the workplace. Through case studies, practical exercises and lectures, students are taught greater skills in problem prevention, problem solving and policy formulation.

HPLM204 THE STATE, DEMOCRACY AND DEVELOPMENT IN AFRICA

This module is about the relationship between the State, democracy and development in Africa. Development goes hand in glove with democracy. Thus, the role of the state in development ought to be predicated upon democratic governance. It therefore goes without saying that development cannot be left to market forces alone. The widely documented failure of the IMF/World Bank policies in Africa has amply attested to this reality. That development needs an active state participation brooks no controversy today. Interestingly, even the World Bank has come to accept the centrality of the state in development after peddling policies premised upon market fundamentalism for decades.

Consensus is now emerging in development discourses in Africa that both states and markets do play an important complimentary role in the development process. Thus, Africa needs a developmental and capable state for socio-economic progress and sustainable democracy. Such a state, however, will have to contend with challenges of globalization whose pressures seem to denude and diminish state capacity and capability. This module therefore addresses three main issues confronting contemporary Africa: (a) the quest for a democratic developmental state, (b) challenges for institutionalising democratic governance and (c) prospects for sustainable human development. It interrogates both endogenous and exogenous factors for the evolution of a democratic, developmental and capable state in the African continent.

RMS 201 INTRODUCTION TO RESEARCH METHODS AND STATISTICS

Integrated study of descriptive research methods and corresponding statistical concepts. Topics include ethical considerations, observational and survey research techniques, graphing, central tendency and variability, correlation and linear regression. Students participate in data collection, data analysis and interpretation by means of the Statistical Package for the Social Sciences (SPSS).

HPLM 205 PLANNING AND DEVELOPMENT

This module examines the techniques and assumptions of development planning and policy analysis at the national, regional, and project levels. The course focuses on modeling techniques and planning applications rather than on theory. The module will also cover analytical techniques used in macroeconomic modeling, cost-benefit analysis and project appraisal, and programmes impact evaluation.

HHRM206 TRAINING AND DEVELOPMENT

Training and Development provides students with a strong base on issues pertaining to Training and Development in Zimbabwe and in other countries. Thus the theories and concepts of Training and Development are explored in some detail. The aim of the module is for students to gain a firm foundation in the field of Training and Development.

HPLM207 POLITICAL INSTITUTIONS AND ANALYSIS

This module introduces the logic, structure, operation, and social importance of political institutions. The module introduce students to the conceptual tools of modern institutional analysis and illustrate the tools' use in understanding legislatures, executives, courts, bureaucracies, electoral systems, and political parties. The module encourage students to think causally and evaluate evidence sceptically.

HPLM208 PROJECT MANAGEMENT

This course addresses the fundamental principles of project management, and the tools and techniques at our disposal to help achieve our goals

HPLM209 MANAGEMENT OF NON-PROFIT ORGANISATIONS

Non-profit organisations and agencies continue to grow in size and quantity and the need for skilled management is in high demand. In this module, we will examine how non-profit organisations are faring in this shifting landscape and the issues for effective non-profit management. We will examine the organising responses in non-profit organisations to altered external conditions. We will also see how non-profit organisations are drivers of societal changes, themselves upsetting and unsettling the organisational landscape. Two major themes addressed in this course with be emerging hybrid organisational forms and sustainability.

HPLM210 REGIONAL & LOCAL GOVERNMENT

Issues to discussed will be very wide to cover areas like relationships among the three arms of government is a democracy; various methods of public accountability, e.g. political accountability, fiscal accountability, ombudsmanship, etc, at all levels of governance in Zimbabwe; reforming Zimbabwean bureaucracies, the journey so far; privatization and commercialisation of public organizations, problems and prospects; corruption-factors that generate it and strategies for checking it. The module also looks at the role of traditional leadership in Zimbabwe's local and central governance.

HPLM211 REGIONAL ECONOMIC DEVELOPMENT

The module explores theories of regional development; tools for regional economic analysis; community audits & evaluation of institutional capacity & capability; shift-share, inputs-outputs, industry cluster, & multi-sectorial analysis; strategic planning for undertaking regional economic development; regional economic policy & practice.

HPLM212 CORRUPTION AND OTHER PATHOLOGIES OF GOVERNMENT

This module will examine corrupt, incompetent systems in Government where self-serving leaders misallocate national resources, line their own pockets and neglect social programs Democracy and the rule of law are frustrated, and pathological policies and practices are made legal. The nature of such pathologies will be examined and frameworks for evaluation presented, drawing on theoretical work. Various practical means for the detection and reduction of corruption will be examined.

HPLM213 DIPLOMACY

The module explores bilateral, regional and multilateral diplomacy and its practical application in the international system. It also explores the theory and application of diplomatic law.

HPLM 214 SOCIAL DEVELOPMENT

The module equips students with the practical skills and theoretical foundations for addressing the challenges and complexities of the field of Social Development. It explores processes of social change, mobilization, and development that can generate greater equity and well-being for people with diverse identities living in cities of the Global South. Recognising that unequal social relations are a product of unequal power relations, this module explores different approaches through which populations gain access to rights, resources, and recognition. This course builds on the increasing prominence of 'people-centered' approaches to international development

HPLM 303 EMPLOYER'S ASSESSMENT

The Practice will be linked to a company in which students can practice their knowledge in work and organisational psychology. The assignment can be anything from a work environment survey, observation, interviewing, literature review and presentation, to be a change agent, or help in personnel / HR departments, etc.

HPLM 304 ACADEMIC SUPERVISOR'S ASSESSMENT

Students will be assessed by the Academic Supervisor who produces a written report and this report should be quality assured by the head of the department. The overall assessment by the department will contribute to the student work related learning grade.

HPLM 305 STUDENT REPORT

Students will be assessed by the employer who produces a written report and this report should be quality assured by a supervisor in the department at the work place. The overall assessment by the mentor and head of department in the organisation will contribute to the final assessment grade of the student workplace experience.

HPLM401 ETHICS AND PUBLIC MANAGEMENT

This module will look into the ethics in public management Non-elected public servants exercise significant

discretionary power in their everyday work: in their stewardship of public resources, at the interface with citizens, and in the context of policy making. Ethical standards are a key check and balance against arbitrary use of that public power. As such they are a key factor in the quality of governance.

Without some “ethics barometer” it is difficult, if not impossible, to measure changes in levels of corruption or misconduct in the public service. More scandals may mean that accountability and watchdog systems are functioning well; misconduct that was previously overlooked or hidden in bureaucratic secrecy is now publicly exposed. Government employees have contact with the same range of incentives for personal gain as people in other walks of life. There will always be some “bad eggs” in the public service as there are anywhere else in society.

HPLM402 PUBLIC PRIVATE PARTNERSHIP MANAGEMENT

This module aims to build the capacity of students to prepare bankable public private partnerships projects. Governments, worldwide face the challenge to provide infrastructure and services in the appropriate quantity and quality. Governments are increasingly under pressure to perform with limited resources. Knowing how to leverage know how and finance for investment in infrastructure and services is essential. The trend, in recent years, has been for governments to work in partnership with the private sector to tap its potential and to increase funding from private sources. However, the process of preparing and putting projects out to bid is a lengthy and complicated process; the process of working together over the longer term is not an easy task. In this course you will work with the tools that governments and PPP professionals developed to ensure that the preparation (and implementation) process of PPP projects run smoothly.

HPLM403 COMPARATIVE PUBLIC MANAGEMENT

An introduction to the governmental, administrative, and political systems of both developed and underdeveloped countries with a focus on political systems and their manifestation in administrative systems. Analysis of the ecology of administration in selected political and administrative cultures; examination of administrative processes and behaviour in selected countries with special reference to policymaking, recruitment, training etc.

HPLM404 PUBLIC SECTOR FINANCE

Public finance issues are central to economic and political discourse worldwide, as one of the primary functions of government is to generate resources from its people to spend money improving the lives of its people. However, while the concept of “money from the people, for the people” is quite simple conceptually, there is little agreement on how best to raise and spend public funds in practice. Thus, the primary course objective is to provide students with the tools, and the skills to use these tools, to understand the underlying concepts and practical tradeoffs entailed in public finance policy alternatives.

This will prepare students to be informed consumers of public finance data, and thus, equip students to engage constructively in the formulation, implementation, and evaluation of public finance policies. In addition the module will develop the knowledge and understanding of students with respect to financial management within the public sector. Students will be introduced to the major financial tools used within the public sector.

HPLM405 LEADERSHIP IN THE PUBLIC SECTOR

The concept of leadership. Origins of leadership; social sources of leadership, the power of leadership; formal and informal leadership; political leadership, transformational and transactional leadership; reform leadership, leadership and collective purpose; Leadership and change

HPLM406 ENTREPRENEURSHIP

It aims at helping students to acquire necessary skills in such areas as defining business goals, assessing individual and market potentials, planning, managing growth, controlling and designing accounting records and systems. Other special topics are: fraud and theft detection and management; various costs in business management; break-even analysis and calculation of profit and loss;; innovative marketing strategy and improvement of customers services in competitive trade.

HPLM407 COMPARATIVE LOCAL GOVERNMENT SYSTEMS

This module provides an introduction to the field of comparative public administration. The field focuses largely on reform and capacity building and often seeks to identify universal patterns in organizational structures and processes that promote the most 'desirable' policy outcomes. Provinces differ greatly in their history and social and economic characteristics, and exhibit a range of administrative arrangements. The variation in these administrative systems is due to a variety of factors, including social, cultural, political and technological factors.

HPLM408 THE CIVIL SERVICE

The history and evolution of civil service (eg. British and American civil service). The history and evolution of Zimbabwean civil service. Administrative ethics and the civil service functions of the civil service. The merit and spoils system, the generalist versus specialist controversy in Zimbabwe civil/public service. Career, Civil Servants versus political appointees. The civil service general order. The problem of efficiency in the Public/Civil service and solutions. The civil service reforms in Zimbabwe; the civil service commission. Collective bargaining, in the Civil/Public Service, strike actions and conflict resolutions etc

HPLM410 PUBLIC SECTOR CORPORATE GOVERNANCE

The aim of this course is to provide students with an overview of current thinking and developments in the field of corporate governance. Students should be in a position to administer effectively corporate affairs within an organisation and to contribute to corporate performance at a senior level. The module should also enhance the understanding of students in interrelationships between management, finance, law and ethics in the field of corporate governance. An understanding of ethics and values in the business community and the relationship to corporate governance would also be expected of students in this module.

HPLM411 E-GOVERNANCE

This course will introduce you to the ways in which internet technologies are affecting how people interact with government, and how governments, in turn, are using and managing these technologies to (hopefully) better provide information and services to the public. Course content is divided into three main themes, and begins with an overview of development techniques and assessment methods for public web sites and on-line applications. We will then examine key policy issues relevant to implementation of e-government programs, as well as to the broader use of information technology in democratic societies. Finally, you will have a chance to explore the skills and concepts needed to effectively manage e-government projects and programs. Given the nature of the class, we use a variety of internet tools to help us accomplish this, including blogs, RSS feeds, and virtual technologies, such as Second Life.

HPLM412 SOCIAL WELFARE POLICY

The purpose of this course is to help students understand what drives social welfare policy, the values and beliefs underlying social welfare policy, and how it impacts our lives. The course is designed to be theoretical and practical. Fundamental concepts and theories of social welfare policy are examined. The competing

values and beliefs that influence social welfare policy are discussed and analysed. An overview of the history of social welfare policy in Zimbabwe is explored. Social welfare policies and programs are examined within the context of the social problems they address. The course also explores the strengths and weaknesses of current government interventions. Special focus is given to social welfare policies and programmes designed to promote social and economic justice. The themes of poverty, racism, xenophobia, sexism, homophobia, and other forms of oppression are addressed. Students will also explore ways to conduct effective social welfare policy analysis.

HPLM 414 PUBLIC TAXATION & FISCAL POLICY

Theory of public finance, processes of public revenue generation and expenditure; determinant and implications of public expenditure. Instruments of taxation and fiscal policy in a federal structure. The concept of government subvention and subsidies. Politics of revenue allocation; problems of choice and priority setting in the formulation of fiscal policy; ethics of public financial management. Innovations in government taxation practices e.g. airport levies, tax clearance certificate, car radio, tax, etc.

HPLM415 PUBLIC BUDGETING SYSTEMS

The Nature of Budgets and budgeting system; legislative and executive procedures in budget preparation and implementation. Modern budgeting systems; Programme, Performance Budgeting Systems, Zero-base Budgeting, Fiscal and Budgetary Administration.

HPLM416 GOVERNANCE, THE PUBLIC SECTOR AND CORPORATE POWER

This module is concerned with the exploration of the changing roles and relations between the state, civil society, and business in Zimbabwe, Africa and the contemporary world at large. The relationship between these three pillars of Zimbabwean society has undergone significant transformations over the last number of years. Changes have been driven by a variety of forces, in particular the influences of globalization, corporate concentration, rapid technological change, the growth of personal income and increase in social polarisation, and fiscal challenges in state financing. In this context the module is concerned with understanding the evolving nature and impact of business power and influence in Zimbabwe.

It also looks at the role of the mass media in shaping culture and dominant ideas within society; the restructuring of economic and social policy; constitutional change; the marketisation of the state and civil society; the transformation of citizen to customer; and the increased threat to social cohesion.

HPLM417 INTERNATIONAL ADMINISTRATION

The genesis and evolution of international administration. Key areas of international control techniques through governmental and non-governmental organizations, and basic elements of international administration. Globalization of administration. Development and problems of international personnel; complexities facing international operations: international environment political and legal environments and international planning. Theories of administration and approaches of adaptation by different countries. The international system or order; transition of the international system and changes in patterns and factors of National power, problems of international community, approaches to peace, and future of the World Community.

HPLM418 RESEARCH PROJECT

Students will carry out research on a topic of their choice concerning pertinent issues in politics and public management. The module is intended to expose students to the research process. It involves proposal writing, chapterisation, data collection and analysis and discussion of findings. The module is offered in two semesters.

DEPARTMENT OF PSYCHOLOGY

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN COUNSELLING

HPSY101 INTRODUCTION TO PSYCHOLOGY 1

This module will provide students with a broad introduction to the field of psychology. This preliminary survey of psychology should acquaint students with the major concepts and terminology of the discipline and give students a better understanding of themselves and others. This module is aimed to provide first year students with a good foundation in psychology.

HPSY102 SOCIAL PSYCHOLOGY 1

The module gives a basic understanding of the core topics in social psychology. These cover how we present ourselves and others, social influence, cooperation and group functioning, prejudice, discrimination and conflicts, friendship and attraction, pro-social behaviour and aggression. The course aims students to acquire an in-depth understanding and to critically reflect upon how people think and function as social beings, individually, in small groups and in society in general.

HCP105 BASIC COUNSELLING SKILLS

A solid foundation in counselling skills is required to enter the field of Counselling. This in depth module will provide you with person-centred counselling skills integrated with Egan's "The Skilled Helper" model. This module provides an excellent introduction to Counselling. It helps students understand the critical nature of core qualities and appreciation of the different counselling skills- It looks at employing key skills of problem management, and opportunity development. Building professional and ethical practice is at the heart of this module.

HCP106 FOUNDATIONS TO PSYCHOLOGICAL COUNSELLING

This module will provide students with opportunities to explore the field of counselling and the professional career options related to it. The module is also designed to permit the student and the instructor to evaluate the student's potential as a counselling professional. Students will practice basic listening and responding counselling skills, complete self-assessments, and process peer and instructor feedback

HCP107 THEORETICAL COUNSELLING APPROACHES 1

This module is designed to provide students with an overview of central theories of counseling and psychotherapy. Key counseling theory concepts are introduced through readings, lecture, videos and small group exercises. Students will become familiar with the central tenets of each theory and engage in practical application and development exercises. This module examines the theoretical foundations and various counseling styles and techniques. It develops student skills in the understanding of developmental, nondirective, psychodynamic, transactional and other approaches to individual, marital, and family counseling. It examines the characteristics of a workable counseling relationship.

HCP108 THEORETICAL COUNSELLING APPROACHES II

An intensive practical experience in the art of forming a counseling relationship. Personal feedback on interpersonal interaction and supervision of videotaped interviewing are used to help the student attain competency in the wise use of techniques in the counseling encounter and the counselling relationship.

HCP109 ETHICS, LAW AND COUNSELLING

This module examines contemporary ethical issues in counselling and psychotherapy. The focus will be on attaining a level of applied ethical knowledge and awareness appropriate for master level professional. As a

result of this module, the student will be able to identify key ethical issues facing counseling professionals, describe the relationship between professionalism and ethics, ethics governance, and law, describe and apply several prominent approaches to ethical decision-making. Students should also be able to identify and discuss the ethical obligations and knowledge base relevant to their future roles as school counselors, rehabilitation counselors, supervisors, and leaders in the profession.

HCP110 COACHING AND COUNSELLING

The concept of coaching has developed greatly in recent years and recognised as beneficial in the personal development of individuals not only in sport but in personal life and business. Mentoring has historically been recognized as helping bring out the hidden potential in people through a sharing of experience and a "listening ear. This module looks at what we mean by coaching and looks at techniques and the personal skills of the coach in helping clients fulfil their potential and meet life's challenges and also offers students an introduction to the personal attributes required and the techniques you can employ to be an effective mentor.

HCP112 ASSESSMENT METHODS IN PSYCHOLOGICAL COUNSELLING

This module provides theoretical knowledge in counselling psychology and psychotherapy. It integrates knowledge of developmental psychology across the lifespan with key theoretical perspectives. The module develops knowledge and skills in planning interventions for a number of specific developmental issues that are addressed as exemplars of each stage of the lifespan.

HPSY105 INTRODUCTION TO PSYCHOLOGY II

This module is an extension of introduction to psychology 1 offered in the first semester which is pre-requisite. It provides students with a fuller understanding in the field of psychology. This post-preliminary survey of psychology should give students a better understanding of themselves and others. This course is aimed to provide first year students with a good grounding in the social sciences before they embark on their specific areas of study.

HPSY103 SOCIAL PSYCHOLOGY II

Social psychology is the scientific study of how people's thinking, feeling and behaviour are influenced by other people. Major theoretical perspectives in social psychology cover the socio-cultural, the evolutionary, social learning and the social cognitive, and these perspectives are used in describing and explaining social behaviour. This is an in-depth knowledge module in social psychology emphasising social cognition perspective. Relevant subjects include social judgement, inferences and decisions, attitude formation and social influence. Social Psychology is the scientific study of how people's thoughts, feelings and behaviours are influenced by the actual, imagined or implied presence of others. The study of Social Psychology gives the student an important background as they prepare to take on advanced module in psychology and social sciences in general. This module is an extension of Social Psychology 1 offered during the first semester.

HPSY202 PERSONALITY THEORIES

This module discusses the concept of personality, and gives an introductory knowledge of the main theories, methods and research findings. It aims to give students a basic understanding of concepts used in the Psychology of Personality, and the three main questions in these fields: What is personality? What factors form the personality? What role does personality play in behaviour and functioning? It also covers the major theoretical approaches to the study of human personality and encourages an evaluation of these approaches in the light of relevant empirical research and a module in psychological statistics is useful but not required.

RMS101 RESEARCH METHODS AND STATISTICS

The course seeks to offer a comprehensive, systematic treatment of the scientific approach within the context.

The courses emphasize the relationship between theory, research and practice, and integrate research activities in an orderly framework. Generally, the module deals with collection, organisation, analysis interpretation and presentation of both qualitative and quantitative data.

HCP210 HUMAN DEVELOPMENT PSYCHOLOGY I

This introductory module presents basic knowledge and theory about different aspects of human development through childhood. It consists of a theoretical component intended to introduce students to the concepts and principles in child development. At the end of this module, students should be able to define child development concepts, understand the historical forces that have shaped development, discuss critically the applicability of development theory in African setting and engage and understand growth process from neonate to middle childhood.

HCP209 WORKPLACE COUNSELLING

This unit builds on student knowledge and skills in individual therapy and interventions across the life-span and extends these to the areas of family therapy and couples therapy. Key frames for examining interactional patterns and strategies for bringing about change are considered. It focuses particularly on developmental and attachment based approaches to couple and family therapy. Family life-cycles, the influences of parental style, history and distress on couple and family relationships and the bi-directional co-constructive nature of parent child interactions are focal points of the unit. The unit develops knowledge and skills in couple, parent-child relationship and family assessment and interventions. It allows the Counsellor to examine more deeply the subject of Couple and Family Counselling Skills, in particular "systems theory" and the techniques employed to help clients through the issues presented.

HCP222 HUMAN DEVELOPMENT PSYCHOLOGY II

This module familiarises students with the continued developmental concepts and theories in adolescence and adulthood and with a special focus on applicability to the African cultural contexts. From the areas treated are storm and distress in adolescence, choosing partners, midlife crisis, friendship relations and death and dying.

HCP213 COUNSELLING PEOPLE WITH DISABILITIES

The module focuses on the specific models of counselling needed to help disabled people to cope with the emotional effects of their disability. The causes of psychological distress among the disabled will also be discussed. The module will help student to be able to create a sense of self-empowerment in practical, emotional and social areas among the disabled.

HCP214 GENDER, DOMESTIC VIOLENCE AND COUNSELLING

This module brings together intra- and interdisciplinary perspectives on the role of culture in understanding human behaviour and pathology. Readings are drawn from cultural psychology, and psychological /psychiatric anthropology that emphasise the centrality of culture in understanding psychopathology, as well as from clinical, community, and counseling psychology that focus on clinical practice with individuals from diverse socio-cultural groups (formed through the intersecting influences of race, gender, class, and sexual orientation). The broader aims of this module are to familiarise students with interdisciplinary perspectives on culture and psychopathology, and facilitate the development of "cultural competence" in research and clinical practice. The specific goals of this course include: a) to deeply and meaningfully explore what "culture" is and why it might matter in understanding human behaviour, b) to contemplate on the position that "helping professions" such as clinical psychology and psychiatry might be so deeply rooted in middleclass culture that perceiving individuals from other groups through the lenses of contemporary psychology/psychiatry could lead to a highly inadequate and erroneous understanding, c) to begin to be aware

of one's own unarticulated attitudes and assumptions towards individuals from other cultures, and examine how they might impact one's interactions with them, and d) to explore ways to integrate theoretical knowledge, debates, and dilemmas about the cultural basis of the profession and cultural differences in psychopathology into clinical practice (for example., What do you do when a client from another culture is sitting across from you, and you are expected to “help?”).

HCP215 COUNSELLING AND DIVERSITY

This module provides students with a base to be multi -cultural counsellor, taking into cognisance the differences in the origins of client and self-introspection into what the counselor also brings in from their own culture.

HCP216 COMMUNITY COUNSELLING

This module educates students as professional counsellors in a supportive learning environment with a focus on skills development and interactive teaching. The module covers a range of individual and group counselling models taught within research-informed and ethical frameworks. Graduates of this module are equipped to work in a wide variety of community counselling organisations and counselling teams such as drug and alcohol, youth, women's health and family support services. The module has a strong focus on experiential learning and self-awareness, and will provide students with a wide range of skills and models for facilitating individual and group change processes.

HCP217 COUNSELING AND INDIGENOUS HEALING PRACTICES

This module introduces the student to cultural and spiritual expressions of health and illness in Indigenous and non-Indigenous contexts. Conceptual understanding of and cultural sensitivity to different methods of healing practices in Indigenous communities inclusive of social and emotional wellbeing. Use of various bush medicines and ways of working with Indigenous healers in non-Indigenous health systems.

HCP218 PROFESSIONAL PRACTICE PRACTICAL

The practice experience is designed to give beginning students in counselling the opportunity to put into practice the skills and knowledge that they are developing throughout their counseling program. This module addresses practical issues related to the profession of Counselling Psychology, as distinct from other disciplines within the helping profession. It involves the study and assessment of students on factors that impact upon professional practice, such as personal beliefs and biases. In addition, the module has a strong focus on professional ethics and the processes involved in the resolution of ethical dilemmas in the workplace

HCP219 CRISIS AND TRAUMA COUNSELLING

This module is designed specifically for students who wish to study Crisis Counselling from a clinical and pastoral perspective. The course uses the clinical and pastoral model and identifies practical skills and responses for many counselling situations. The course provides a comprehensive overview of Crisis Counselling covering topics such as; separation and divorce, depression, suicide, gender role development and mental illness.

HCP220 PEACE AND CONFLICT RESOLUTION

This module will provide a broad introduction to the field of conflict transformation. We will be reviewing skills and concepts for responding to conflict in a variety of settings. Through readings, lecture, class discussion, and papers the course will develop awareness of individual styles of responding to conflict and increase personal skills for responding effectively to others in situations of interpersonal conflict.

HCP301 EMPLOYER'S ASSESSMENT

The Practice will be linked to a company in which students can practice their knowledge in work and organisational psychology. The assignment can be anything from a work environment survey, observation, interviewing, literature review and presentation, to be a change agent, or help in personnel / HR departments, etc.

HCP302 ACADEMIC SUPERVISOR'S ASSESSMENT

Students will be assessed by the Academic Supervisor who produces a written report and this report should be quality assured by the head of the department. The overall assessment by the department will contribute to the student work related learning grade.

HCP303 STUDENT REPORT

Students will be assessed by the employer who produces a written report and this report should be quality assured by a supervisor in the department at the work place. The overall assessment by the mentor and head of department in the organisation will contribute to the final assessment grade of the student workplace experience.

HCP404 SCHOOL COUNSELLING

Topical themes are general and specific learning difficulties and social-emotional difficulties in the educational context. Integration of pupils with disabilities and the use of special teaching will be illustrated, including the use of case studies. Survey and consultation methodology, habilitation and rehabilitation work and pedagogic development work from kindergarten to university will be examined.

HCP410 PSYCHOPATHOLOGY

This module will try to give an introduction into abnormal psychology, and how this topic is understood from different perspectives. The most common psychiatric disorders will be reviewed both related to symptoms and different ways to treat these disorders. This module will cover the assessment and treatment of major psychopathologies based on the DSM-IV-TR. Students will gain a thorough knowledge of the DSM. Students will learn about various diagnostic techniques and some psychological tests relevant to the disorders studied. Psychopharmacological treatment of the different disorders will also be addressed. The role of spirituality in psychological dysfunction will also be explored.

HCP407 COUPLES AND FAMILY THERAPY

The module helps students to develop skills and attitudes to assist others to resolve their own issues at the workplace. It also helps the student to know and appreciate the limitations and value of counselling skills in the workplace, effective listening to assist staff perform effectively, Person-centred problem resolution, know and develop your strengths, counselling versus support, development and guidance and improve the student's listening skills.

HCP409 RELIGION AND COUNSELING

This module is designed to introduce students to basic crisis intervention strategies. The course addresses fundamental crisis intervention theory and offers practical applications in various crisis situations. Students will explore various assessment, intervention and crisis treatment issues. Special emphasis will be placed on the impact of trauma on the individual, family and community. Students will engage in crisis intervention role-plays and practice applying specific interventions in crisis scenarios. Each student will engage in researching and compiling a comprehensive community resource guide for the local community.

HCP411 COUNSELLING OF SPECIAL POPULATIONS

This module is designed to give students an overview of theoretical and practical approaches to working with children, adolescents, homosexuals, addicts, the elderly etc. Special populations and issues identified by module participants will be explored. In addition, students will be required to participate in off-campus collaboration with an agency devoted to meeting the mental health needs of children and adolescents.

HCP412 GRIEF AND BEREAVEMENT COUNSELLING

This thanatology module will prepare students for work in thanatology or related work experience. It is of particular use to clergy, counselors, hospice workers, nurses, psychologists, social workers, & others who work in helping relationships. A study of anticipatory grief, dying, grief & bereavement. Examination of related theory, research, current counseling practices, & models of intervention employed in various settings. Skill development in grief counseling, usually within simulated conditions. It looks at the role of the bereavement counsellor in explaining and helping with; stages of grief, tasks of mourning, grieving rituals, a child and adolescent view of death, complicated grief, counselling the dying and other common issues.

HCP414 HIV & AIDS COUNSELLING

This module is geared towards examining the source, effect and the management of HIV/AIDS infection. The origin of AIDS and HIV is still a puzzle. HIV counselling aims at enabling the client to cope with stress and take personal decision relating to HIV/AIDS.

HCP415 RESEARCH PROJECT

The module is intended to expose students to the research process. It involves proposal writing, chapterisation, data collection and analysis and discussion of findings. The module is offered in two semesters.

HCP416 CAREER COUNSELLING

Students will be introduced to career development recognizing the importance and uniqueness of various facets of career counseling. Emphasis is given to developmental considerations and the role of testing, educational and career development program planning and implementation. Technology-based career development applications and strategies will be explored. The interrelationships among and between work, family and other life role factors will be considered with a special emphasis on gender, diversity and working with specific populations.

HCP417 INTEGRATED COUNSELLING PROCESS

This module provides an overview of various approaches to working with clients emphasizing emotion theory and the role of empathic attunement in healing. Class sessions and readings will explore the interpersonal therapy process and demonstrate various ways to implement experiential techniques in therapy. Students will work to further define their theory and use this to apply a variety of counseling approaches and techniques. Each student will construct a research paper that integrates their theoretical approach with techniques, interventions and applicable counseling approaches. Class sessions will emphasize experiential exercises, technique based role-plays and skill enhancement group praxis. Students are encouraged to take risks and develop their personal style in applying experiential methods in treatment.

HCP418 GROUP COUNSELLING

The purpose of this module is to introduce students to the theory and practice of group counseling. The course will provide information about training in establishing, leading, and evaluating counseling Groups of various types. Within this module students will explore different theoretical approaches to counseling groups, basic principles of group dynamics which include leadership tasks, group developmental stages, and member

roles. Consideration will be given to ethical, legal, and professional issues as well as special needs such as multiculturalism, life-span development concerns, and the therapist's personal leadership style.

HCP419 SUBSTANCE ABUSE AND ADDICTION COUNSELLING

Addiction Counselling is one of the fastest growing counselling services in the third world countries. This module may be of specific interest to those wishing to work in Healthcare, Social Work or those of who wish to extend counselling knowledge in this area. A range of addictions are covered include: drugs, gambling, sex and the more modern phenomenon of the internet including social networks.

HCP420 COUNSELLING MANAGEMENT

This module focuses on the process of making the best use of counselling by the controlling and directing the stages of counselling from intake to follow up of clients. The module prepares the student on the practical sequential dynamics of managing a counselling centre.

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN PSYCHOLOGY**HPSY101 INTRODUCTION TO PSYCHOLOGY I**

This module will provide students with a broad introduction to the field of psychology. This preliminary survey of psychology should acquaint students with the major concepts and terminology of the discipline and give students a better understanding of themselves and others. This module is aimed to provide first year students with a good foundation in psychology.

HPSY102 SOCIAL PSYCHOLOGY I

The module gives a basic understanding of the core topics in social psychology. These cover how we present ourselves and others, social influence, cooperation and group functioning, prejudice, discrimination and conflicts, friendship and attraction, pro-social behaviour and aggression. The course aims students to acquire an in-depth understanding and to critically reflect upon how people think and function as social beings, individually, in small groups and in society in general.

HPSY108 HISTORY OF PSYCHOLOGY

The module provides a basic understanding of the historical development of major psychological issues. Modern psychology as it emerged in the early 20th century is considered central to the module, as are the main tendencies in the development of contemporary psychology. The subject is a general introduction to other introductory subjects of the psychology program.

HSOC101 INTRODUCTION TO SOCIOLOGY I

The primary objective is to enable students to gain a theoretical foundation for understanding social issues. The module begins with a discussion of the theoretical origins of Sociology, its key concepts, similarities and differences with other social science subjects. As the students work through the module, they are expected to acquire critical, analytical and practical skills that will also serve them in other social science modules as well. Lecture notes are designed to introduce the students to some critical evaluation of discourse on the nature, antecedents and trends in sociological theorizing.

HHRM101 HUMAN RESOURCE MANAGEMENT I

This module serves as an introductory course to the discipline of Human Resource Management (HRM) and lays the foundation for further in-depth study of the discipline. Upon completion of this course, the student will be able to discuss key historical events related to the field of HRM. Students will also be in a position to discuss the major challenges facing the HRM phenomenon. It is in the interest of this module to enable students' appreciation of the current thinking and developments in the field of HRM. Students would be in a position to identify and discuss the major disciplines of HRM. The module will help in fostering an understanding of a work environment which facilitates high employee performance

HPSY103 SOCIAL PSYCHOLOGY II

Social psychology is the scientific study of how people's thinking, feeling and behaviour are influenced by other people. Major theoretical perspectives in social psychology cover the socio-cultural, the evolutionary, social learning and the social cognitive, and these perspectives are used in describing and explaining social behaviour. This is an in-depth knowledge module in social psychology emphasizing social cognition perspective. Relevant subjects include social judgement, inferences and decisions, attitude formation and social influence. Social Psychology is the scientific study of how people's thoughts, feelings and behaviours

are influenced by the actual, imagined or implied presence of others. The study of Social Psychology gives the student an important background as they prepare to take on advanced module in psychology and social sciences in general. This module is an extension of Social Psychology 1 offered during the first semester.

HPSY105 INTRODUCTION TO PSYCHOLOGY II

This module is an extension of introduction to psychology 1 offered in the first semester which is pre-requisite. It provides students with a fuller understanding in the field of psychology. This post-preliminary survey of psychology should give students a better understanding of themselves and others. This course is aimed to provide first year students with a good grounding in the social sciences before they embark on their specific areas of study.

HPSY 106 PSYCHOLINGUISTICS

This module will assist the students to gain understanding of the psycholinguistic field and follow the course of the development of psycholinguistics in psychology, apply psycholinguistic knowledge to a number of areas within human communication, Look at how language behavior illuminates our understanding of the mind and the brain, and how properties of the mind and brain influence human language. It also highlights something about the nature of language, how it is used, how our language skills develop, and how they can be impaired and enables students to use empirical evidence to argue about theoretical claims concerning language processing.

HPSY 107 PSYCHOLOGY OF SPECIAL POPULATIONS

The module is designed to explore special issues in psychology. Differences in ethnic, racial, cultural, and sexual orientation will be studied along with different worldviews. Special populations such as people living with HIV/AIDS, gays and lesbians, sexually, gifted, mentally, emotionally challenged and physically abused persons and persons those dealing with abortion will also be presented.

HPSY 110 HEALTH PSYCHOLOGY

The module will introduce models for understanding the relationship between behaviour and health and will discuss factors that may contribute to promoting and maintaining health and preventing sickness and injuries. The module focuses on the relationships between health and quality of life, stress and health, psychosocial factors linked to serious/chronic illnesses and disabilities, overcoming sickness and death and the significance of social support for health. Relevant scientific methods within the field will be taught.

HHRM103 HUMAN RESOURCE MANAGEMENT II

The aim of this module is to provide students with an overview of current thinking and developments in the field of Human Resource Management. The module will also equip students with the ability to lead the Human Resource function in a global context. Students will also understand the interrelationship between commitment, motivation and culture in organizations. The module will also enhance students' understanding of methods of evaluating employee performance in organisations.

HSOC109 INTRODUCTION TO SOCIOLOGY II

This module develops learners' sense of themselves as part of society. It uses a sociological approach, which encourages learners to ask questions about the social world in which we live and to use evidence to support explanations for human social behaviour. The module will therefore enable learners to become familiar with research methods and the use of evidence in sociology. The module equips learners with knowledge and understanding of the sociological perspectives, theories and concepts used to investigate and explain aspects

of the social world. The sociological understanding that develops from learning in this module is used to question commonly-held assumptions about society and to consider sociological explanations. The module offers opportunities for learners to actively investigate human society, cultures and social issues. Learners apply sociological perspectives, theories, concepts and research evidence to analyze society.

HPSY210 CHILD DEVELOPMENT

This introductory module presents basic knowledge and theory about different aspects of human development through childhood. It consists of a theoretical component intended to introduce students to the concepts and principles in child development. At the end of this module, students should be able to define child development concepts, understand the historical forces that have shaped development, discuss critically the applicability of development theory in African setting and engage and understand growth process from neonate to middle childhood.

RMS101 INTRODUCTION TO RESEARCH METHODS AND STATISTICS

The module is designed to assist students to develop a deep understanding of methodological approaches which are relevant when conducting social science research. Areas to be covered in this module include but not limited to identification of research problem, literature review, assumption, hypothesis, research questions, sampling, data collection, quantitative methods, qualitative methods, descriptive statistics, inferential statistics and probability. The module will equip students with skills that enable them to gather, analyze, and interpret data, problem solving and decision making. The module will assist the basic knowledge of statistics as it relates to research in social science. However, the module will also highlight the uses and limitations of statistics in the society. The module will acquaint students with the analysis of contemporary issues through scientific logical deductions presentation in the social sciences. It will enable students to understand some basic statistical theories and the importance of measures of central tendencies.

HPSY207 PSYCHOBIOLOGY

The introduction module deals with the biological foundation of human behaviour and perception, both at the neuronal and system level. The scientific content includes, in addition to principles characterizing brain structure and function, sensation/ perception, motivation, emotion, memory, language, sleep, dreaming and mental illness. The module also contains an introduction to research methods used in the field.

HPSY215 PSYCHOLOGY OF RELIGION

This module focuses on the application of psychological methods and interpretive frameworks to religious traditions as well as to both religious and irreligious individual. The module is based on the science attempting to accurately describe the details, origins and uses of religious beliefs and behaviours. The challenge for the psychology of religion is three fold; To provides a thoroughgoing description of the objects of investigation whether they be shared religious content or individual experiences, attitudes or conduct, to account in psychological terms for the rise of such phenomenon and to clarify outcomes of these phenomena for individuals and for the larger society.

HPSY201 SENSATION AND PERCEPTION

This module provides the basic understanding of the mind's interpretation of environmental events and the meaning making processes. It provides important philosophical understanding of the mind and neuroscience. It covers the issues of experience, innateness of behaviour and the mind body relationship, anatomy and physiology of the sensory systems that provide the information for perception.

HPSY206 PRINCIPLES OF LEARNING

This module will present the major theories of learning and discuss their basic tenets. Learning is the relatively permanent change in behaviour that results from experience. The theories that will be covered range from classical conditioning to the cognitive approaches to learning including social learning theory. These theories form the backbone of the whole field of psychology and they are always discussed under different themes. This module will among other things equip the student with basic techniques to be better trainers or instructors.

HSOC201 SOCIOLOGY OF ORGANISATIONS

The module will acquaint students with sociological issues of organizations. It is intends to encourage students to apply sociological theories and to critically analyse organizations in their different cultural environments.

HHRM206 TRAINING AND DEVELOPMENT

Training and Development provides students with a strong base on issues pertaining to Training and Development in Zimbabwe and in other countries. Thus the theories and concepts of Training and Development are explored in some detail. The aim of the module is for students to gain a firm foundation in the field of Training and Development.

HPSY211 ADOLESCENCE AND ADULthood

This module familiarizes students with the continued developmental concepts and theories in adolescence and adulthood and with a special focus on applicability to the African cultural contexts. From the areas treated are storm and distress in adolescence, choosing partners, midlife crisis, friendship relations and death and dying.

HPSY212 PSYCHOLOGICAL STATISTICS

This is an in depth module in theoretical and practical aspects of quantitative research in psychology and building on psychology methodology. The module elaborates on the quantitative analysis program (SPSS) of calculating measures of central tendency, dispersion and test hypotheses relating to t-tests, chi-square, ANOVA, correlation and regression.

HPSY213 COMMUNITY PSYCHOLOGY

The teaching will include central concepts, issues and working methods in community psychology. Topical themes include the organisation of health and social services, legislation and administration. Professional challenges for psychologists in municipal health and social services will be illustrated. Important framework conditions that are significant for action planning will be examined.

HPSY215 PSYCHOLOGY OF RELIGION

This module focuses on the application of psychological methods and interpretive frameworks to religious traditions as well as to both religious and irreligious individual. The module is based on the science attempting to accurately describe the details, origins and uses of religious beliefs and behaviours. The challenge for the psychology of religion is three fold; To provides a thoroughgoing description of the objects of investigation whether they be shared religious content or individual experiences, attitudes or conduct, to

account in psychological terms for the rise of such phenomenon and to clarify outcomes of these phenomena for individuals and for the larger society.

HPSY216 GUIDANCE AND COUNSELLING

Counselling is advice-giving and is mostly dedicated to enhancing or restoring clients' own self-understanding, decision making resources, risk taking and personal growth. Counselling as a discipline defines the helping side of psychology as a field of study. This course will dwell on the counselling process, some selected approaches and counselling of special groups. The module provides important background for students who wish to pursue a career in counselling.

HPSY217 PERSONALITY AND CULTURE

This module discusses the concept of personality, and gives an introductory knowledge of the main theories, methods and research findings. It aims to give students a basic understanding of concepts used in the Psychology of Personality, and the three main questions in these fields: What is personality? What factors form the personality? What role does personality play in behaviour and functioning? It also covers the major theoretical approaches to the study of human personality and encourages an evaluation of these approaches in the light of relevant empirical research and a module in psychological statistics is useful but not required.

HPSY204 ENVIRONMENTAL PSYCHOLOGY

Environmental Psychology is an integrative area of psychology which places particular emphasis on people-environment inter-relationships and transactions, including environment-behaviour relationships, environmental perception and cognition, environmental stress and adaptive responding, cultural values, disaster preparedness and response, conservation behaviour and sustainability initiatives, and the effects of climate, ergonomics and behavioural design.

HSOC212 SOCIOLOGY OF RELIGION

This module is designed to familiarise students with the deeper understanding of religion; its origins, functions and meaning in different social settings in traditional and modern societies. It explores these through theoretical lens of Marx's Conceptualisation of Religion, Weber and Durkheim's Notions on Religion

HHRM203 MANAGING CHANGE

The primary aim of this module is to introduce undergraduate students to the principles and practices of effective change management in relation to complexities of organisational life. It will take both a theoretical and practical approach in an attempt to meet both the academic and applied needs of the student. Students are introduced to organisational transformation and change. The module also seeks to increase the students' knowledge of the theoretical frameworks for implementing change. It is also in the interest of this module to provide an insight in the change process and explain management's role in driving organisational change.

HHRM202 ORGANISATIONAL BEHAVIOUR

The field of Organisational Behaviour (OB) is about understanding how people and groups in organizations behave, react, and interpret events. It also describes the role of organizational systems, structures, and processes in shaping behaviour, and explains how organizations really work. Drawing from fields including management, anthropology, sociology, information technology, ethics, economics, and psychology, OB provides a foundation for the effective management of people in organizations. Because it explains how

organisations work from individual motivation to team dynamics to organizational structure, knowing about OB is essential to being effective at all organizational levels. Effective management of human resources within organisations requires an understanding of various behaviours and processes. Managers need to know why people behave as they do in relation to their jobs, their work groups and their organisations. This knowledge of individuals' perceptions, motivational attitudes and behaviour will enable managers to not only understand themselves better but also to adopt appropriate managerial policies and leadership styles to increase their effectiveness.

HPSY 301 EMPLOYER'S ASSESSMENT

The Practice will be linked to a company in which students can practice their knowledge in work and organisational psychology. The assignment can be anything from a work environment survey, observation, interviewing, literature review and presentation, to be a change agent, or help in personnel / HR departments, etc.

HPSY 302 ACADEMIC SUPERVISOR'S ASSESSMENT

Students will be assessed by the Academic Supervisor who produces a written report and this report should be quality assured by the head of the department. The overall assessment by the department will contribute to the student work related learning grade.

HPSY303 STUDENT REPORT

Students will be assessed by the employer who produces a written report and this report should be quality assured by a supervisor in the department at the work place. The overall assessment by the mentor and head of department in the organisation will contribute to the final assessment grade of the student workplace experience.

HPSY402 PSYCHOMETRICS

The main focus of this module is to teach students test methodology so that students can assess the quality of tests that can be used in the workplace. In this module the student will also receive an overview of different types of tests and assessment procedures that are in the labour market for employment, career guidance, training, development and performance reviews. Examples of tests and assessment procedures that can be reviewed are: job analysis, recruitment interviews, personality tests, ability tests, interest tests, tests of emotional intelligence, team skill tests, tests to assess the quality of team work, tests on leadership and change readiness tests. This module will also review ethical guidelines and standards for testing and selection.

HPSY403 INDUSTRIAL PSYCHOLOGY

The students will gain a general insight into the main historical and updated theories in organisational and personnel psychology within a clinical perspective. The module includes teaching that will deal with issues in working life where (clinical) psychological skills and qualifications are important. This module also provides an overview of key psychological issues pertaining personnel management in areas such as selection, recruitment, training and development. This applies for example to areas such as business culture, organisational change, sickness, absence, working environment, health and safety, management, personal development, business culture, mental health in working life, personnel psychology, management or personnel development and economics. The issues of testing and ethical guidelines are also key to the module. The processes that make some people unable to perform at higher levels in industry will be outlined and analysed.

HPSY414 COGNITION

This module constitutes applied and clinical use of knowledge obtained through the Cognitive domain. The theoretical part cover social cognition and its development, neurocognitive aspects of pain, cognition and therapy, the neural and cognitive basis of hallucinations and delusions, and methods. The latter part covers cognitive aspects relating to intelligence testing and other tests of neuro-cognitive functions. This is a basic module in cognitive psychology (theory and method). Cognitive Psychology is used throughout the entire range of human knowledge, perception, activity, speech processing, problem solving and thinking about learning and memory. The module will give students knowledge of the most important concepts, themes, problems and empirical research in modern cognitive theory as it concerns how we receive, interpret, edit, use and save information. The module will deal with the study of both general traits and individual differences.

HPSY410 PSYCHOPATHOLOGY

This module will try to give an introduction into abnormal psychology, and how this topic is understood from different perspectives. The most common psychiatric disorders will be reviewed both related to symptoms and different ways to treat these disorders. This module will cover the assessment and treatment of major psychopathologies based on the DSM-IV-TR. Students will gain a thorough knowledge of the DSM. Students will learn about various diagnostic techniques and some psychological tests relevant to the disorders studied. Psychopharmacological treatment of the different disorders will also be addressed. The role of spirituality in psychological dysfunction will also be explored.

HPSY408 CONSUMER PSYCHOLOGY

This module outline the dynamic psychological application of theory to consumerism systems theory and learning psychological issues relating to why consumers engage personality, learning processes, learning principles and social- cognitive processes in buying process.

HPSY411 PSYCHOLOGY AND LAW

The module of Psychology and Law involves the application of scientific and professional aspects of psychology to questions and issues relating to law and the legal system. There are a number of specialties that psychologists may pursue within the larger area of psychology and law. This field encompasses contributions made in a number of different areas--research, clinical practice, public policy, and teaching/training among them--from a variety of orientations within the field of psychology, such as developmental, social, cognitive, and clinical.

HPSY 416 COMPARATIVE PSYCHOLOGY

This module is designed to enable students to acquire an understanding of behaviour and the principles of learning in nearly all species of animal life, including humans. Contrasts and comparisons between the behaviour, learning styles and capabilities of species are made.

This module is designed to enable students to answer questions concerning basic genetics, the evolution of behaviour, maintenance behaviours, the spatial aspects of behaviour, foraging and anti-predator behaviour, reproductive behaviour, social behaviour, communication, physiology of behaviour and learning.

HPSY 404 EDUCATIONAL PSYCHOLOGY

Topical themes are general and specific learning difficulties and social-emotional difficulties in the educational context. Integration of pupils with disabilities and the use of special teaching will be illustrated,

including the use of case studies. Survey and consultation methodology, habilitation and rehabilitation work and pedagogic development work from kindergarten to university will be examined.

HPSY 415 PSYCHOTHERAPY

This module will assist the student to have a thorough grounding in the basic goals of psychotherapy and to define psychotherapy and its emergence as a discipline. Students will understand key concepts underlying the nature of psychoanalysis and subsequent psychodynamic therapies. Perspectives in therapy including cognitive, behavioural and humanistic therapies will be explored.

HPSY 405 FORENSIC PSYCHOLOGY

The module deals with the most frequent applications of psychology during the administration of justice. This includes expert assistance in criminal cases in the form of judicial observations, in civil cases in the form of rights to compensation and in civil cases and administration in the form of support in child custody and child protection cases. The module will also cover clinical forensic psychology, which includes conditions important in the context of anti-social behaviour and witness psychology.

HPSY406 SPORT PSYCHOLOGY

Sport psychology is the scientific study of people and their behaviours in sport and exercise activities. Sport psychology is primarily concerned with understanding the effects of psychological factors on physical performance and understanding the effects of participating in physical activity on psychological development, health and well-being. This module is designed to introduce the student to the sport psychology arena through the provision of a broad overview of the major topics in the area. Sport psychology encompasses a range of topics including motivation to persist and achieve, psychological considerations in sports injury and rehabilitation, counselling techniques with athletes, assessing talent and psychological theories related to sport behaviour among other issues.

HPSY418 CONTEMPORARY ISSUES IN PSYCHOLOGY

This module focuses on critical and creatively examination of psychological topics that are currently relevant in the field of psychology within contemporary society. Some topics would include media influence and how the discipline of psychology is represented in the media in the application of technology in treatment for example, online counselling, new issues in childhood/adolescence, the increasing incidence of specific disorders i.e. autism and teen issues like eating disorders and war and the emerging needs of today's military.

HPSY 409 RESEARCH PROJECT

The module is intended to expose students to the research process. It involves proposal writing, chapterisation, data collection and analysis and discussion of findings. The module is offered in two semesters.

DEPARTMENT OF RURAL AND URBAN DEVELOPMENT

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN LOCAL GOVERNANCE STUDIES

HLGS101 INTRODUCTION TO PUBLIC ADMINISTRATION

The module seeks to introduce students to the practice and study of public administration and policy. It introduces students to the historical, normative and institutional context of public administration in both developed and developing countries.

HLGS102 PRINCIPLES OF LOCAL GOVERNMENT ADMINISTRATION

The module focuses on the principles in the administration of local government. It will cover local government systems in Southern Africa considering their organogram in local authorities both urban and rural district council and their functions. Both elected and appointed officials' duties and responsibilities are spelt out.

HLGS103 PRINCIPLES OF ECONOMICS

This module covers fundamental tools and application of concepts in economics. It focuses on markets as a mechanism for allocating scarce resources and also examines the foundation of economic theory and their subsequent effects to the rural populace. Micro and macro-economic issues shall be explained in relation to their manifestation in rural areas.

HLGS104 GENDER AND LOCAL GOVERNANCE

Despite signs of progress in some countries, the overall pattern of gender disparities remains unchanged. The module deals with gender focus in local government, local capacity building and inclusive local government policies.

HLGS106 TRADITIONAL LEADERSHIP SYSTEMS AND LOCAL GOVERNANCE

The module examines local authorities and traditional leadership. It looks at the influence of local authorities on the selection, appointment, monitoring, succession issues and how they administer local inhabitants. It focuses on the relationship between local and traditional authorities and trends in other countries in the region. Also the vision and mission behind traditional leadership will be captured.

HLGS107 PUBLIC SECTOR ACCOUNTING

This focus on how public sector organisation manage public funds. Its focus is on how they sustain themselves financially, their involvement in partnership with private and third sector organisations in an effort to manage their funds in a sustainable manner.

HLGS109 LOCAL GOVERNANCE AND DEVELOPMENT

The module looks at the history of local government and highlighting the of laws reforms, contextualising local government in Zimbabwe and local government's development potential.

HLGS111 DEMOCRACY AND HUMAN RIGHTS

The module deals with good governance and personal entitlements which people have regardless of creed, race, gender and nationality. The module will interrogate conceptualisation of democracy and human rights from Southern and Northern perspectives.

HLGS112 ENVIRONMENTAL HEALTH

The module looks at all aspects of the national and built environment that affect human health. It also interrogates mother disciplines of environmental health such as environmental public health and environmental health and protection. The module endeavours to address all the physical, and biological factors extension to a person and all the factor which potentially affect health.

HLGS113 INTRODUCTION TO RURAL AND URBAN DEVELOPMENT

This module will focus on rural and urban local government systems. The government development policies addressing poverty, gender equity and equality will be addressed. Participatory rural appraisal and the role of third sector organisations in both rural and urban environments will be explored.

HUPD108 DEVELOPMENT THEORY

Development is a fundamental concept in socio-economic and political thought going back to enlightenment thinking with its concern for progress and an ideal society. A number of ideas for development have emerged which could hardly be separated from dominant practices and beliefs of their time. Therefore, this module critically examines different historical trends and key development theories which shape the development field. Development theories to be discussed range from modernization, neo-classical, dependency to more critical concerns emerging from post-development, feminist and post-structuralist thinking. By the end of this module students will be well exposed to key trends in development thinking across different historical periods. Students will be able to critically assess the strengths and weaknesses of different development theories – this puts them in a position to understand the relevance or significance of these theories to urban planning and development.

HLGS 205 LOCAL GOVERNMENT AND LEGISLATIONS

This focus on the rules and laws or the legal status and the role of local government in Southern African countries particularly Zimbabwe, supervision of local government, monitoring, assessment and recommendation for policy and law reform. It also looks at powers and responsibilities of local authorities according to the constitution.

RMS101 INTRODUCTION TO RESEARCH METHODS AND STATISTICS

This focus on ontology and epistemology in research. It equip students with gathering, presentation and analysis of data so that they could produce reports, papers and dissertations at work places and for the completion of their degree programme respectively. Both quantitative and qualitative methodologies will be highlighted.

HLGS206 PRINCIPLES OF PUBLIC RELATIONS

The module introduces students to principles of public relations, highlighting the need to adapt in the practice of public relations and avoid looking to public relations practices only as a means to react to problems at the work place.

HLGS207 LOCAL GOVERNMENT FINANCE

This focus on how local authorities finance their activities, the significance of various revenue sources and sources of funding of local authorities, main expenditure drivers and laws governance public sectors finances.

HLGS208 CIVIC SOCIETY AND LOCAL GOVERNANCE

This looks at the role of civic societies in steering socio-economic transformation in the SADC region, analysing historical trends and gazing into the future. It focus on history of local government and how civic societies have contributed to development. Opportunities and constraints on civic society – local government interactions will be highlighted

HLGS211 HUMAN RESOURCES MANAGEMENT

The module discusses key historical events related to human resource, discipline, major challenges facing human resource management phenomenon, new developments in the field and foster a work environment which facilitates high employee performance.

HLGS212 LOCAL GOVERNANCE AND LAND MANAGEMENT

This module will involve ensuring that Land use does not damage ecological processes or reduce biological diversity. Students should be able to apply the principles of ecologically sustainable development to council decision, prepare plans for land management, assess applications for land use, undertake research of the natural and built environment and implement strategies to minimise environmental pollution.

HLGS213 PARTICIPATORY PLANNING AND ADMINISTRATION

This focus on the involvement of stakeholders in development activities through participatory action and learning for both rural and urban inhabitants. Both rural and urban development projects will be highlighted and levels of participation by the public will be explored for sustainability and sustainable development.

HLGS201 COMPARATIVE LOCAL GOVERNANCE SYSTEMS

A comparative analysis on regional governments will be highlighted looking at how other countries in the region apart from Zimbabwe are handling issues to do the rural and urban councils, partnerships, traditional leaders and how sustainable other administrative structures are for future development.

HLGS202 RURAL AND URBAN STRUCTURES AND POLICY

This will look at rural and urban council organogram, socio-economic infrastructure provisions and how they influence developmental policies and local government operational challenges and their way forward. It looks at national institutions supporting and regulating local government.

HLGS203 PROJECT PLANNING AND DEVELOPMENT

The thrust is local government project plans, their formulation, implementation, monitoring and evaluation and summative evaluation. It analyses project management techniques, role of project managers and their skills. It also looks at the methods of planning projects and programmes.

HLGS204 PUBLIC SECTOR AUDITING

This module entails modern auditing techniques, role of auditing, its attributes, communication of audit findings and recommendation, follow-up on audits reports and performance measurement and assessment. It

also examines the enabling legislation of the supreme audit institutions.

HLGS209 PUBLIC POLICY ANALYSIS

This explain the meaning of public policy, how they are made starting from the policy idea, formulation, appraisal, monitoring and evaluation and policy recommendations. This is done in the contexts of local government programmes and projects. Successes and failures of policies will be highlighted.

HLGS210 SPATIAL ANALYSIS

This module focus on the spatial interaction and modelling within the space, between and among regions. Models of analysing relations of resources, inequalities in space will be explored. The process of regional development in emphasised. A family of gravity models would explain regional analysis for planning and development.

HLGS303 EMPLOYER'S ASSESSMENT

The internship experience is designed to give students in Urban Planning Development the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Urban Planning Development programme would be transformed in reality. Students would be attached in various organisations relevant to Urban Planning Development to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HLGS304 ACADEMIC SUPERVISOR'S ASSESSMENT

The internship experience is designed to give students in Urban Planning Development the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Urban Planning Development programme would be transformed in reality. Students would be attached in various organisations relevant to Urban Planning Development to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HLGS 305 STUDENT'S REPORT

Students will be assessed by the who produces a written report and this report should be quality assured by the head of department at work place. The overall assessment by the mentor and the head of the department in the organisation will contribute to final assessment of the student work place experience

HLGS401 ADMINISTRATIVE LAW

The module focuses on legislations for public development administration. It examines the principles statutes detailing local and central authority operations, powers and responsibilities. It explores the balance of power among local and central governments, hierarchy and specialisation among local governments and the nature of democracy including citizen influence of local law making through initiatives, referenda and visiting schemes and non-electoral participation.

HLGS402 LOCALECONOMIC DEVELOPMENT

It focus is on local government and private sector functions including environmental planning, business development, infrastructure provision, real estate development and finance, undertaken in different geographic scales.

HLGS403 DISASTER MANAGEMENT

In the context of local government, focus is on role of civil protection unit in identifying the types, cause and impacts of disaster in both developing and developed nation. The thrust is on the preparedness, mitigation measures, prevention and management of disaster.

HLGS404 PUBLIC SECTOR CORPORATE GOVERNANCE

In light of the global economic crisis much study in corporate governance has been concentrated on the activity of organisations deemed systematically important to the economy. Yet relatively little dismodule has been directed towards corporate governance in the public sector. The module takes students through the models of corporate government arrangements accountability, organisational structures and processes. Risk management and business continuity.

HLGS405 HUMAN RIGHTS AND CULTURE

The module focuses on the values of freedom, respect for human rights and principles of representative governance. It also traces the historiography of human rights as they are enshrined in the Universal Declaration of Human Rights and International Covenant on Civil and Political Rights.

HLGS406 LOCAL GOVERNMENT INSTITUTIONS

This will look at local governments in the region and their organisation, powers and functions of local institutions, assessing local government powers versus the presidency and the minister, stakeholder's consensus on powers and function of local government and lastly areas of policy and legislative reforms is also key.

HLGS407 STRATEGIC MANAGEMENT

The thrust is on organisational management defining the vision and mission statement, aim and objectives, plan of Action. Implementation and continuous monitoring and evaluation periodically for organisations to meet intended goals. Remedial measures are key in meeting organisational purpose.

HLGS408 LOCAL GOVERNANCE ETHICS

This focus on rules and laws to be followed in governance for us to say there is 'good' governance or 'bad' governance. It looks at responsibility, accountability, altruism of the local authorities. More so, how to curb corruption in organisations and maintaining the code of conduct in combating corruption.

HLGS409 RECREATION AND AMENITIES

This focus on social welfare provision in both rural and urban environments. It looks urban design like open spaces for sports, green gardens and the introduction of shopping malls in an effort to reduce congestion and pollution in urban environments. The decentralisation policy from the Prime Minister's directive on development will be discussed. Growth points, rural service centres and also rural highway service centres would be explored.

HLGS410 HOUSING AND GOVERNANCE

This focus on human settlement in both rural and urban environment and approaches to rural and urban settlement provisions. Issues to do with resettlement before and after independence will be explored. In the context of urban housing, policies and models of housing provision exploring opportunities and constraints in developing nations will be highlighted.

HLGS411 DEVELOPMENT PLANNING AND ADMINISTRATION

This focus on Development Models and how they assist in planning. Evaluation of each model will be done in our quest to address development challenges affecting developing nations.

HLGS412 RESEARCH PROJECT

This is a double semester module (8 credits) where students undertake a research project by first identifying a local governance problem and then carry out research to arrive at rationale planning and development decisions and conclusions. The dissertation shall be of individual original work with the guidance of a Supervisor.

HLGS413 POLITICS AND GOVERNANCE

The focus is on fundamentals of politics, the exercise of power and its implication on day to day life. The thrust is on democracy and good governance, political institutions and how they influence reforms and revolutions in governments. It also focus on contemporary politics, how national government influence local authority success.

HLGS414 CONTEMPORARY ISSUES IN LOCAL GOVERNANCE

These are special issues in modern approaches; local authorities use to sustain their areas of jurisdiction. It looks at paradigm shift in development where local council both rural and urban are now involving the public and getting into partnerships for sustainable development.

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN RURAL DEVELOPMENT**HRD101 INTRODUCTION TO RURAL DEVELOPMENT**

The module introduces students to the rural environment and the concept of rurality. The evolution or shifts in the development discourse will be unpacked to enable students to understand the various approaches to rural development. It unpacks the theories, approaches, complexities and challenges associated with transforming and improving people's lives. It informs students on how contemporary society can be transformed through sound developmental policies and strategies. A comparative analysis of rural development practices and experiences in selected Asian, American and South African countries will be done.

HRD102 ASPECTS OF AGRARIAN STUDIES

This module focuses on rural transformation through land reform and resettlement. Different models of resettlement are explored. Agrarianisation as a reform measure to resettlement will be discussed. Comparisons will be drawn between Latin American land reforms and land reforms in Africa. This course will also dwell on resettlement instruments, land tenure systems, gender and agrarian reform, land acquisition and distribution, service provision in resettlement and agrarian reform, sustainable development and its influence on land reform and resettlement, and agrarian revolutions and land deals.

HRD103 RURAL LAYOUT DESIGN

The module focuses on rural layout design for rural settlements and small towns. It starts by introducing draughting media and equipment and further exposes students to site reconnaissance and analysis. Students would then be engaged in studio practicals and complete the module with layout report writing.

HRD104 PRINCIPLES OF SURVEYING

The aim of this module is to provide the student with the basic theoretical principles in land surveying, an understanding of standard techniques in surveying, and practical skills in the use of surveying equipment. Students are imparted skills distance measurements (taping, levelling etc.), angle measurements, coordinate geometry, determination of areas and volumes, global positioning systems and geographic information systems. By the completion of this module, the student should be able to apply the principles of good practice in land surveying, with knowledge of the accuracies required for different applications, demonstrate standard field techniques and methods of calculation used in various surveying tasks and to complete a control and detail three-dimensional survey of a small area of land.

HRD105 RURAL-URBAN LINKAGES

Rural development cannot take place without the trickle down effect from urban areas. Whilst rural areas are mainly into primary production, urban areas are mainly involved in secondary and tertiary industries. Hence synergies are developed between the two regions. The module seeks to analyse the spatial interrelations resulting in recommendations which will enhance efficiency and effectiveness. The rural-urban interface is the area which combines both rural and urban activities and thus enjoys both town and country. What this means is that students of rural development need to become consciously aware of this interrelationship and seek ways of influencing it in order to achieve development.

HRD106 RURAL SETTLEMENT ANALYSIS

The module will focus on rural settlement patterns, settlement hierarchy, organisation and spacing of settlements according to their sizes and functions. Students should understand the concepts of Nearest Neighbour Index, Spatial Interaction Models and analysis of networks. These concepts are important in the

understanding of the distribution of goods and income as well as the flow of people across the rural landscape.

HRD107 AGRICULTURAL DEVELOPMENT, RESEARCH AND EXTENSION

The establishment of sustainable agriculture development is currently elusive in Africa and other developing countries worldwide. This is usually blamed upon poor research and extension services. This module examines these linkages and proposes various possibilities to address the challenges. Community participation is discussed as central to sustainable achievement of agriculture developments.

HRD108 RURAL ENTERPRISES, PROJECTS AND DEVELOPMENT

This module describes the role of rural development arms in facilitating poverty alleviation, providing relief, infrastructure development and giving a platform for community growth. It examines the impact of projects on communities, discussing theories of dependency as opposed to self-sustainability. Participation is proposed as a way of ensuring sustainable community development.

HRD109 RURAL AMENITIES DESIGN

The module seeks to conceptualise and design rural amenities such as community centres, small business hubs, and buildings which support rural development. Critical issues to be considered are building regulations and the need to carefully select building methods, procedures and materials which are cost effective and affordable to the generality of the rural populace.

HRD110 INTRODUCTION TO PLANNING AND DEVELOPMENT

This module introduces students to the issues, concepts and the broader perspective of planning. Planning involves making decisions from a variety of options. Since it is futuristic in nature there are uncertainties caused by a multiplicity of factors. This module will unpack the challenges and complexities faced in the field of rural development planning and the possible strategies that can be adopted to address these challenges.

HRD111 PRINCIPLES OF ECONOMICS

This module covers fundamental tools and application of concepts in economics. It focuses on markets as a mechanism for allocating scarce resources and also examines the foundation of economic theory and their subsequent effects to the rural populace. Micro and macro-economic issues shall be explained in relation to their manifestation in rural areas.

HRD201 RURAL DEVELOPMENT THOUGHT AND PRACTICE

The module explores the thinking about rural development which has evolved over years from community development through the green revolution, to integrated rural development and subsequently to sustainable livelihoods as a route to poverty alleviation. The module introduces students to rural development perspectives, themes and policies that have influenced rural development thinking. The module will highlight the mainstream rural development narratives and explore the turning points between them.

HRD202 WATER RESOURCES MANAGEMENT

Water is increasingly becoming a scarce resource worldwide; hence it's the main driver of all developmental processes. There are also growing concerns about water as a renewable resource, its availability for a wide range of users, aquatic ecosystem health, and global issues relating to climate change, water security, water

trading and water ethics. This module brings together multiple disciplines to understand and help resolve problems of water quality and scarcity from both the local and global perspectives. The module is designed to prepare the students to effectively understand the complex problems and techniques to manage our water resources. The module gives an in-depth knowledge about water resources and water resources management. It is designed to enable students to understand the occurrence and distribution of water resources. The course is also meant to equip students with different water resources management strategies such as planning for sustainable water resource use, water harvesting, catchment management, conflict resolution and trans-boundary water resources management. The concept of integrated water resources management is also assessed in relation to sustainability of water resources. Tools for water resources assessment are also discussed.

RMS101 INTRODUCTION TO RESEARCH METHODS AND STATISTICS

The module seeks to offer a comprehensive, systematic treatment of the scientific approach within the context of research. The module emphasises the relationship between theory, research and practice and integrate research activities in an orderly framework. Generally, the module deals with collection, organisation, analysis, interpretation and presentation of both qualitative and quantitative data.

HRD203 PROJECT PLANNING AND MANAGEMENT I

Projects are the cutting edge of development. Projects provide an important means by which plans can be realised. Sound rural development plans require good projects. This module therefore equips students with the concept of a project, methods and skills that are critical in successful project planning and management i.e. Project cycle, Logical Framework Approach, Project Appraisal techniques etc. At the end of the module students should be able to identify community problems, design alternatives, appraise alternative and implement projects to solve socio-economic problems in rural communities.

HRD204 PRINCIPLES OF GEOGRAPHIC INFORMATION SYSTEMS AND REMOTE SENSING

This module introduces students to different Geographic Information Systems (GIS) and Remote Sensing (RS) systems that are for the planning, development and management of natural resources, settlements, infrastructure, services provision and several other applications relevant in their field. Packages such as ArcVIEW, QGIS, ENVI, ArcGIS, ERDAS Imagine, and ILWIS are used in this module in conjunction with IKONOS, LANDSAT, SPOT, ASTER, SRTM, TRMM and other images in spatial planning and the assessment of resources for development planning purposes. The use of aerial photographs is also covered in detail.

HRD205 RURAL ENERGY TECHNOLOGIES

The module discusses the use of different energy sources – both renewable and non-renewable in rural areas. The impact of these energy technologies on the socio-economic as well as physical environment is assessed. The potential of using renewable energy technologies as a complement to non-renewable resources is examined. The feasibility of replacing non-renewable energy technologies in hybrid systems are analysed. The module also presents possible strategies for enhancing the future use of renewable energy resources. Ways for minimizing the negative impacts of energy resources use are also explored.

HRD206 GENDER AND RURAL DEVELOPMENT

The dynamics of gender imbalances have long been ignored in Africa and other parts of the world. This module acknowledges that Gender has a close relationship with rural development. The negative effects of

gender inequality in land ownership and access to other services are probed. A picture is drawn on how gender equity may ensure rural areas to be self-sustainable drawing from examples of women's contribution to rural development programmes and household food provision.

HRD207 DEVELOPMENT THEORY

The module explores the various contending theories of development which would relate to the theoretical evolution of development thinking and practice from the classical view of development, modernisation, the Radical Development Theories and the World System Theories. The module would explore the commonly held view that development would occur automatically, the manifest failure of the 'grand' theories of development to explain or to eliminate poverty of some states and the shift in focus from explaining development. The module will present a logical extension of the on-going debate in development theories' coherent progression so as to broaden the student's theoretical horizons.

HRD208 DISASTER MANAGEMENT

This module is an overview of key issues in emergency and disaster management bearing in mind cutting-edge modalities of preparedness, mitigation, response and recovery. Focus will be on best practices and practically in light of socio-economic and technological contexts within which corporate organisations and communities operate. The module seeks to examine and critique the experiences of both developed and developing countries in dealing with specified emergencies in order to reduce the devastating effects of disasters.

HRD209 LAND USE PLANNING

The module will introduce students to the history, philosophy, legal framework, principles and procedures used for rural land use planning. On a practical level it will help them to read the landscape and become more aware of what has or is happening on the land. They will become familiar with basic concepts of environmental planning and sustainable rural development and the growth management and land conservation tools and techniques designed to promote land and community health. Contemporary ethical / philosophical and policy issues related to rural land planning, resource management, property ownership and community based conservation will be addressed.

HRD210 PLANNING THEORY

The module explores dominating ideas in planning theory which includes rationale-comprehensive planning model, disjointed incrementalist model and the mixed scanning model and how these influence the field of rural development planning. It also explores opportunities and challenges in converting these theories into practice. It further examines contemporary rural planning and development cases, identify, describe and compare central actors in the rural development planning process and their relation to other actors.

HRD211 RURAL TOURISM

Tourism is now one of the most important industries in the world. In many countries it has been encouraged and supported by governments as a source of foreign exchange, wealth-creation and new jobs. Few governments have attempted to regulate the supply of inbound tourism. Yet tourism may do serious and irreversible damages. The module thus focuses on the importance of tourism as panacea for rural development and the adverse effects it has on the physical environment and on the society and culture of the host populations.

HRD212 ENVIRONMENTAL IMPACT ASSESSMENT

All development projects have an impact on the environment. The impacts can be either negative or positive. The module is designed to provide students with an understanding of how these impacts may be identified and evaluated. It creates a strong foundation for the students to carry out an environmental Impact Assessment (EIA) and to prepare an Environmental Impact Statement (EIS). The module enables the students to identify possible negative impacts and positive impacts of different development projects to the socio-economic and physical environment with the aim of avoiding, minimising or mitigating possible negative impacts and to enhance or maximize positive impacts.

HRD213 INFRASTRUCTURAL PLANNING

This module leads to the deeper understanding of planning and the provision of social and physical infrastructure in an urban setting, including transportation, water and sewerage, energy, as well as schools, health, and communication services. Students will acquire skills in analysis of supply and demand in transport and water infrastructure. The course also explores critical assessment of governance aspects including private and public provision of infrastructure.

HRD303 EMPLOYER'S ASSESSMENT

The internship experience is designed to give students in Urban Planning Development the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Urban Planning Development programme would be transformed in reality. Students would be attached in various organisations relevant to Urban Planning Development to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HRD304 ACADEMIC SUPERVISOR'S ASSESSMENT

The internship experience is designed to give students in Urban Planning Development the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Urban Planning Development programme would be transformed in reality. Students would be attached in various organisations relevant to Urban Planning Development to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HRD 305 STUDENT'S REPORT

Students will be assessed by the who produces a written report and this report should be quality assured by the head of department at work place. The overall assessment by the mentor and the head of the department in the organisation will contribute to final assessment of the student work place experience

HRD401 RURAL POVERTY AND LIVELIHOODS

This module explores rural poverty and livelihood strategies using the Sustainable Livelihoods Framework. The module intends to help students gain a comprehensive understanding of poverty and livelihoods within a rural context. The module will discuss the various theories of poverty as well as methods of analysing and measuring poverty. Students will be able to analyse the effectiveness of contemporary rural poverty alleviation strategies. Rural livelihoods analysis will explore how capitals, institutions and livelihood outcomes are related. Challenges and opportunities will be captured for rural sustainability and sustainable

development.

HRD402 LAND ECONOMICS AND VALUATION

This module deals with fundamental principles of the economic processes of land utilisation with a special focus on the theory and analysis of land rent, land evaluation, efficiency of land as an input to production, property rights, land-based institutions, demand aspects of land and land-based resources, and public policies that address the conservation and management of land resources. It also reviews different land valuation methodologies and policies effecting land use.

HRD403 RURAL INSTITUTIONS AND PRODUCTION SYSTEMS

This module explores local institutional development in natural resources, agriculture, rural infrastructure etc and how they influence rural production systems for rural sustainability and sustainable development. Students will explore the role of Rural district Councils (RDCs), Credit Institutions, AREX, Traditional leaders etc in enhancing productivity in rural areas.

HRD404 RESETTLEMENT PLANNING AND MANAGEMENT

Resettlement is never an end in itself. It is always taking place as a result of development initiatives and natural disasters, therefore the establishment of economically, environmentally and socially integrated and sustainable resettlements is one of the most important factors which contributes to harnessing the full development potential of rural areas and addressing distortions of the past and the future needs of our growing population. This goal cannot be achieved without effective resettlement plans. While offering a base of knowledge in rural resettlement planning, the primary emphasis of this course is on introducing students to several approaches, methods, and techniques for resettlement planning.

HRD405 RURAL DEVELOPMENT FINANCE

This module focuses on rural development financing methods and tools. It explores financing opportunities or sources that are available for rural development such as Public-Private Partnerships, commercial banks, donors, local investments, government, urban communities and micro-enterprise funds. The module will also discuss challenges being faced by rural local authorities in raising funds for development and also the way they manage their financial resources. Therefore, the module gives students a better appreciation of how rural local authorities raise and manage their financial resources.

HRD 406 INTEGRATED RURAL DEVELOPMENT

The course focuses on peasant association representatives, cooperatives, poverty oriented agriculture and rural development, regional forest governance, guidelines to the integration of sustainable agriculture, transformation of agrarian economies and the nature of agriculture in Africa and other developing nations, principles, policies and management. The course will also explore the inherent challenges to the efforts to integrate various institutions in rural development. This shall include an analysis of the interface of state and non-state actors in efforts to integrate rural development initiatives.

HRD407 DEVELOPMENT PLANNING LAW

The thrust of this module is to develop knowledge of legal concepts, principles and tools underlying planning law. Development Planning Law governs development control in both rural and urban areas of Zimbabwe and it is important to instil knowledge on the application of development planning law in specific situations through policy and legislation. The provisions of the Regional, Town and Country Planning Act, Rural

District Councils Act and other legislations that impact on rural development e.g. the Natural Resources Act, Land Resources Produce Act and Land Acquisition Act, Environmental management Act, Traditional Leaders Act etc are considered.

HRD408 RURAL INDUSTRIALISATION

The objective of the module is to help students understand a range of important social, environmental and agricultural issues in rural areas in the industrialising world. The module shall give special emphasis to recent transformations in rural areas, commonly referred to as 'rural restructuring', and to the idea and practice of sustainable development. Changes in rural areas of industrialized countries commonly consists of rural industrialization, an influx of migrants from urban areas to rural areas in some areas and continued depopulation in other areas, the shift from primary production to increased employment in services and alternative economic activities, devolution of governance to the local level, strengthened environmental protection, and a movement of productive agriculture toward direct sales, agri-tourism, ecological entrepreneurship, and other strategies. The influence rural electrification to the transformation of rural industries will also be examined.

HRD409 RESEARCH PROJECT

This is a double module done in two semesters. Students are expected to put practice the research methods and statistic course in addressing real problems bedevilling the rural societies. They should be in a position to identify the problems affecting the community, methods and materials, presentation and analysis of the findings. This would make students who are researchers and scholars in their academic and professional carrier.

HRD410 PROJECT PLANNING AND MANAGEMENT II

This module is a continuation of Project Planning and Management I and its main thrust is to analyse project management tools and techniques e.g. critical path analysis, monitoring and evaluation, bidding and tendering, roles of the Project manager as well as impact knowledge on project management skills e.g. delegation, recruitment and selection, motivation, leadership. At the end of the module students should have an in-depth understanding of project management and monitoring and evaluation.

HRD411 SOCIAL POLICY AND DEVELOPMENT

Social policy and Development is an interdisciplinary subject that is unique in addressing, as its core concern the people's well being, both as individual and members of society. Students will acquire sound understanding of social problems in relation to development policies and interventions in rural areas. They should at the end of the module be able to critically analyse contemporary society and formulate appropriate policy choices. The following policies will be analysed in-depth; health policy, education policy, housing policy, social security etc in rural areas.

HRD412 LOCAL GOVERNANCE AND DEVELOPMENT

The module focuses on local governance structures and rural development. It looks at local government and local administration and their implication to rural development. The influence of politics and decision making in rural development will be captured. The application of local governance principles and concepts as political system and as well as developmental system like issues of community share ownership schemes and their impact on rural livelihood would be captured. Decentralisation in theory and practice would be examined, like the impact of local institutions on rural infrastructure, agriculture, environment etc. Students

will analyse decentralisation in relation to accountability and participation by bringing together partners in rural development. SWOT analysis of the local governance and development strategies would be explored.

HRD413 REGIONAL DEVELOPMENT

This module analyses the dynamics of rural development in the framework of regional analysis. It examines the concept of a region, types of regions, regional development theories, methods of regional analysing, factors affecting regional development and the nature and scope of regional planning. Experiences in both less developed countries and the developed world will be drawn to equip students with an in-depth understanding of regional development.

HRD414 NON-STATE ACTORS IN RURAL DEVELOPMENT

Involvement of development agencies in rural development faces criticism because of the agencies' short-lived contributions and their inability to ensure sustainability. The module examines the nature of non-state actors, their role and their contributions to rural development. It looks at NGOs, their past and present, other civil society organisations, the SPHERE project, Government –NGO relationships, legislations governing their operations like the Private Voluntary Organisation Act 1996, NGO Bill 2004 etc. Other issues to be covered are the politics of food aid in developing nations, NGOs and agriculture, NGOs and rural infrastructure, NGOs and Sustainable development, non-state actors and the environment, non-state actors and education and lastly the fundraising strategies in NGOs, reflections and challenges.

HRD415 RURAL HOUSING

The majority of people in developing countries live in rural areas. Hence the module analyses the housing situation in rural areas with special emphasis on housing policy and stakeholders involved in the implementation process. Bottlenecks in the sector will also be discussed with a view on how best the situation can be improved. Other topical issues include building materials, financing and approaches. Site and situation factors are also significant in order to make the houses habitable.

HRD416 RURAL DEVELOPMENT AND THE ENVIRONMENT

This module covers in depth the relationship between rural development and the environment i.e. it considers synergies and trade-offs that must be examined between rural development and environmental stewardship. It addresses the influence of the environment on rural development and the impact of rural development strategies on the environment. The module also focuses on the major global and national environmental issues which include:-

Sustainable Development, Economic Growth and Climate change, Importance of People's Participation, Conservation and Enhancement of Ecosystems' Carrying Capacity. Emphasis will also be put on Environmental Conventions and Laws

HRD 417 MIGRATION AND DEVELOPMENT

This module assesses the inter-relations between migration and development interventions in rural areas. Theories of migration are discussed giving insight on push and pull factors influencing migrants. Remittances' contribution to rural development is highlighted.

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN URBAN PLANNING AND DEVELOPMENT

HUPD101 INTRODUCTION TO PLANNING AND DEVELOPMENT

This module introduces students to the issues, concepts and the broader perspective of the field of planning. Students taking this module will appreciate the challenges and complexities faced in the field of planning and possible strategies that can be adopted to address these challenges. In addition, students are equipped with the decision making skills in as far as addressing urban planning challenges are concerned with the major goal being to successfully and professionally practice urban planning and development.

HUPD102 QUANTITATIVE TECHNIQUES

The module emphasises the logical use of quantitative techniques in urban planning with a clear focus on calculation, application, and interpretation of calculus, statistics and quantitative models. Topics include association, variation, probability, sampling, regression, and models for population forecasting.

HUPD103 PLAN DESIGN I

A practical introduction to the purpose of architectural designs and drawings. An appreciation of site layout planning, two to three dimensional drawings and their uses. The relationship between scale and degree of details, lettering, hatching, shading and colour detailing and their meanings

HUPD104 URBAN MORPHOLOGY

The module covers aspects of historical, geographical, demographical, and regional evolution of urban areas. Topics include: settlement patterns, urban grids and forms, industrialization, reform movements, geographical diversity, urban culture, local building techniques and materials. Basic concepts of urban morphology and their relationships to the contemporary urban context will be explored.

HUPD105 PRINCIPLES OF SURVEYING

This module introduces the student to basic surveying principles related to the measurement of distances, angles and positions on the ground. Mathematical techniques will be used to analyze and adjust field data and to compare the quality of the work to typically used standards. Particular emphasis will be placed on the fundamental principles, procedures and use of survey equipment.

HUPD106 ENVIRONMENTAL SYSTEMS

Knowledge of the environmental systems is of paramount to the deep understanding of the perplexing physical environment and associated social processes. In light of this these environmental systems influence the process of land use planning. This module thus equips students with an understanding and appreciation of the basic principles of environmental systems and how they relate to land use planning. The broad aspects of environmental systems (climate, geomorphology, hydrology, geology, soils and ecosystems) are covered including various spatial levels of planning and the environmental guidelines at the levels.

HUPD107 PRINCIPLES OF ECONOMICS

This module provides a basic foundation for the subject matter of Economics to enable students to prepare themselves to use the concept of rationality to analysing behaviour at a micro-level. The course includes: Definitions of Economics, Evaluation and Development of socio-economic system, Factors Prices, Pricing and Production Certainty and uncertainty inn Economic Theory, Markets and Economic Decision Making.

The course also seeks to introduce students on how economic aggregates such as national income, investment, savings, taxation, imports, government expenditure, fiscal and monetary policies/employment and inflation are related to micro-economic behaviour. Emphasis is put on the definition; measurement and inter-linkages of these.

HUPD108 DEVELOPMENT THEORY

Development is a fundamental concept in socio-economic and political thought going back to enlightenment thinking with its concern for progress and an ideal society. A number of ideas for development have emerged which could hardly be separated from dominant practices and beliefs of their time. Therefore, this module critically examines different historical trends and key development theories which shape the development field. Development theories to be discussed range from modernisation, neo-classical, dependency to more critical concerns emerging from post-development, feminist and post-structuralist thinking. By the end of this module students will be well exposed to key trends in development thinking across different historical periods. Students will be able to critically assess the strengths and weaknesses of different development theories – this puts them in a position to understand the relevance or significance of these theories to urban planning and development.

HUPD109 ENVIRONMENTAL DESIGN I

The module covers the planning and design of towns and urban centers which are in turn characterized by the use of spaces. Central areas have common features in various sizes and proportions and each central area is affected by systems of roads and the location of intense land use and value. Different activities in central areas tend to be grouped together in varying magnitudes within certain streets and districts. Thus the module will mainly focus on issues to do with site planning. It is also important for students to understand the relative significance of these land uses and their relationship to each other before further development of the environment is implemented. In addition, students will become familiar with the principles and standards that govern the preparation and design of development plans for urban settlement use.

HUPD110 GIS AND REMOTE SENSING APPLICATIONS TO PLANNING AND DEVELOPMENT

This module is to introduce principles of GIS and GIS applications in an urban environment. Topics include GIS components, modeling methodology, and management of environments. Implications for urban and environmental policy development. The module also covers aspects of aerial photography, photogrammetry, remote sensing as a tool for resource surveys, and its application to town planning.

HUPD111 PLAN DESIGN II

This practical course which builds on HUPD111 Plan Design II is to equip students with site layout plan design and how urban real property is conceived and designed to cater for various property functions. Of particular emphasis is the models of site planning, layout design manual for Zimbabwe all embraced in the best standards in town planning. The essential skills of layout reporting are engraved for new property development, subdivisions and consolidations.

HUPD201 PLANNING THEORY

The module gives an overview of the history of urban form and describes different forces behind urban development in different times; characterise and explain contemporary urban patterns from a historical perspective; describe and explain dominating modern ideals in planning theory and explain differences and

similarities between them. The module further examines contemporary urban planning and development case, identify, describe and compare central actors in the planning process, and their incentives and relation to other actors; with a starting point in a contemporary urban planning case, as well as through the use of former knowledge about planning legislation.

HUPD202 PLAN DESIGN III

This practical module equips skills in designing commercial property layout for various commercial use groups with a strong bias towards the designing of shopping malls and ancillary facilities. Both two and three dimensional designs will be practiced.

HUPD203 PLANNING TECHNIQUES AND METHODS

The module survey of the planning techniques, methods, and analytical techniques used in planning public actions and policies, with emphasis on the logic and assumptions upon which these are based. Various planning surveys and methods particularly those which assist in goal identification/formulation, objectives setting, alternative actions and monitoring and evaluation of planning challenges.

HUPD204 ENVIRONMENTAL PLANNING

The module draws on contemporary national and international examples in exploring the principles and processes of environmental planning. The module is divided up into three sections. The first section provides an introduction to (i) the relationship between human geography, society, and the environment, and (ii) the nature of environmental planning. Following an examination of the principles of environmental planning the second section of the course will examine environmental planning policies and processes at a range of scales – global, trans-national, national and local. This section also critically considers the many tools employed in environmental planning including Environmental Impact Assessment, sustainability indicators, and ecological foot-printing. Using topical examples from the Zimbabwean context, the third section of the module identifies the practical issues involved with putting environmental planning into practice. Individual lectures will be dedicated to a number of key environmental areas (e.g. waste management, transport) to explore the issues and conflicts involved with contemporary environmental planning in Zimbabwe.

RMS101 INTRODUCTION TO RESEARCH METHODS AND STATISTICS

The module is designed to assist students to develop a deep understanding of methodological approaches which are relevant when conducting social science research. Areas to be covered in this module include but not limited to identification of research problem, literature review, assumption, hypothesis, research questions, sampling, data collection, quantitative methods, qualitative methods, descriptive statistics, inferential statistics and probability. The module will equip students with skills that enable them to gather, analyze, and interpret data, problem solving and decision making. The module will assist the basic knowledge of statistics as it relates to research in social science. However, the module will also highlight the uses and limitations of statistics in the society. The module will acquaint students with the analysis of contemporary issues through scientific logical deductions presentation in the social sciences. It will enable students to understand some basic statistical theories and the importance of measures of central tendencies.

HUPD205 ENVIRONMENTAL DESIGN II

The module equips students with the relevant knowledge, skills and techniques in creating and understanding urban forms and environments that are appropriate and sustainable. In addition the module emphasises the need for harmony between the built and natural environments considering human scale in environmental

design. The role of design in determining the form and structure of the built environment is adequately covered in the module with the aim of promoting environmental quality for healthy living.

HUPD206 PLANNING LAW

This module introduces students to the concept of law and its origins, purpose, application and development in Zimbabwe. In addition it explores the principal legislation and institutions that regulate regional town and county planning in Zimbabwe. Areas covered by the course include, sources of law and its division into Public and Private Law; the Minister and the role of the courts and in particular the Administrative Court; the role of planning appeals and the importance of advocacy and evidence; case law used to clarify legal concepts; the workings of the Regional Town and Country Planning Act which is the planning legislation used to control development in Zimbabwe; and development control- which is considered in detail. In addition other principal legislation that impact on development and the RTCP Act are considered.

HUPD207 PLAN DESIGN 1V

This module caps all practical Plan Design modules by considering architectural designs for buildings in both two and three dimensional plans with special emphasis on the key elements and essentials for functioning buildings. Plan interpretation and specifications for plan implementation are discussed to allow students the ability to harness the diverse character of buildings.

HUPD208 INFRASTRUCTURE PLANNING

This module leads to the deeper understanding of planning and the provision of social and physical infrastructure in an urban setting, including transportation, water and sewerage, energy, as well as schools, health, and communication services. Students will acquire skills in analysis of supply and demand in transport and water infrastructure. The course also explores critical assessment of governance aspects including private and public provision of infrastructure.

HUPD209 URBAN POVERTY AND LIVELIHOODS

This module intends to help students gain a comprehensive understanding of poverty and livelihoods in an urban context. To this end, the module critically discusses different definitions and theories (causes) of poverty, poverty traps and profiles as well as methods of analysing and measuring poverty. The module also explores the sustainable livelihoods approach, different approaches and tools for livelihoods analysis, and how the sustainable livelihoods framework can be used as a tool for designing, monitoring and evaluating urban poverty alleviation policies and programmes. This module ends by giving students an opportunity to debate the effectiveness of contemporary urban poverty reduction or livelihood security interventions.

HUPD210 HOUSING IN THEORY

This module provides understanding of social policy and the wider context within which housing organisations operate. The module places particular focus on the role of housing development and its policy context in shaping the social and physical fabric of the contemporary city. The module further examines a range of housing and planning policy approaches, theories and their interaction.

HUPD211 REGIONAL ECONOMIC THEORY

The module introduces students to the dynamics of spatial development in the framework of regional economics. Furthermore the relationships of regions are explored and how these apply to the contexts of

sectoral development, trade and processes of globalisation

HUPD303 EMPLOYER'S ASSESSMENT

The internship experience is designed to give students in Urban Planning Development the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Urban Planning Development programme would be transformed in reality. Students would be attached to various organisations relevant to Urban Planning Development to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HUPD304 ACADEMIC SUPERVISOR'S ASSESSMENT

The internship experience is designed to give students in Urban Planning Development the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Urban Planning Development programme would be transformed in reality. Students would be attached to various organisations relevant to Urban Planning Development to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HUPD305 STUDENT'S REPORT

Students produce a written report and this report should be quality assured by the head of department at work place. The overall assessment by the mentor and the head of the department in the organisation will contribute to final assessment of the student work place experience.

HUPD401 REGIONAL PLANNING METHODS AND TECHNIQUES

This module groups basic techniques for regional planning into three categories. The first focuses on techniques which characterize urban and regional spatial structure such as density profile, accessibility, and spatial interaction. The second category contains population forecasting techniques, with a focus on extrapolation, symptomatic approaches, and cohort-component models. The third category deals with analysis of regional economic structure and dynamics. Three major techniques to be studied are Location Quotient, Shift-Share Analysis and Input-Output Modeling.

HUPD402 HOUSING IN PRACTICE

The module posits the urban planner as the critical professional in housing challenges in Zimbabwe by revisiting the perennial housing question [cases from pre and post independent Zimbabwe], housing for the poor, housing standards, Housing Standards Control Act, Development permits, reacting to housing problems in the urban environment, and housing financing models. Emphasis is made to developing alternative housing delivery systems which can curb the national housing backlog and ensure serviced housing developments. Underlying the module is the cascading role and fluidity of power and class in shaping housing policy in Zimbabwe.

HUPD403 CULTURE & PROFESSIONAL PLANNING PRACTICE

This module equips students with a critiquing mind of planning practice with regards to its applicability within the Zimbabwe planning context thereby teaching them to tackle topical issues in planning in the context of African culture and identity in planning operations. In addition, students will get an understanding of the office environment in planning and be able to differentiate the planning profession from other professions. The module also covers the relationships that exist between the state and planning and how

planners fuse with other professions in practice.

HUPD404 PROPERTY VALUATION

The module introduces aspects of real estate economics, law and property development as precursor understanding for property valuation. It then considers property valuation, reasons for valuation, methods of valuation (comparative, residual valuation, contractors' method investment method), and factors affecting property values. Discussions on real property rights/interests and the effect on property values and management. The module further examines mathematics of valuation, compound interest, present worth (uniform series, dual rate), term and reversionary valuations, Annual sinking fund, capital recovery [annuity \$1 will purchase], application of mathematics of valuation to practical valuation of properties.

HUPD405 RESEARCH PROJECT

This is a double semester module (8 credits) where students undertake a research project by first identifying a planning problem and then carry out research to arrive at rationale planning decisions and conclusions. The dissertation shall be of individual original work with the guidance of a Supervisor.

HUPD406 TRANSPORT PLANNING 1

The module examines transport economics particularly on how economic theories are used to determine transport service provision for both public and private passenger and freight transport. Further the module examines costing and pricing in transport as key techniques of managing transport operations. Transport policy issues are mainstreamed particularly the regulation/deregulation regimes in Zimbabwe and how they promote or curtail transport service development.

HUPD407 BUILDING ECONOMICS 1

The module covers aspects of the construction industry, professionals in construction, construction law, and the construction process. The module further examines the preparation of quantities of building materials and their presentation. Aspects of contract for building projects are discussed and the various methods of delivering construction projects.

HUPD408 PROJECT PLANNING AND MANAGEMENT

This module equips students with project planning and management knowledge and skills right away from project conception to its termination. It covers an array of project planning and management concepts, methods and tools. At the end of the module students should have an in-depth understanding of the project life cycle, able to identify socio-economic problems in urban communities and propose solutions or project(s) to the problems, and able to develop or write a fundable project proposal as well as project progress and termination reports.

HUPD409 PROPERTY MANAGEMENT

This module gives an overview to Property Management principles. Students will acquire knowledge concerning the basics of property management, the benefits to clients, key elements of leases, residential leasing and commercial leasing. In addition, the course also explores property inspection and report writing; tenant selection; handling property maintenance works; handling property insurance policies; rates and other charges; and arbitration- rent board and its functions.

HUPD410 DEVELOPMENT PLANNING

The module focuses on the role of theory in planning research and practice. It is a critical analysis of the development of regional planning in terms of the evolution of theory and practice, the associated developments of spatial theory and analysis of the influence of the societal context on the evolution of regional planning doctrine and spatial theory. It explores the critical role of development planning in the African context as critical ingredient of curtailing poverty and unlocking socio-economic potential of regions.

HUPD411 URBAN POLICY AND GOVERNANCE

This module examines policy making in public and non-profit organizations. Students learn the major elements of the policy making process: defining problems, developing alternative policies, evaluating alternatives, policy implementation, and evaluating policy outcomes. The focus is on policy making at the local and state level. Substantive policy areas covered in the module include: welfare, urban economic development, environmental and land use policy, housing policy, and health policy. The module is intended to provide the theoretical and analytical basis for interventions programs in Zimbabwe.

HUPD412 FINANCING URBAN DEVELOPMENT

This module focuses on urban development financing methods and tools. It explores financing opportunities or sources that are available for urban development such as Public-Private Partnerships, commercial banks, donors, local investments, government, urban communities and micro-enterprise funds. The module will also discuss challenges being faced by urban local authorities in raising funds for development and also the way they manage their financial resources. Therefore, the module gives students a better appreciation of how urban local authorities raise and manage their financial resources.

HUPD413 BUILDING ECONOMICS II

The module examines costs estimation with emphasis on concepts and techniques of pricing, forecasting and estimating cost of materials, engineering, construction and service operations, equipment, projects and systems; preliminary, detailed procedures using qualitative, quantitative and computer methods. The module further considers building services and aspects of project management in the construction industry.

HUPD414 TRANSPORT PLANNING II

The module builds on HUPD406 Transport Planning I by further examining operational elements of transport including logistics and supply chain management, warehousing, road freight operations, public passenger transport and documentation requirements for successful domestic and international transport operations. The module gives an overview of transport needs of rural areas. The module caps by examining traffic management system and the environment particularly issues of road accidents and safety.

HUPD415 MONITORING AND EVALUATION METHODS

This module covers the M&E components of projects and programmes. A focus will be on principles of evaluation science, clarificatory evaluation, process evaluation, impact evaluation and comprehensive evaluation. The module also emphasizes on key issues of data collection, analysis and evaluation reporting.

DEPARTMENT OF SOCIOLOGY AND SOCIAL ANTHROPOLOGY

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN PEACE, CONFLICT AND GOVERNANCE

HPCG101 INTRODUCTION TO PEACE AND SECURITY STUDIES

The module is a critical examination of theoretical and practical issues surrounding peace and security within modern society. Students are expected to examine conditions for peace and security, and to assess the scope for conflict resolution, non-violence and reconciliation. Focus is also drawn to the main approaches to peace studies, exploring the development of ideas in the field as they bear on the roots of violence and the understanding of peace and peace-making.

HPCG102 CULTURE AND GOVERNANCE

Culture is a fundamental aspect of all human societies. It defines who we are, where we have come from and it carves a unique identity of people in a world of increasing homogeneity and globalization. Never in history has societies faced the unprecedented bombardment of their cultures by outside forces such that an appreciation of people's cultures is imperative for the continued survival of their specific identities in the global world. Culture and knowledge need to be preserved hence the module stresses the importance of preserving these aspects. It is also without doubt that culture is dynamic; adaptive hence the popular misconception of culture as backward, static, rigid and anti-development/progress should also be dispelled. The negative stigma which has been attached mostly African cultures also calls for a shift in thinking since it has been realized that each and every culture has got its unique treasures beneficial to the societies in which it is found. The module also takes an analysis of contemporary cultures so as to understand how changes in culture have evolved over time.

HPCG 103 ECONOMY, SOCIETY AND GOVERNANCE

This module explores the interface between the economy and governance systems. It can be seen that the economy plays a crucial role and is closely interlinked to the governance systems in any society. A number of economic models, their evolution and their place in governance will also be examined. The module is designed to enable the student to understand the value of the economy in governance systems in general as well as how the economy influences other social institutions in society.

HSOC101 INTRODUCTION TO SOCIOLOGY I

The primary objective is to enable students to gain a theoretical foundation for understanding social issues. The module begins with a discussion of the theoretical origins of Sociology, its key concepts, similarities and differences with other social science subjects. As the students work through the module, they are expected to acquire critical, analytical and practical skills that will also serve them in other social science modules as well. Lecture notes are designed to introduce the students to some critical evaluation of discourse on the nature, antecedents and trends in sociological theorizing.

HPCG104 INTRODUCTION TO NEGOTIATION AND CONFLICT MANAGEMENT

The module lays the foundation on resolving conflicts and disputes. It heavily focuses on peaceful resolution and mediation of conflicts. The major aim is to equip the students with an understanding of different modes of mediation in conflict situations. The effectiveness and sustainability of negotiations in conflicts will also be analysed.

HSOC109 INTRODUCTION TO SOCIOLOGY II

This module develops learners' sense of themselves as part of society. It uses a sociological approach, which encourages learners to ask questions about the social world in which we live and to use evidence to support

explanations for human social behavior. The module will therefore enable learners to become familiar with research methods and the use of evidence in sociology. The module equips learners with knowledge and understanding of the sociological perspectives, theories and concepts used to investigate and explain aspects of the social world. The sociological understanding that develops from learning in this module is used to question commonly-held assumptions about society and to consider sociological explanations. The module offers opportunities for learners to actively investigate human society, cultures and social issues. Learners apply sociological perspectives, theories, concepts and research evidence to analyze society.

HPCG108 TRANSFORMING VIOLENT CONFLICTS

The module explores ways, skills and expertise required in mediation during wars and violent conflicts. Individual, institution, formal or informal mediation methods are examined. Different statutes and conventions that protect civilians and refugees in violent conflicts are also given prominence. The role and success or failure of UN and its various commissions, regional blocs in mediation is examined also.

HPCG105 INTRODUCTION TO DIPLOMACY AND NEGOTIATION

The module unearths the embedded nature of diplomacy in every conflict in view of the point that conflicts arise in human relationships. Focus will be on the influence of diplomacy in naming, framing, blaming, and attempts to tame conflicts. Reference will also be made to the cultural construction of conflict. The module employs cases of intractable conflict situations, such as the Israeli-Palestinian one, to highlight how conflict can be about acknowledgement, representation, and legitimization of different identities and ways of living, being, and making meaning.

HPCG 106 HUMAN RIGHTS AND INTERNATIONAL INSTITUTIONS

The module equips students with an understanding of the position of human rights and humanitarian law in conflict affected states, how many rights and international humanitarian law are relevant to development practitioners in conflict-ridden fields. It helps understand the roles, functions and responsibilities of various actors, organisations and institutions in international human rights law and international humanitarian law. The module reflects on key areas of applied human rights and international humanitarian law including: transitional justice, the use of force, terrorism, and trafficking in persons.

HPCG107 HUMAN RIGHTS LAW

The module enables students to achieve knowledge of human rights law, a subject that is now highly topical in academia and in practice, and to develop their insights in a unique branch of law dealing with contemporary humanitarian problems. Through the module, students are equipped with a critical explanation and evaluation of the nature of, and theories behind, human rights law. Mechanisms of enforcement of human rights law are also covered, as well as how human rights law can be applied to contemporary events from a human rights perspective. The module helps in acquiring a sense of the moral value of human rights principles and agendas.

ICCT 100: INTRODUCTION TO COMPUTERS AND COMPUTER TECHNOLOGIES

The course introduces students to the basic tenets of information technology in the contemporary era. It touches on the introductory concepts of the hardware and software components of the computer including the RAM (Random Access Memory) and the way data is processed and stored.

RMS201 INTRODUCTION TO RESEARCH METHODS AND STATISTICS

The module is designed to assist students to develop a deep understanding of methodological approaches which are relevant when conducting social science research. Areas to be covered in this module include but not limited to identification of research problem, literature review, assumption, hypothesis, research questions, sampling, data collection, quantitative methods, qualitative methods, descriptive statistics, inferential statistics and probability. The module will equip students with skills that enable them to gather, analyze, and interpret data, problem solving and decision making. The module will assist the basic knowledge of statistics as it relates to research in social science. However, the module will also highlight the uses and limitations of statistics in the society. The module will acquaint students with the analysis of contemporary issues through scientific logical deductions presentation in the social sciences. It will enable students to understand some basic statistical theories and the importance of measures of central tendencies.

HPCG201 CONFLICT RESOLUTION THEORY

This module introduces students to contemporary Conflict Resolution theory and practice. The focus, however, will be on practical application, while sufficient attention will be given to theory. The module is consciously focused on the African context though references to conflicts in other parts of the world may also be drawn. An exploration of conflict resolution models and theories will be made, though the major focus will be on their applicability. The module explores conflict resolution as a field of inquiry and research; perspectives, theories, and assumptions underlying conflict analysis and conflict resolution; contending approaches to conflict resolution training and practice.

HPCG203 GENDER, CONFLICT AND DEVELOPMENT

This module underscores the importance of both men and women in issues of conflict and development. The major question asked is, how do the socially assigned roles of men and women regulate conflict and development? The module will focus on 'development' as a context for a gendered form of conflict. The role of men and women as agents of social change will also be investigated. The module also examines how gender perspectives on poverty, human rights, development and cultural practices unmask direct, structural and cultural violence. It analyses gender as a factor in peace building with an emphasis on 'grass roots' initiatives which promote equality and partnership.

HPCG204 GOVERNANCE AND POLITICS IN AFRICA

The module aims to examine governance in Africa. A historical approach is adopted, examining colonial governance and its implications on the citizens. Post-colonial governance in Africa in general and Southern Africa in particular is given prominence with issues of human rights observation, individual freedoms and liberties, gay rights, democracy, media, justice and constitutionalism at the centre. Various theoretical and conceptual frameworks in politics are operationalized using Africa as a case study.

HPCG205 LEADERSHIP, THEORY AND PRACTICE

The objective of the course is to examine key issues in leadership in relation to strategies for conflict prevention, peace building and peace keeping and the promotion and maintenance of good governance. It focuses on leadership relationship between the public and private sectors and within civil society and in development.

HPCG206 PUBLIC ADMINISTRATION

This module introduces students to key concepts and theories of public administration. It explores various management theories and political system. The nature, scope and significance of public administration are also explored. Policy aspects of public personnel administration at all levels of government are examined.

Civil service system, public service ethics are also explored.

HPCG207 RELIGION, CONFLICT AND PEACEMAKING

The focus of the module is to give an Anthropological hindsight pertaining to how religions influence the perpetuation of conflicts or whether it thwarts it. In this case, different religions at both national and international levels shall be brought to attention in trying to find out a way of making a unifying component to global citizens in times of misunderstandings and civil unrests. Attention will be also thrust on the creation of global peace through tolerance of different religions.

HPCG 208 POLITICS, GOVERNANCE AND CONFLICTS IN AFRICA

The module examines internal politics and governance of African states and underlining theoretical frameworks. Governing ideologies (political and religious), ethnic and political pluralism and transitions, democracy, political pluralism, monopolization of political and economic empowerment, underdevelopment, citizenship and respect of human rights are discussed in detail. The importance of religion to politics and governance in most African states will be treated its emphasis on the Arab spring revolutions.

HPCG209 LAND AND CONFLICTS

The module is an Anthropological insight to issues of land ownership and how its distribution has created debates in both academia and social circles. Also the module will be tracing the tenurial land rights from pre-colonial, colonial and post-colonial times. Other issues like selling of land, distribution and redistribution in contemporary times will be assessed in benefiting others as well as creating conflicts, violence and crimes in other instances of displacements.

HPCG210 SECURITY STUDIES

This module introduces pertinent issues in the study of peace, security and politics both at local, regional and international level. Traditional notions of security, war and terrorism as well as those non-military aspects such as famine, crime disasters, pandemics and natural disaster are examined and their threat to peace is central in this module. Furthermore, the module aims to equip students with conceptual frameworks for understanding conflicts, peace and security. Causes of conflicts and mechanisms of dealing with these causes are at the centre of this module. Particular focus is placed on supra-national institutions such as UN, SADC, ECOWAS, other intergovernmental organizations, individual governments and NGO working to achieve peace are examined vis a vis their efforts.

HPCG211 ELECTION MANAGEMENT

The treatise of this module is to give a critical thinking pertaining to the political management of elections in African countries. It will trace the selection of political leadership in pre-colonial societies. It will also dwell on aspects like democracy and human rights, showing how these aspects are managed in African context as well as other global continents. Thereafter, a special attention will be thrust on the role of the regional, continental and the international world in the monitoring and execution of elections.

HPCG213 COMPARATIVE PEACE BUILDING

The focus of the module is to give an Anthropological hindsight pertaining to how religions influence the perpetuation of conflicts or whether it thwarts it. In this case, different religions at both national and international levels shall be brought to attention in trying to find out a way of making a unifying component to global citizens in times of misunderstandings and civil unrests. Attention will be also thrust on the creation

of global peace through tolerance of different religions.

HPCG212 INSTITUTIONS AND CONFLICT TRANSFORMATION

This module focuses on various institutions involved in conflict transformation processes. The various activities done by these institutions are examined. This module is designed to impart students with knowledge and skills on conflict transformation. The module covers the various theoretical perspectives and practice of peace building and conflict transformation. Core issues to be covered include: negotiation, facilitation, mediation, social healing, reconciliation etc. This module prepares students to design and lead conflict transformation programs.

HPCG214 HUMANITARIAN AND REFUGEE STUDIES

This module assesses the evolution of the international refugee regime, the development of refugee policies and the impact of globalization on the protection of refugees and humanitarianism. The module also deals with the challenges faced by refugees under humanitarian crisis as well as national, regional and international mechanisms and norms that have been developed in the protection of refugees.

HANTH 207 STATE, IDENTITY AND NATIONALISM

The focus of this module is to explore the complexity of the concept state, unpacking its major characteristics, its formation among other important points to note. An analysis will be made on the relationship which exists between state, country and nation. This will be done without forgetting how a state can shape someone's identity and how the identity can influence the formation of the state, nation and how these realms can lead to the issues patriotism as well as nationalism. On a broader spectrum, identity and state will be put into a global world weighing their influence in global conflicts and union.

HPCG 303 EMPLOYER'S ASSESSMENT

The internship experience is designed to give students in Sociology the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Sociology programme would be transformed in reality. Students would be attached in various organisations relevant to Sociology to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HPCG 304 ACADEMIC SUPERVISOR'S ASSESSMENT

The internship experience is designed to give students in Sociology the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Sociology programme would be transformed into reality. Students would be attached in various organisations relevant to the discipline of Sociology to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HPCG 305 STUDENT'S REPORT

Students will produce a written report and this report should be quality assured by the head of department at the work place. The overall assessment by the mentor and the head of the department in the organisation will contribute to final assessment of the student work place experience

HPCG401 REFUGEE MANAGEMENT

This module aims at providing students with critical knowledge and skills needed in the handling and management of displaced persons (refugees). This module imparts students with skills and knowledge for effective management and co-ordination of refugees in a variety of settings. This module will also explore the various legal frameworks which govern the protection and management of refugees.

HPCG402 INTERNATIONAL ORGANISATIONS IN PEACE, CONFLICT MANAGEMENT AND RESOLUTION

This module explores the role that international organisations play in peacemaking, maintenance and conflict resolution. In this module, various activities that the UN, AU and other organizations engage in are discussed in detail. The effectiveness of their interventions in war-torn regions is also critical in this module.

HPCG 403 GOVERNANCE AND POLITICAL TRANSITION

The module covers an array of issues pertaining to governance in times of political transitions the world over. Focus is on both macro and micro level analysis of political transitions. The module explores the process of transition management from colonial to post-colonial states, examining the aims, process, ideologies and principles that guided transition. Furthermore, transitions during elections or into newly established democracies are examined based on detailed context specific experiences from different nations across the globe. National and supra-national institutions and mechanisms that are involved and facilitate political transitions are deconstructed, with the aim of examining their effectiveness.

HPCG404 POLICING AND LAW ENFORCEMENT

This module explores the role of policing and law enforcement in society, including the historical evolution of the concepts. This module introduces students to classical and contemporary law enforcement and policing practices and their role within the criminal justice system. This module also examines the operations of the criminal justice system with special emphasis on the role and responsibilities of police officers in law enforcement.

HSOC 403 DEMOCRACY AND HUMAN RIGHTS

The course seeks to acquaint students with an understanding of the concepts of Human Rights and Democracy, particularly their fluidity as well as the relationship between them. It explores the application of Human Rights statutes (particularly the UDHR) and the variability of Democracy around the world. In addition, it examines how the conferral of Democracy and Human Rights affects the conduct of societies, communities, and individuals. In this module, all students are expected to know the central instruments of Human Rights and the types of Democracy. The module seeks to enable students to critique the nature, application and feasibility of Human Rights statutes as well as Democracy principles all over the world with particular focus on Africa. Students should be able to examine Human Rights and Democracy issues in their countries as well as worldwide.

HPCG405 ETHNIC CONFLICTS IN AFRICA

The module seeks to unpack realities surrounding ethnicity and ethnic identities and their impact on social, religious, economic and political relations in Africa. Ethnic differences will be put under scrutiny in the context of misunderstandings, conflicts and violence. The impact of these factors will be assessed on the broader context of national integration, maintenance of peace, as well as development in general. The ethnic differences and antagonism shall not only be restricted to Africa, but broadened into the global world in attempt to create a habitable global village.

HPCG406 GLOBALISATION, CULTURE AND CONFLICTS

The treatise of the module is to give an Anthropological eye to the aspect of globalization and the inter-phase of cultural fusion and conflicts. Culture will be a central phenomenon in the interconnected global world and analysis will be made whether the creation of the global culture is feasible or not. Thereafter an assessment will be made pertaining to the manifestation of conflicts and the best way of their management.

HPCG407 HUMANITARIAN AID IN WAR ZONES

The main focus of this module is to explore the impact of humanitarian aid in belligerent societies. Attention will be thrust on the sources of aid, politics surrounding its distribution as well as whether it is good for the beneficiaries or it may be the lever for prolonging these wars. Thereafter focus will also be put on the sustainability of such philanthropism in prolonged war conflicts.

HPCG408 RESEARCH PROJECT

The research project is designed to demonstrate in-depth knowledge and understanding, capacity to analyse and link theory and practice to contemporary thematic issues in peace, conflict and governance.

HPCG409 CIVIL SOCIETY AND GOVERNANCE

The module focuses students to the operationalisation of democracy. This module gives an overview of the history of civil societies in issues of governance. The importance of both local as well as international non-state actors in the form of NGOs and Faith Based Organisation in issues of governance is examined. Apart from highlighting the positive role of civil societies in governance, drawbacks and fault lines are also examined.

HPCG410 ENVIRONMENTAL POLITICS

Many communities throughout the world are conflicts over natural resource. This module focuses on conflicts emanating from contestations over natural resource use and how these can be resolved. In this module environment is conceived in a broad sense of physical factors that condition human relations and affairs. These include geographical factors such as territory and geographical distance as well as the pattern and distribution of natural resources. The module explores the causes and of conflicts consequences involving environmental concerns. This module is structured to provide students with a distinct theoretical and practical case pertaining to environmental conflicts.

HPCG411 HUMAN RIGHTS AND GOVERNANCE IN AFRICA

This module outlines various African governance systems and how they relate to human rights. The module explores then intricate interface between human rights, good governance and democratic systems with particular emphasis on an Afro-centric perspective. Students should be able to appreciate the state of human rights and governance regimes in Africa as compared to the rest of the world.

HPCG412 POLITICS OF SOCIAL POLICY

The module situates social policy at the center of governance and politics. Processes and stages in policy formulation and ideologies informing social policy are examined in detail. Policies in environmental issues, development, gender and other sectors that affect politics and governance are analysed. The module also examines the linkage between politics and policies as well as the results of different policies implemented at

local and international level.

HPCG413 MIGRATION AND CULTURAL IDENTITIES

The module put an emphasis on issues relating to migration and its impact on culture. It will tackle migration from a micro-scale to a macro scale at both internal and international levels. Thereafter, a scrutiny will be put on the impact of mixing people of diverse backgrounds epitomised by tenets like, tribalism, ethnicity and race. The aftermath of this interaction will be assessed on the broader picture of human security, national integration as well as global unity.

HSOC424 SPECIAL ISSUES IN RURAL LIVELIHOODS

This module is developed from Sociology of rural development and inculcates in students a deeper understanding the livelihoods of rural people particularly the rural poor. These livelihoods include farm and off farm livelihood strategies such as farming, market gardening, gold panning, cross-border trading and many others. Interests in these strategies developed as a result of the macro-economic challenges confronting these economies as well as the detrimental effects of climate change. Insights from social theory and other conceptual framework in rural development shall be used to analyse different aspects of these livelihoods.

HPCG 415 DISASTER MANAGEMENT

The purpose of the module is to provide comprehensive disaster management knowledge and skills to students. It enables students, as future professionals who will work in disaster management, to effectively integrate disaster management into development programs and policies. Students are encouraged to develop key skills and adopt proactive attitudes through participation in interactive lectures and reflection on a range of key issues raised during discussions. The module also equips students with effective strategies for application of risk management processes in order to identify, assess and deal with disaster risks.

HPCG416 TRAUMA AND PEACE BUILDING

This module explores the peace building process and models in traumatic situations. The module focuses on trauma and how it interfaces with sustainable peace building and related activities with affected communities. It looks at ethical responsibilities of peace building stakeholders and the importance of trauma-sensitive peace building models. Students will explore the diverse nature of trauma and how it affects individuals and societies in various countries.

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN SOCIAL ANTHROPOLOGY

HANTH 101 INTRODUCTION TO SOCIAL ANTHROPOLOGY 1

This module provides an introductory overview of Social Anthropology. A scientific analysis of forms of society, family, kinship, ethnicity and identity, economic and political relationships, consumption and exchange, rites of passage, meaning and cultural performances, social patterns and practices across societies and cultures, with a special interest in how people live in particular places and how they organise, govern and create meanings will be examined in this module. The module also examines the origins, development and cultural similarities and differences of the aforementioned practices and beliefs. This module challenges students to engage with other ways of knowing and being, and to rethink often taken-for-granted knowledge and beliefs. Through the module students will develop critical skills for using anthropological approaches to increase their understanding of and respect for diversity in cultural and religious beliefs in the rapidly changing world.

HSOC101 INTRODUCTION TO SOCIOLOGY 1

The primary objective is to enable students to gain a theoretical foundation for understanding social issues. The module begins with a discussion of the theoretical origins of Sociology, its key concepts, similarities and differences with other social science subjects. As the students work through the module, they are expected to acquire critical, analytical and practical skills that will also serve them in other social science modules as well. Lecture notes are designed to introduce the students to some critical evaluation of discourse on the nature, antecedents and trends in sociological theorising.

HANTH 103 ANTHROPOLOGY, COLONIALISM AND POST COLONIALISM

This module traces the development and practice of anthropology spanning two epochs, which are colonial and postcolonial eras. The aim is to create an appreciation of the history of the subject as well as its interests. It can be realised that there are two different approaches which anthropology has followed in its endeavors to be a relevant subject area of the day. Hence during the colonial period anthropology is closely tied to issues of colonial administration and in the postcolonial era, anthropology tries to maintain an objective and scientific outlook. The objectives of this module are two-fold: First, what is the relationship between anthropology and colonialism/neo-colonialism/postcolonialism? Second, how do we move toward an anthropology that seeks non-hierarchical forms of knowledge? The module therefore delves in issues of knowledge production as well as anthropology in practice from the early periods up to the contemporary age.

HANTH 104 CRIMINOLOGY AND DEVIANCE

This module explores the phenomenon of crime, deviance and the concomitant social control and policing mechanisms employed from an anthropological perspective. In this module the aim is to introduce students to the core themes in the study of criminology and deviance. Cross – cultural definitions and conceptualisations of crime and deviance will be critically explored from various perspectives. Various theories of crime and deviance will be explored which include the biological theories, psychological theories among other perspectives. Debates surrounding the conceptualisation of crime and deviance will also be explored. The social construction of and societal responses to crime and deviance will also be covered in this module. Some of the key issues to be covered include various types of crime like female crime, white collar crime, police crime and corporate crime. The role of the media in crime and deviance amplification and sensitization will be covered. The module will also explore new forms of crime related to information communications technologies (ICTs).

HANTH 106 SOCIAL IDENTITY AND SOCIO-CULTURAL ANTHROPOLOGY

The module seeks to acquaint students with the various forms of identity and how they are created, maintained and changed overtime. It examines the forces behind the construction of different identities at the local and global scale, simultaneously looking at how they influence social, political and economic relations between and within groups at both the macro and micro scale. It further explores the interface between the metamorphosis in identities and changes in social organisation that is either social cohesion or conflict between and within groups. It also looks at how actions of different social movements such as religious and feminist groups influence social change.

HANTH 107 ANTHROPOLOGY OF GENDER AND DEVELOPMENT

This module examines the salience of gender perspectives in the development of various societies. This module focuses mainly on the interconnections between gender, development and culture using anthropological lenses. Local and global processes of socio – cultural, political and economic dimensions of change are explored in detail. Major theories and approaches in the anthropological study of development are examined. Students will be able to understand the relevance of anthropological perspectives in the study of societal development. Cross – cultural conceptualisation of gender issues are explored and related to how they influence the development of such societies. Contemporary social transformations are also explored and how they impact of gender relations and roles in the society.

HSOC110 INDIGENEOUS KNOWLEDGE SYSTEMS AND DEVELOPMENT

This module seeks to examine the knowledge systems, ways of knowing and views indigenous people have constructed and drawn upon in relation to the cultural milieu in which they are situated. It also seeks to explore the ways in which IKS can be harnessed in mainstream development to meet contemporary imperatives by native people particularly in the African context, reviewing epistemological structures and properties that distinguish IKS from the contemporary knowledge systems, examining cultural considerations that came into play as a result of indigenous people become involved and experience Eurocentric Development. This module becomes crucial in its attempts to find sustainable solutions to the problems bedeviling contemporary world such as the HIV and AIDS as well as the detrimental effects of climate change.

HANTH 108 ANTHROPOLOGY OF RELIGION

The module is designed to enable an understanding of the concept of religion in various societies. It covers issues such as the origins of religious belief, the purpose and value of religion in societies as well as exploring differences and similarities of religions across the world. Studies on religion and culture are major areas of anthropological inquiry. A comparison of the world's major religions and what makes them tick will also be attempted.

HANTH 109 INTRODUCTION TO SOCIAL ANTHROPOLOGY 11

This module is the second and last part of HANTH 101. The emphasis of this module is placed on politics, religion, ideologies, globalisation and post-colonial anthropology. The linkage between politics and religion is examined taking in detail, tracing them from pre-colonial era up to the post-colonial era. Different ideologies are analysed, tracing how their effects upon people and assess their evolution over time. The module concludes by examining globalisation and its impact of socio-economic, political as well as cultural value systems in different societies

HSOC109 INTRODUCTION TO SOCIOLOGY II

This module develops learners' sense of themselves as part of society. It uses a sociological approach, which encourages learners to ask questions about the social world in which we live and to use evidence to support explanations for human social behaviour. The module will therefore enable learners to become familiar with research methods and the use of evidence in sociology. The module equips learners with knowledge and understanding of the sociological perspectives, theories and concepts used to investigate and explain aspects of the social world. The sociological understanding that develops from learning in this module is used to question commonly-held assumptions about society and to consider sociological explanations. The module offers opportunities for learners to actively investigate human society, cultures and social issues. Learners apply sociological perspectives, theories, concepts and research evidence to analyze society.

HANTH 110 HUMAN RIGHTS AND ANTHROPOLOGY

This module explores the concept of human rights from an anthropological perspective. It examines the theory and practice of human rights and cross – cultural understanding of this contested phenomenon of human rights. Theoretical underpinnings of human rights and practical examples are examined in greater detail and supported with cultural relativist and cultural Universalist arguments. The module grapples with how culture shapes human rights ideologies in various societies. This module also looks at the contestations surrounding the production and reproduction of human rights provisions. The module also explores the rise of human rights discourse and its interface with anthropology.

HANTH201 MARRIAGE, FAMILY AND KINSHIP

The module enables students to understand key concepts such as family, household and kinship in their broadest sense and how they vary over time. It examines processes that underlie the formation, sustenance and sustainability of marriages and families. The module also examines the 'direct' and 'indirect' links between the processes mentioned above with socio-economic and political processes in the wider context, that is, the national and international arenas.

HANTH 202 SOCIAL ORGANISATIONS AND POWER

The module aims to familiarize students with pertinent issues on the social organisation of both traditional and modern societies. It draws attention to the social organization-power nexus in the societies, with emphasis being placed on distribution and access to resources as instruments of authority and social control. Focus will be on micro and macro level social arrangements, i.e., from the individual to the societal level. Gender, the rise of feminism, globalisation and the module of human rights has led to a shift on social organisation. It is in view of such developments that we shall also look at power complexities and how these influence resource allocation and consequently social organisation.

HANTH 203 ANTHROPOLOGY OF TOURISM

Anthropology of tourism is an emergent specialty concerned with the study of touristic motivations, roles, relationships, and institutions and of their impact on tourists, and on the societies who receive them. The module aims to provide an overview of the phenomenon of tourism and its socio-cultural dimensions. At the end of the module students will be equipped with skills that can aid them to critically appreciate tourism and how it has both negatively and positively affected various destination sites. Tourism has allowed contact and dilution of cultures across the world. The module takes both theoretical and practical approaches, which enable students to evaluate the effects of tourism on society. This module analyses tourism as a cultural phenomenon with ritualised behaviors and complex meanings for both host and guest societies. It explores issues of cultural and artistic authenticity, identity production and marketing, and commodification of both

the tourist and the toured. Particular emphasis is placed on the cultural politics of tourism on local, regional, national and transnational scales, with case studies.

RMS101 INTRODUCTION TO RESEARCH METHODS AND STATISTICS

The module is designed to assist students to develop a deep understanding of methodological approaches which are relevant when conducting social science research. Areas to be covered in this module include but not limited to identification of research problem, literature review, assumption, hypothesis, research questions, sampling, data collection, quantitative methods, qualitative methods, descriptive statistics, inferential statistics and probability. The module will equip students with skills that enable them to gather, analyze, and interpret data, problem solving and decision making. The module will assist the basic knowledge of statistics as it relates to research in social science. However, the module will also highlight the uses and limitations of statistics in the society. The module will acquaint students with the analysis of contemporary issues through scientific logical deductions presentation in the social sciences. It will enable students to understand some basic statistical theories and the importance of measures of central tendencies.

HANTH 205 DEMOGRAPHIC ANTHROPOLOGY

The module focuses on the possible intersections of anthropology and demography. The aim is to highlight social forces which have driven theories of population over time. The population - environment web is also unpacked, situating the analysis within the context of a heightened global concern for environment protection. In addition, the module draws students to an analysis of migration trends and population control policies.

HANTH 204 LAW, ORDER AND WAR IN SOCIETIES

The module aims to offer students with an appreciation of the relationship between law, order and war in societies. Emphasis will be on understanding how laws are crafted and how these in turn lead to order in societies, how are these laws also used in times of war.

HANTH 206 ANTHROPOLOGY AND RURAL DEVELOPMENT

This module introduces students to the study of rural development. Using anthropological lenses this module focuses on the sum – total of rural transformations and development. This module examines the relevance of anthropological perspectives in the study of rural development. It gives centrality to the contributions of anthropological approaches in studying rural transformation. Culture and indigenous knowledge is explored in greater detail in this module and related to sustainability issues in rural development. The focus will be premised much on the utility of culture of the intended beneficiaries in any developmental initiative.

HANTH 207 STATE, IDENTITY AND NATIONALISM

The focus of this module is to explore the complexity of the concept state, unpacking its major characteristics, its formation among other important points to note. An analysis will be made on the relationship which exists between state, country and nation. This will be done without forgetting how a state can shape someone's identity and how the identity can influence the formation of the state, nation and how these realms can lead to the issues patriotism as well as nationalism. On a broader spectrum, identity and state will be put into a global world weighing their influence in global conflicts and union.

HANTH208 CULTURAL RITUALS, RELIGION AND SYMBOLISM IN ANTHROPOLOGICAL SOCIETIES

This module is designed to equip students with knowledge in the areas of religion and its functioning in everyday life. Anthropological approaches to the study of religion and other religious phenomena such as rituals and symbols shall also be covered in this module. At the end of the module students are also expected to have been acquainted with the various functions of religion and rituals in society as well as its importance. Although the module shall cover religions in most parts of the world, most emphasis shall be on African cases.

HANTH209 ECOLOGICAL ANTHROPOLOGY

The module proffers an anthropological understanding of cultural adaptations to environments. Through the module, students conceptualise relationships between a population of humans and their biophysical environment. The focus is also on how cultural beliefs and practices helped human populations adapt to their environments, and how people used elements of their culture to maintain their ecosystems. Research pursued under this approach aims to study a wide range of human responses to environmental problems.

HANTH210 MULTI-CULTURALISM AND CULTURAL UNIVERSALISM

The module introduces students to the emergence of discourses surrounding cultural diversity in contemporary societies. The module introduces students to debates surrounding the concepts multiculturalism and cultural pluralism, how they are conceptualised by policymakers in various countries and anthropological societies, and how this conceptualization translates to social, political and economic relations between the citizenry. These relations, debates and discourses will be analysed within the parameters of anthropological theory, critiquing policies and suggesting ways to attain a globally inclusive environment even for marginal and/or marginalized populations.

HANTH211 HISTORY OF ANTHROPOLOGICAL THOUGHT

This module traces the origin and history of anthropology through the evolution of ideas. The module acts as an introduction to Anthropological Theory and concentrates on conducting critical analysis of classical anthropological thinking and ideas. This module enables students to acquire an understanding of essential aspects of the major theoretical paradigms, their origins, major proponents, basic tenets and the context within which they developed. The module will aid student to think abstractly about theoretical assumptions and understand their consequences for the interpretation and presentation of ethnographic "factual data". The module lays the background for the development of later theories. At the end of the module, students will be able to formulate their own ideas and opinions about the strengths and weaknesses as well as applicability of different theoretical approaches to anthropological research and in day to day life.

HANTH212 GLOBALISATION AND SOCIAL ANTHROPOLOGY

The module focuses on the possible intersections of anthropology and globalisation. The aim is to highlight social forces which have driven theories of globalization and social anthropology over time. The anthropology-globalisation web is also unpacked, situating the analysis within the context of a heightened global concern for cultural diversity and cultural change protection. In addition, the module draws students to an analysis of migration trends and population control policies

HANTH213 PHYSICAL ANTHROPOLOGY

The module addresses the following fundamental questions: "what does it mean to be human?" and "how did

we become human?” To be covered in this module are four key concepts, that is, the chemistry of life, evolution as a process, the interdependence of participants of a global ecosystem and the role of culture in human adaptation.

HANTH 303 EMPLOYER'S ASSESSMENT

The internship experience is designed to give students in Sociology the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Sociology programme would be transformed in reality. Students would be attached in various organisations relevant to Sociology to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HANTH 304 ACADEMIC SUPERVISOR'S ASSESSMENT

The internship experience is designed to give students in Sociology the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Sociology programme would be transformed into reality. Students would be attached in various organisations relevant to the discipline of Sociology to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HANTH 305 STUDENT'S REPORT

Students will produce a written report and this report should be quality assured by the head of department at the work place. The overall assessment by the mentor and the head of the department in the organisation will contribute to final assessment of the student work place experience

HANTH 401 SOCIAL ANTHROPOLOGICAL THEORY 1

The module explores theoretical issues and perspectives in anthropology that in one way or another have come to “define” the discipline. The module examines debates that recur; the tension found in theoretical controversies persists. For this reason, the module also introduces a dialogue between classical theorists (Malinowski, Radcliffe-Brown) and more contemporary contributors (Bourdieu, Tyler, Friedman, Appadurai, Bauman), with the aim of conveying both the richness and continuing relevance of earlier anthropologists and the fact that the most exciting of recent theory still addresses earlier work. To achieve the above, development of anthropological theory and associated methodology will be unpacked. The second module aims at elucidating special issues in anthropological thinking. Recent thinking and ideas on globalization, feminist, post modernism, identity and sexualities are tackled. Apart from studying mere ideas by scholars, the modules aim to show the applicability and relevance of theoretical insights in solving everyday problems and situation that people find themselves in.

HANTH 403 SOCIAL ANTHROPOLOGICAL THEORY 2

The module explores theoretical issues and perspectives in anthropology that in one way or another have come to “define” the discipline. The module examines debates that recur; the tension found in theoretical controversies persists. For this reason, the module also introduces a dialogue between classical theorists (Malinowski, Radcliffe-Brown) and more contemporary contributors (Bourdieu, Tyler, Friedman, Appadurai, Bauman), with the aim of conveying both the richness and continuing relevance of earlier anthropologists and the fact that the most exciting of recent theory still addresses earlier work. To achieve the above, development of anthropological theory and associated methodology will be unpacked. The second module aims at elucidating special issues in anthropological thinking. Recent thinking and ideas on

globalization, feminist, post modernism, identity and sexualities are tackled. Apart from studying.

HANTH 402 URBANISATION, DEVELOPMENT AND SOCIAL ANTHROPOLOGY

The module is concerned with the origin, development and evolution of cities as well as with the description and comparison of urban life and culture. The primary goal of this module is the comparative study of urban life through time and space. By capturing the range of variability of urban phenomena with the widest possible net, recurrent behaviour patterns can be discovered and theories for their occurrence can be developed. In recent years, anthropologists have shifted their research focus from far-flung, kin-based, small-scale, non-literate peoples to the peoples and peasants who have not been affected by urban influences. In response to the urbanization of the world, anthropologists are actively studying urban life and culture rather than expiring with the primitive past. The link between urbanisation and development will also be established using anthropological lenses.

HANTH 404 CULTURAL ANTHROPOLOGY

This module is designed to acquaint students with an in-depth understanding of culture in its totality i.e. its origins and historical evolution, its diversity, its importance as it appears in various societies, multiculturalism. Some critical issues like colonialism, globalisation and modernisation are used as benchmarks in analysing cultural intrusion, change and hybridisation amongst different societies globally. Theoretical underpinnings of cultural anthropology as propagated by anthropological think tanks are explored. Contemporary perspectives, post – modern approaches and other important epistemological lenses in the study of culture are explored. It will open an insightful thinking about cultural diversities in societies from the smaller societies to the global world. A cross – cultural comparison will be made on a global scale taking into consideration issues like cultural change as well as hierachisation of culture. At the end of the module students will be equipped with a better understanding of culture, restoration, managing its change as well as understanding and appreciating other cultures.

HANTH 405 ETHNICITY, RACE AND RACISM

This module seeks to induce critical anthropological thinking on past and contemporary issues of ethnicity, race and racism. The module seeks to unpack issues and debates surrounding ethnicity, race and racism in Africa. It dwells much on explaining ethnicity and race and how these social phenomena impact on the relations of people from societal, national and to the global world. In this regard it will focus the divisions, conflicts and wars caused by race and ethnicity in many African societies. A historical approach will be taken into consideration from pre-colonial, colonial and to the post colonial times in trying to understand the source of the fault line. In these realms the focus will be underpinned on exclusion and inclusion on the distribution of scarce resources like power, economy, political leadership as well as other vital societal realities. An international view will be taken into consideration weighing whether globalisation will harmonise people or it will further exacerbates the souring seeds of racism and ethnicity

HANTH 406 APPLIED ANTHROPOLOGY AND DEVELOPMENT POLICIES

The module prepares students to have advanced knowledge on, and an understanding of the theoretical and practical aspects of the application of anthropological knowledge. It comprehends students with an understanding of the difference between basic and applied research. The module also acquaints students with the knowledge of ethical implications of the practical application of anthropological knowledge and equips them with a critical evaluation of the intervention strategies used by anthropologists. Policy-related research strategies used by anthropologists are also evaluated.

HANTH 410 ANTHROPOLOGY OF ORGANISATIONS AND MANAGEMENT

This module is designed to provide the student with an understanding of the field of organizational anthropology and to give the student practice in working in this field. Students will learn about the use of anthropological method and theory in understanding complex organizations. Central to organizational anthropology is the concept of organizational culture and its importance in the regulation and every day running of organizations. The module not only gives an appreciation of organisational processes, but also explores managerial aspects, equipping the student with an insight in management of organizations. Though the bias is usually towards formal organizations major forms of organizations will also be explored.

HANTH 412 ANTHROPOLOGICAL APPROACHES TO MASS COMMUNICATION

The thrust of the module is to give an anthropological analysis to the issues to do with mass communication. It will unravel the various typologies of mass communication. Attention will be extended in unraveling mass communication in both anthropological societies and that of the considered modern societies. A comparison will be made on the utility of all communication typologies as well as their impact on influencing human behaviour in all sectors like the religious, economic, political and on other social platforms. Thereafter, a wholesale approach will be taken into consideration in comparing these phenomena in global world.

HANTH 413 SPECIAL ISSUES IN ANTHROPOLOGY AND RURAL DEVELOPMENT

This module builds from an earlier module on rural development and anthropology. It grapples with emergent issues in the anthropological study of rural development. This module is designed to acquaint the students with an understanding of the critical contemporary anthropological debates in the field of rural development. Students should familiarise themselves with current rural development debates and the politics behind the various development approaches as well as the role of culture in rural development dismodule and practice. Key issues that will be covered in this module include the role of NGOs and foreign aid to rural development, Land outsourcing (land grabs) and rural livelihoods, Micro – finance and rural development, Monitoring and Evaluation of rural development project among other issues.

HANTH 414: ANTHROPOLOGICAL APPROACHES TO MASS COMMUNICATION

The thrust of the module is to give an anthropological analysis to the issues to do with mass communication. It will unravel the various typologies of mass communication. Attention will be extended in unravelling mass communication in both anthropological societies and that of the considered modern societies. A comparison will be made on the utility of all communication typologies as well as their impact on influencing human behaviour in all sectors like the religious, economic, political and on other social platforms. Thereafter, a wholesale approach will be taken into consideration in comparing these phenomena in global world.

HANTH 415 SEX, CULTURE AND SOCIETY

The module explores the triadic relationship between sexualities, culture and society in Africa and beyond from various anthropological angles. Anthropology is the comparative study of different societies around the world, differences and similarities. The module challenges students to engage with other ways of knowing and being, and to rethink those taken-for-granted knowledge and beliefs. Through the module students will look at how hierarchies of sex, sexuality and gender intersect with other social differences including power, race, socio-economic status, ethnicity and location. Students are expected to develop critical skills for using anthropological approaches to increase their understanding of and respect for diversity in sexualities in our rapidly changing world. The aim is to enable students to understand the changes in the relationship between sexualities and culture over time, various theoretical standpoints about the relationship and aid students to make decision from an informed position. Students will be introduced to different societies' perceived

sexualities and how modernization, colonization and globalisation have affected sexualities and gender roles. The module concludes with a consideration of the implications of globalisation and HIV/AIDS on cultural practices and sexualities.

HANTH 417 POLITICAL ANTHROPOLOGY

This module examines politics and power through anthropological lenses. This module initially explores the field of political anthropology in classical terms as it was practiced in the era when anthropologists were primarily interested in the politics of primitive societies, institutions of rule in societies in which the state seemed absent, as well as evolutionary and historical emergence of the state. It also examines the implications of anthropologists' recognition of the importance of colonialism and global capitalism on the societies they studied. Formal politics, everyday forms of power, domination and resistance as well as a rethought by anthropologists on the concept of power as influenced by transformations in the society is explored. Politics and power in the era of globalisation will be looked at with emphasis on the implications of power on identity, the state and political action. This module also gives a comparative analysis of the political systems of various societies at different levels of political organisation.

HANTH 418 ENVIRONMENTAL ANTHROPOLOGY

This module introduces students to the various ways in which anthropology has sought to understand human-environment relations, both from utilitarian perspectives (such as cultural ecology, ethnoecology, and political ecology) and symbolic ones (where anthropologists have focused on the meanings people give to the non-human world). In the second half of the course, we consider how anthropology can contribute to the way we understand current environmentalist concerns and beliefs, focusing on two inter-related issues: anthropological critiques of conservation practices and the politics of indigenous peoples and resource use.

HANTH 409 RESEARCH PROJECT

This is a double module and students are expected to put into practice methodological issues they were taught in various research modules. The idea is to enable students to understand and provide practical solutions to social problems bedeviling society at any given time.

HANTH 411 SOCIAL STRATIFICATION IN ANTHROPOLOGICAL SOCIETIES

The module focuses on social stratification in anthropological society. Emphasis will be on looking at the different theoretical underpinnings of the study of stratification, analysis of different forms of stratification as well as the changes which have occurred as a result of globalisation. The module will also look at various ways or determinants of social stratification.

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN SOCIAL ECOLOGY

HSEC 101: Introduction to Social Ecology 1

This is an introductory module to issues, concepts and trends in Social Ecology. The course familiarises students to current issues on the state of the environment and an appreciation of the physical environment itself. There has been a paradigm shift from the scientific nature to a social context where there is need to appreciate human environment interactions. The basic principles and definitions of ecology are introduced and interactions between organisms and their non-living environment are discussed.

HSOC101 INTRODUCTION TO SOCIOLOGY 1

The primary objective is to enable students to gain a theoretical foundation for understanding social issues. The module begins with a discussion of the theoretical origins of Sociology, its key concepts, similarities and differences with other social science subjects. As the students work through the module, they are expected to acquire critical, analytical and practical skills that will also serve them in other social science modules as well. Lecture notes are designed to introduce the students to some critical evaluation of discourse on the nature, antecedents and trends in sociological theorizing.

HSEC 102: INTRODUCTION TO SOCIAL ECOLOGY 2

This is a continuation of introductory module to modules that will be covered throughout the programme. There has been a growing cause of concern on the present state of the environment which needs a human centred approach to environmental problems that are being faced. Issues of culture and heritage are crucial in understand problems and creating viable solutions. Globalisation has tended to take the centre stage bringing in both positive and negative developments in management of natural resources. Participation of the general public has emerged to be very crucial in management of natural resources. Most of the environmental problems have also tended to be health related issues and not merely ecological.

HSEC 103: HUMAN SOCIETY AND ECOLOGY

This module familiarises students with environmental problems from the perspective of human individuals and societies. The Sociological and Anthropological basis of Human Ecology are introduced to students to the different analytical contributions which anthropology and Sociology as well as other disciplines such as geography and economics have provided to the theory and policy practice of Human ecology. The socio-economics dimension investigates the link between the environment and economics. Underlying environmental policies are different moral beliefs, which are explored in environmental ethics.

HSEC 104: GENDER AND ENVIRONMENTAL POLITICS

The module provides an in depth understanding of the significance of gender in environmental issues by examining the synergies with environmental politics. The course aims to familiarise students with gender related asymmetries in natural resource use and management. It also looks into the underpinning theoretical frameworks and practical examples in particular from Africa. Gender issues have become key in harnessing sustainable environmentally sound practices.

HSEC 105: INTRODUCTION TO ENVIRONMENT AND DEVELOPMENT

The module exposes students to the concept of development, acquaints them with the historical evolution of development thinking and strategies, establishes the relationship between development and environmental management, highlights the problems of development and their impact on the environment and assists

students to acquire adequate capacity for developing appropriate strategies that will ensure environmentally health development thinking in the long run. The major global environmental issues concerned are, air pollution, climate change and loss of biodiversity. Recent developments in Zimbabwe have given rise to a number of environmental concerns and policies aimed at achieving sustainable development.

HSEC 106: FOOD SECURITY AND AGRICULTURE DEVELOPMENT

This module focuses on issues of food security at international level and particularly in developing countries in the broader context of the changes that are occurring in the agricultural sector. These changes are occurring at the local (households), community, national and global levels. Students shall be able to critically analyze the dynamics brought about the transformations in the food industry and the effects on the smallholder producers and the markets? They make a comparative analysis on key issues and responses in agrarian reforms in the context of agrarian politics. The module provides a framework for analysing other factors, especially regarding security and conflict issues that affect food security

HSEC 107: INTRODUCTION TO THE PHYSICAL WORLD

Physical world introduces students to geographical thinking. It introduces students to all major aspects of socio-environmental systems, identifying physical phenomena and natural processes. This module integrates the interrelationships between physical world and human geography. Students need to familiarise with a basic understanding of the physical world to appreciate how people, places, and resources are interrelated, and move into the realm of resource management and resource sustainability. There is an interplay between the earth's physical systems and the demands humans put on those systems sustainability. At the end of the course students should understand and apply concepts fundamental to understanding society and its environment. Students will familiarise with natural processes and landforms. Aspects on Atmosphere, weather and climate, will be covered. The module will also cover soils and soil development, biogeography and biodiversity. Pollution and waste issues are also key and develop to the understanding of the human and environment interactions.

HSEC 108 RURAL LIVELIHOODS

The course is intended to expose students to concepts and practices of human interaction with their environment. It also familiarizes students on how people in rural communities have tended to exploit their immediate environment i.e natural resources for their livelihood and welfare. It enables students to gain a deep understanding and appreciation of the processes and conditions that guide behavior of households and communities in the rural sector, while highlighting the inherent dichotomy of gains and losses associated with human exploitation of natural resources and the environment in their bid to eke out a livelihood portfolio.

HSOC108 SEXUALITY, HIV AND AIDS

The module is designed to familiarise students with issues of sexuality, how it is constructed and how it impacts on the spread of HIV/AIDS. The module will trace the history of sexuality from colonial to post colonial era examining how colonisation has affected the African construction of sexuality. The module will also allow students to study and explore the impact of globalisation on sexuality and the spread of HIV/AIDS in Africa. The issue of culture is central to this module since culture can be both the solution and problem in the spread of HIV and AIDS.

HSOC109 INTRODUCTION TO SOCIOLOGY II

This module develops learners' sense of themselves as part of society. It uses a sociological approach, which

encourages learners to ask questions about the social world in which we live and to use evidence to support explanations for human social behaviour. The module will therefore enable learners to become familiar with research methods and the use of evidence in sociology. The module equips learners with knowledge and understanding of the sociological perspectives, theories and concepts used to investigate and explain aspects of the social world. The sociological understanding that develops from learning in this module is used to question commonly-held assumptions about society and to consider sociological explanations. The module offers opportunities for learners to actively investigate human society, cultures and social issues. Learners apply sociological perspectives, theories, concepts and research evidence to analyse society.

HSEC 216 ECOLOGICAL ANALYSIS

This module introduces students to diverse ecological analysis skills that enable them to study the interactions between human societies and their natural environment and understand the interactions between various components of ecosystems at different spatial and temporal scales. These include carrying out censuses, sampling, field experiments, and surveillance, modeling in ecology, remote sensing and geographic information systems applications. GIS packages such as ENVI, ILWIS, ArcGIS and ERDAS Imagine in conjunction with remote sensing images such as LANDSAT, ASTER, SPOT, SRTM, IKONOS and Aerial photographs are used in this module in the analysis of ecosystems.

HSEC 202: COMMUNITY BASED NATURAL RESOURCES MANAGEMENT

The module simultaneously addresses the problems of poverty and environmental degradation. It represents a promising approach that encourages communities to take responsibility for managing their resources for the benefit of everyone. CBNRM principles will be explored, models used in Africa that contribute to its success as well as the challenges.

HSEC 203: CULTURAL ECOLOGY

The module helps students to understand human- environment dynamics. It critically analyses dynamic features of human societies and their use of natural resources, both in the historical and contemporary societies. The course familiarises students with community practices and their worldview on culture and the environment. The course seeks to build different perspectives and understanding on the inter- relationships between cultural practices, environment and livelihoods in a socially relevant context. The primary thrust of the course is to address the relationship between culture and natural resources.

HSEC 217: ENVIRONMENTAL IMPACT ASSESSMENT

The Environmental Impact Assessment module provides students with information and guidance on Environmental Impact Assessment (EIA) and Strategic Environmental Assessment (SEA) policy frameworks, practice from different countries, with particular application to developing countries and countries in transition. Topics include prediction and evaluation of social, economic, health and environmental impacts. Particular emphasis is given to concepts, procedures and tools that are used currently or are potentially relevant in implementing an integrated approach to impact assessment of development policies, plans and programmes. As far as possible, it tries to provide comprehensive coverage of generic elements of good practice that appear to be internationally accepted and widely applicable.

HSEC 206: ISSUES IN SUSTAINABLE DEVELOPMENT

This course traces the concept of Sustainable Development through the various definitions that have been offered in academia. The course will examine all the conferences that have been held since the Brundtland report popularised the term sustainable development. The course seeks to encourage students to

operationalize the term “sustainable development” within the local context bringing into focus the culture and technology which are embedded in indigenous knowledge systems. Emphasis is on among other issues, pollution, wars, aid, water scarcity, politics, climate change, and energy supply. Students shall be able to diagnose how such issues affect the attainment of sustainable development particularly looking at the pillars of sustainable development.

RMS101 INTRODUCTION TO RESEARCH METHODS AND STATISTICS

The module is designed to assist students to develop a deep understanding of methodological approaches which are relevant when conducting social science research. Areas to be covered in this module include but not limited to identification of research problem, literature review, assumption, hypothesis, research questions, sampling, data collection, quantitative methods, qualitative methods, descriptive statistics, inferential statistics and probability. The module will equip students with skills that enable them to gather, analyze, and interpret data, problem solving and decision making. The module will assist the basic knowledge of statistics as it relates to research in social science. However, the module will also highlight the uses and limitations of statistics in the society. The module will acquaint students with the analysis of contemporary issues through scientific logical deductions presentation in the social sciences. It will enable students to understand some basic statistical theories and the importance of measures of central tendencies.

HSEC 213: ECOLOGY, HUMAN RIGHTS AND SOCIETY

The module enables students to appreciate the need to reconcile human existence with ecological integrity. Human beings have a right to a healthy environment and other measures that prevent pollution and ecological problems yet policy at times do not address the immediate needs of those affected and in dire need. Poverty has also constrained people to have a right and deny them access to food, clothing, health and shelter. Human creates slums impacting on public health as well as human integrity. Cultural diversity in different societies has to be appreciated and harmonised at policy level to safeguard the natural environment.

HSEC 208: INSTITUTIONS IN NATURAL RESOURCES MANAGEMENT

This course familiarizes students on institutions involved in governance of natural resources. It traces the evolution of institutions as regulating frameworks governing human action on use and management of natural resources. Institutions tend to evolve from people's values and interactions and are therefore constantly changing over time. These manifest themselves as formal or informal institutions. The rise of new institutionalism gave birth to a participatory development paradigm, through which people's participation is channeled. Modern and traditional institutions will be implored in the study of institutions and how social capital plays a pivotal role in cementing social relations and management of natural resources. Common property debates will be examined as an option for co-management of natural resources.

HSEC 210: ENVIRONMENTAL COMMUNICATION

The course is designed to help students develop an ability to communicate scientific information effectively to non-scientific audiences, including the general public media, policymakers, community stakeholders, businesses and others. Emphasis will be on written and oral communications which include the use of indigenous Knowledge systems that were used traditionally and continue to be used in some societies to impart environmental communication. Print broadcast, multimedia and internet based formats will also be covered as communication channels.

HSEC 211: TOURISM, RECREATION AND HERITAGE

This course employs a holistic approach to the increasing role played by tourism in society. It examines the

decay of natural and cultural heritage as an issue of concern. Of interest is the economic dynamics related to tourism such as valuation of resources, leakages and lack of development in host communities who face the full brunt of the growth of tourism in their areas in the form of pollution, increasing prices, transmission of diseases and social decay, especially in developing countries. The course encourages the application of indicators of sustainable development to local communities within the context of tourism activities.

HSEC 212: HUMAN HEALTH AND THE ENVIRONMENT

The module introduces students to the basic principles and mechanisms underlying the toxicity of xenobiotics (e.g. drugs, pesticides, environmental pollutants, industrial chemicals and food additives) and explains how the adverse effects of chemicals on humans can be quantified by risk assessment based on in vivo and in vitro toxicological data. The mechanisms and toxic effects on man of stable pollutants such as heavy metals are also considered. The link between human health and the environment is illustrated by giving an overview of a number of infectious diseases which have emerged or re-emerged in many geographical regions causing global health and economic problems that involve humans, livestock, companion animals and wildlife. Special attention is given to the ecology and epidemiology of these diseases and their affection by interrelations between pathogen, the host (human, animal or vector) and the environment.

HSEC214: ENVIRONMENTAL PLANNING AND MANAGEMENT

The module will examine theoretical and practical issues arising from environmental planning and management. The major foci will be Zimbabwe on the following areas such as forestry planning and management mining, water, agriculture and park management. Tools and approaches discussed include watershed planning, ecosystem approach, public participation, land use planning and monitoring. Theories and concepts will be introduced with regards to sustainability, rational comprehensive, collaborative and planning theories, actor systems dynamics, social learning and social capital. The history of monitoring will be examined, the role of monitoring in environmental planning and management and conceptual frameworks to guide monitoring. Case studies will be drawn from African experience on planning for sustainable agriculture. The role of civil society in environmental planning will be explored. Gender mainstreaming in Environmental Planning Management process will also be examined

HSEC 209 URBAN AND NATURAL ECOSYSTEMS

The complex issues associated with guaranteeing reasonable environmental quality for the growing and diverse populations of human settlements around the world are described. Human settlement issues at the global and local level are overviewed. An issue of major concern is rapid change in land use e.g. agricultural land converted to urban areas or used for roads and railways, wetlands and forested land converted to agricultural land and re-vegetation of disused industrial land. The driving forces, actors and policy shifts that influence land use changes and their consequences on humans and the environment are examined.

HSEC 215: ENERGY ISSUES IN DEVELOPING COUNTRIES

The module looks at ecologically friendly energy sources that can be used as alternative energy sources to combat environmental challenges being faced in Africa such as deforestation. Green sources of energy can be used such as biogas, solar and hydro energy instead of adapting to hazardous sources of energy.

HSEC303 EMPLOYER'S ASSESSMENT

The internship experience is designed to give students in Sociology the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Sociology programme would be transformed in reality. Students would be attached in various organisations relevant to Sociology to transform the theory

into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HSEC 304 ACADEMIC SUPERVISOR'S ASSESSMENT

The internship experience is designed to give students in Sociology the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Sociology programme would be transformed into reality. Students would be attached in various organisations relevant to the discipline of Sociology to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HSEC 305 STUDENT'S REPORT

Students will produce a written report and this report should be quality assured by the head of department at the work place. The overall assessment by the mentor and the head of the department in the organisation will contribute to final assessment of the student work place experience

HSEC 402: PRINCIPLES OF ENVIRONMENTAL MANAGEMENT AND LAW

The module is designed to familiarise students with the fundamental concepts of policy and law and their application to environmental problems. The course provides the major regulatory instruments used in building systems of environmental regulations, including strengths and weaknesses of those instruments. At the end of the course the students should have an appreciation of international environmental law, regional law as well as environmental law in Zimbabwe itself.

HSEC 403: CONFLICT MANAGEMENT IN NATURAL RESOURCES

The module enables students to familiarise with mechanisms through which natural resources induce conflicts which are often deeply rooted in economic and social structures. Governance and management of natural resources are core tools for conflict prevention and resolution. Different types of environment related conflicts are influenced by particular trends and call for differentiated responses since they are an obstacle to sustainable development

HSEC 404: DISASTER MANAGEMENT AND PREPAREDNESS

This module will give an introductory-level understanding of the concepts underpinning, and practical processes involved in, the management of disasters. It will explain the importance of disaster mitigation and disaster preparedness; describe how disaster management can be integrated into public policy and how planning and design of infrastructure should take into account the vulnerability of communities; state and explain the importance of the Community-Based Approach to education and public awareness; describe how a community-based action plan for disaster management can be actively implemented.

HSEC 405: ENVIRONMENTAL MANAGEMENT AND PROTECTION

The module gives an overview of the fundamental responsibility for existence and wellbeing of national systems of protected areas. Responsibility for management of individual protected areas may rest with central government, regional or local government, NGOs, private sector or local community. These protected areas are of interest and include national parks, state parks, regional/urban parks, conservation areas and environmentally sensitive areas. Focus will be on the potentials and problems for protected areas in protecting and maintaining biodiversity and natural as well as culturally associated resources.

HSEC 406 GLOBALIZATION, POLITICS AND THE ENVIRONMENT

This module examines the impact of the ever growing globalisation phenomenon and political discourse on the environment. Focus will be on the symbiotic relationship between politics and economics on the degradation of the environment and how these two can be used to protect and preserve the same. The module will examine the North-South nexus in terms of the operations of multinational corporations and how this impacts the environment and communities in developing countries.

HSEC 407: CLIMATE CHANGE

The module is an overview of the science of climate change. It explores science and politics of global climate change. Students need to gain an understanding of international climate negotiation process. The political ecology of climate change in Africa and vulnerability to adaptation has emerged as a central component of climate policy. There is a correlation between climate change and other development imperatives such as poverty reduction, disaster risk reduction, social protection and health related issues.

HSEC 408: DEMOGRAPHY AND THE ENVIRONMENT

The module is intended to expose students to Population growth and the patterns of interaction with the environment. It also entails revisiting the impact of population growth on social, economic and ecological change. This has tended to curtail patterns of development in most instances in the third world though this has remained contested. Trends of migration have also been witnessed over the past century and HIV/AIDS has become more pronounced which is a developmental issue and might lead to increased use of the natural environment.

HSEC 409 RESEARCH PROJECT

This is a double module and students are expected to put into practice methodological issues they were taught in various research modules. The idea is to enable students to understand and provide practical solutions to social problems bedeviling society at any given time.

HSEC 410 ECOLOGICAL ECONOMICS

Ecological economics is a discipline which puts a human and environmental face to capital production giving value to natural resources in attempt to encourage sustainable use. Ecological Economics transcends traditional economics which focus on capital injection, processes of production and output. The module gives students a background to economics and then focuses on valuation of natural resources.

HSEC 411: INDUSTRIAL ECOLOGY

Industrial Ecology is the systematic analysis of global, regional and local material and energy flows that are associated with products processes, industrial sectors and economics. Included in these analyses are energy consumption non-renewable and renewable materials consumption, air pollutant emissions, waterborne pollutant effluents and solid waste generation associated with human activities. These analyses are the foundation of Industrial ecology, which seeks to design and manage products and services that meet human needs in a sustainable manner

HSEC 417 MONITORING AND EVALUATION

This module introduces students to the methods and processes that are used by different institutions to

appraise programmes and effect changes. The course will equip students with the relevant skills and techniques to craft a monitoring and evaluation proposal and fully implement it. The course will equip students to the diverse areas in which monitoring and evaluation is applied such as in HIV and AIDS, poverty assessment and NGO work

HSEC 414: SPECIAL ISSUES IN RURAL LIVELIHOODS

The module focuses on sum total of rural transformation and development in Africa. The economic reforms, socio-political superstructure will be explored and how these interfaces with development as it unfold through interventionism in space and time. This module looks at the macro level of analysis paying attention to emerging and contemporary issues that may affect the livelihoods of those living in rural communities

HSEC 416 AGROFORESTRY

This module discusses current issues affecting forests and local inhabitants of the forests. Students will learn of the different types of forests that are found in Africa and Zimbabwe. The module will examine the causes of deforestation and forest fragmentation. The students will also be introduced to agroforestry and Forest management policy examining current programs such as community based forest management (CBFM) and community based natural resources management (CBNRM). There will be a deliberate bias to the crucial role that culture and indigenous knowledge systems play in the manner in which agroforestry. Students will also learn of the impact of poverty, gender imbalances, climate change, governance, religion on deforestation and forest fragmentation.

HSEC 418: WATER RESOURCES MANAGEMENT

This module is designed to prepare future water resource managers to effectively understand complex problems and techniques to manage water resources. Students are expected to apply management techniques in order to solve real world water related problems. The impacts of population, urbanization, agriculture and climate change on water will be explored. The linkages between water and human health will also be discussed

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN SOCIOLOGY

HSOC101 INTRODUCTION TO SOCIOLOGY 1

The primary objective is to enable students to gain a theoretical foundation for understanding social issues. The module begins with a discussion of the theoretical origins of Sociology, its key concepts, similarities and differences with other social science subjects. As the students work through the module, they are expected to acquire critical, analytical and practical skills that will also serve them in other social science modules as well. Lecture notes are designed to introduce the students to some critical evaluation of discourse on the nature, antecedents and trends in sociological theorizing.

HAPC101 ACADEMIC AND PROFESSIONAL COMMUNICATION

Effective communication helps students to communicate effectively in the academic realm, the work place and social life. They will learn and understand how to communicate, how others communicate and adjust to meet their needs simultaneously helping to improve relationships in general. It also inculcates awareness and understanding of fundamental concepts that can have a profound effect on life and success at the work place.

HANTH 101 INTRODUCTION TO SOCIAL ANTHROPOLOGY 1

This module provides an introductory overview of Social Anthropology. A scientific analysis of forms of society, family, kinship, ethnicity and identity, economic and political relationships, consumption and exchange, rites of passage, meaning and cultural performances, social patterns and practices across societies and cultures, with a special interest in how people live in particular places and how they organise, govern and create meanings will be examined in this module. The module also examines the origins, development and cultural similarities and differences of the afore mentioned practices and beliefs. This module challenges students to engage with other ways of knowing and being, and to rethink often taken-for-granted knowledge and beliefs. Through the module students will develop critical skills for using anthropological approaches to increase their understanding of and respect for diversity in cultural and religious beliefs in the rapidly changing world.

HPSY 101 INTRODUCTION TO PSYCHOLOGY 1

This module will provide students with a broad introduction to the field of Psychology. This preliminary survey of Psychology should acquaint students with the major concepts and terminology of the discipline and give students a better understanding of themselves and others. This module is aimed to provide first year students with a good foundation in Psychology before they embark on their specific areas of study.

HSOC 104 SOCIOLOGY OF IDENTITY AND CHANGE

The module seeks to acquaint students with the various forms of identity and how they are created, maintained and changed overtime. It examines the forces behind the construction of different identities at the local and global scale, simultaneously looking at how they influence social, political and economic relations between and within groups at both the macro and micro scale. It further explores the interface between the metamorphosis in identities and changes in social organisation that is either social cohesion or conflict between and within groups. It also looks at how actions of different social movements such as religious and feminist groups influence social change.

HSOC105 GLOBALISATION AND IDENTITY

The discourse of globalisation has become dominant in recent years in a wide variety of contexts. The module

examines the interrelated cultural, economic and political processes that constitute globalisation, and analyses their impact on the identities of individuals, groups, cities and nation-states. Emphasis is placed on understanding the multifaceted character of globalisation and the debates that it has engendered. Specific themes include the spread of global capitalism, the global consequences of technological advancements in transport and communications, the expansion of consumer culture, issues of global governance, and new cultural formations. The module will place special emphasis on the impact of globalisation on the African identity.

HPSY105 INTRODUCTION TO PSYCHOLOGY II

The module builds on the knowledge acquired in Introduction to Psychology 1. The module seeks to extend the background knowledge on Psychology by covering more areas especially those related to developmental Psychology and motivation.

HSOC108 SEXUALITY, HIV AND AIDS

The module is designed to familiarise students with issues of sexuality, how it is constructed and how it impacts on the spread of HIV/AIDS. The module will trace the history of sexuality from colonial to post colonial era examining how colonisation has affected the African construction of sexuality. The module will also allow students to study and explore the impact of globalization on sexuality and the spread of HIV/AIDS in Africa. The issue of culture is central to this module since culture can be both the solution and problem in the spread of HIV and AIDS.

HANTH 109 INTRODUCTION TO SOCIAL ANTHROPOLOGY 11

This module is the second and last part of HANTH 101. The emphasis of this module is placed on politics, religion, ideologies, globalisation and post-colonial anthropology. The linkage between politics and religion is examined taking in detail, tracing them from pre-colonial era up to the post-colonial era. Different ideologies are analysed, tracing how their effects upon people and assess their evolution over time. The module concludes by examining globalisation and its impact of socio-economic, political as well as cultural value systems in different societies.

HSOC109 INTRODUCTION TO SOCIOLOGY II

This module develops learners' sense of themselves as part of society. It uses a sociological approach, which encourages learners to ask questions about the social world in which we live and to use evidence to support explanations for human social behaviour. The module will therefore enable learners to become familiar with research methods and the use of evidence in sociology. The module equips learners with knowledge and understanding of the sociological perspectives, theories and concepts used to investigate and explain aspects of the social world. The sociological understanding that develops from learning in this module is used to question commonly-held assumptions about society and to consider sociological explanations. The module offers opportunities for learners to actively investigate human society, cultures and social issues. Learners apply sociological perspectives, theories, concepts and research evidence to analyze society.

HSOC110 INDIGENEOUS KNOWLEDGE SYSTEMS AND DEVELOPMENT

This module seeks to examine the knowledge systems, ways of knowing and views indigenous people have constructed and drawn upon in relation to the cultural milieu in which they are situated. It also seeks to explore the ways in which IKS can be harnessed in mainstream development to meet contemporary imperatives by native people particularly in the African context, reviewing epistemological structures and properties that distinguish IKS from the contemporary knowledge systems, examining cultural

considerations that came into play as a result of indigenous people become involved and experience Eurocentric Development. This module becomes crucial in its attempts to find sustainable solutions to the problems bedeviling contemporary world such as the HIV and AIDS as well as the detrimental effects of climate change.

HSOC111 DEMOCRACY AND HUMAN RIGHTS

The African context provides a clear reminder that democracy and human rights are two very dynamic concepts that cannot be seen in isolation from the context and environment in which they operate. The module will introduce to students some of the contemporary developments in the ideas of democracy, human rights, the trends and the challenges embedded in the democratic processes in the contemporary world. The aim of the module is to equip students with an appreciation of issues to do with democracy as well as human rights. The module also explores the complex relationship between human rights and democracy. An emphasis on African states will be maintained throughout the module.

HSOC201 SOCIOLOGY OF ORGANISATIONS

The module will acquaint students with sociological issues of organizations. It is intends to encourage students to apply sociological theories and to critically analyse organisations in their different cultural environments.

HSOC203 SOCIOLOGY OF DEVELOPMENT

The module is aimed at giving students an understanding of emerging sociological debates in Development. Students are set to be exposed to critical analysis of debates surrounding development in both western and non-western societies at both the macro and micro levels. The module will also assess macro and micro scale development processes from a socio-cultural perspective.

RMS101 INTRODUCTION TO RESEARCH METHODS AND STATISTICS

The module is designed to assist students to develop a deep understanding of methodological approaches which are relevant when conducting social science research. Areas to be covered in this module include but not limited to identification of research problem, literature review, assumption, hypothesis, research questions, sampling, data collection, quantitative methods, qualitative methods, descriptive statistics, inferential statistics and probability. The module will equip students with skills that enable them to gather, analyse, and interpret data, problem solving and decision making. The module will assist the basic knowledge of statistics as it relates to research in social science. However, the module will also highlight the uses and limitations of statistics in the society. The module will acquaint students with the analysis of contemporary issues through scientific logical deductions presentation in the social sciences. It will enable students to understand some basic statistical theories and the importance of measures of central tendencies.

HSOC205 URBAN SOCIOLOGY

The module will allow students to explore and study life and human interaction in metropolitan areas. The module examines the structures, processes, changes and problems of an urban area and by so doing provides inputs for planning and policy making. The students will also examine how the "built environment" of the urban area inscribes identity and life-styles in the "urban space" in different cultural contexts. Comparisons shall be made between western and non-western urban life.

HSOC202 SOCIOLOGY OF RURAL DEVELOPMENT

The module is aimed at acquainting students with an understanding of the concepts of rural development in

relation to sociology. In this regard, students are expected to be familiar with the major theoretical debates in the subject, they are also expected to read beyond lecture notes and thoroughly familiarise themselves with the relevant literature and new directions in Rural Development in non- western societies. Politics behind the various developmental approaches as well as the significance of culture in development shall be explored.

HSOC204 HISTORY OF SOCIOLOGICAL THOUGHT AND SOCIAL IDEAS

The module explores the emergence of sociology as a discipline, the political economy of the Enlightenment: Industrial Revolution and Intellectual Revolutions. Early Founders: Saint Simon and August Comte; Political—Philosophical Foundations: Montesquieu and the Marxian Watershed. Classical Thinkers: Herbert Spencer and George Simmel; Emile Durkheim; Max Weber and V. Pareto. Development of Sociological Thought: Contribution of American Writers-Veblen, Cooley, Mead, Park and Sorokin. Emphasis however will be on applying the ideas of these thinkers to real life situations and using them to solve challenges haunting modern societies.

HSOC207 SOCIOLOGY OF CRIME AND DEVIANCE

This module offers an introduction to criminological inquiry with particular emphasis on four interrelated issues: the nature of crime, crime patterns, crime policy and criminal justice institutions. First by way of introduction, this module includes an examination of criminological debates in response to the question: what is crime? Scrutinising taken-for-granted notions of crime and considering criminological arguments relating to the social construction of crime and deviance. Secondly, the module includes a focus on what we know about crime and how we know it? A closer look is taken at different sources of crime information ranging from official crime statistics to victim crime surveys and self-report studies. The methodological strengths and weaknesses of each measuring crime. The demographic correlations of crime factors such as gender, age, social class and ethnicity are considered in detail as are spatial and geographical correlates. Thirdly this module examines the form and content of crime policy with particular emphasis on the impact of international ideas on the development of Zimbabwean crime policy. Fourthly, a brief overview of the key institutions involved in the administration of Zimbabwe in this regard criminal justice is provided with the view to identifying critical challenges facing Zimbabwe in this regard.

HSOC215 COMPARATIVE HEALTH SYSTEMS

Illness is a permanent feature of human life and human beings have developed different methods of dealing with it. The module focuses on the application of sociology to the understanding of Health beliefs and health practices in different cultural settings hence it takes a comparative analysis to medical sociology with the goal of eliminating the advantages and disadvantages of Western and African Medicine but special emphasis is on how African medicine and knowledge systems can be integrated in the fight against challenges haunting the Health systems in Africa such as HIV and AIDS related illness. Issues of power and knowledge shall also be factored in to understand the dominance of western knowledge over African knowledge in the realm of medicine. Theories in medical sociology shall also be explored in this module.

HSOC 213 SOCIOLOGY OF EDUCATION

The module will examine the social aspects of education and schooling in society. Focus will be on the interaction between home, society, and educational institutions; the ways that social inequalities are reproduced through schools; and the ways that identities are formed through education. Schools both exist within a larger society and are their own social world, with the formation of peer groups, particular institutional arrangements, and ways of transmitting relationships and knowledge. The module examines the way that interactions within educational settings have much larger implications within society.

HSOC208 SOCIOLOGY OF TOURISM AND HERITAGE STUDIES

The module examines tourism and travel behaviour of people and groups and the interaction between tourists as guests and their host societies. Heritage on the other hand is constructed from values and meanings derived from social, cultural, and personal experiences while "history" represents objective facts. Heritage studies, therefore, assumes that values and meanings are not innate characteristics of objects from the past; these objects only become "historical" when people believe that they have historical value. The module will examine the consequences for both guests and hosts from sociological perspectives. The emphasis will be on the customs, beliefs, habits, traditions and lifestyles of both hosts and guests.

HSOC211 SOCIOLOGY OF THE FAMILY

The module will explore patterns of change and continuity in family life and how these changes both reflect and impact upon economic, political and cultural change in the wider society. The module makes use of sociological constructs to explain the causes and consequences of the transformations of family life, those that have already occurred and those that continue to take place worldwide, including changes in family bonds and relationships, gender roles, marriage, partnership breakdown, and domestic conflict.

HSOC216 CLASS AND STRATIFICATION

The module examines theories of social class, the dynamics of class formation and the "reproduction" of class along the lines of education, occupation, and lifestyle - involving unequal access to not only economic capital but also cultural capital or symbolic capital. The module also discusses poverty, gender inequality, racial discrimination, the "digital divide" and other forms of social exclusion and marginalization in contemporary society.

HSOC210 SOCIOLOGY OF MASS COMMUNICATION

Beginning with an understanding of the social character of communication, this module explores the interrelationship between media--oral, written, print, broadcast, and electronic media--and society. It considers the production and reception of media in relation to social inequality, political power, economic structure and cultural life. Topics include the role of media in the social construction of reality, the making of popular culture, cyber-culture, and the creation of new vehicles of self-expression. In addition to examining theories of media, the module explores issues such as the rise of the media industry and the formulation of media policies within national and transnational contexts. It also focuses on the social impact of 'new media' created by the digital technologies, especially the Internet and mobile telecommunications.

HSOC212 SOCIOLOGY OF RELIGION

This module is designed to familiarise students with the deeper understanding of religion; its origins, functions and meaning in different social settings in traditional and modern societies. It explores these through theoretical lens of Marx's Conceptualisation of Religion, Weber and Durkheim's Notions on Religion.

HSOC 214 SOCIOLOGY OF SPORT, LEISURE AND RECREATION

The module focuses on sport, leisure and recreational activities as social phenomena. The module will examine the various socio-cultural structures, patterns and organisations and groups involved with sport and leisure activities. The module examines the four essential theories that define the relationship between sports and society namely, structural functionalism, conflict theory, critical theory and symbolic Interactionism.

HSOC303 EMPLOYER'S ASSESSMENT

The internship experience is designed to give students in Sociology the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Sociology programme would be transformed in reality. Students would be attached in various organisations relevant to Sociology to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HSOC304 ACADEMIC SUPERVISOR'S ASSESSMENT

The internship experience is designed to give students in Sociology the opportunity to put their theoretical debates into practice. The skills and ideas taught throughout the Sociology programme would be transformed into reality. Students would be attached in various organisations relevant to the discipline of Sociology to transform the theory into practice. The rationale behind this is to produce students who are well acquainted with the working environments related to their study.

HSOC 305 STUDENT'S REPORT

Students will produce a written report and this report should be quality assured by the head of department at the work place. The overall assessment by the mentor and the head of the department in the organisation will contribute to final assessment of the student work place experience

HSOC401 SOCIAL THEORY I

The module is aimed at appraising students on the significance of the main theoretical and epistemological underpinnings in the discipline. It reviews classical sociological theory. It is also aimed at creating a practical application of social theory as students are set to acquire skills to enable them to have a critical approach to social phenomena in real life.

HSOC402 GENDER STUDIES

The module will explore gender within the development process. How the inequalities between females and males are created? How are they reinforced? Beyond the theories, we will specifically focus on colonization, donor agencies, global economy, health, human rights, democratization, and social change. The module is intended to acquaint students with a sociological understanding of gender issues, debates and discourses so as to be able to participate in them from an informed position. Students will be introduced to theoretical and practical approaches to gender issues which enhance their evaluation of conditions of men and women in their own societies compared with other societies.

HSOC407 SOCIAL POLICY AND ADMINISTRATION

This module is designed to provide students with an understanding of the contemporary debates and issues in the field of social policy and administration, with special reference to the African context. It highlights theoretical as well as technical concerns in the process of public policy analysis and formulation. The module encourages students to understand policy within the broad arena of governance and emerging democratic practice in chosen African countries. The impact of globalisation on policy processes and outcome are also analyzed. Given the changes in the geo-political landscape at a global, regional and national level, the module challenges students to understand the linkages between the international and national factors that contribute to social policy developments. It also attempts to focus attention on the complex nature of policy processes, content and outcomes within the political economy of change. The relationships between the public, private and Civil Society sectors and issues of participation and power are examined.

HSOC420 COMPARATIVE CULTURAL STUDIES

This is a globally-focused module on comparative societies and social patterns that surveys different cultures. The module introduces basic concepts from Social Science to enable students to compare and contrast aspects of social organization across societies and assess their relative importance, such as culture, values, social groups, institutions, social stratification and inequality, and gender and ethnic relations. The selected cases also demonstrate cultural aspects of societies and social organization that contribute to social stability or social change. Students will gain specific knowledge about the societies under review as well as the ability to use tools and concepts learned in the module to expand their knowledge of other societies around the globe. To understand cultural differences theories such as cultural relativism and postmodernism shall be contrasted with globalization.

HSOC414 SPECIAL ISSUES IN ORGANISATIONS

The module is aimed at assisting students to develop a deeper understanding of important and topical issues in organisations. It is intended to encourage students to apply sociological theories and to critically analyse organizations in their different cultural environments. The module is a continuation of Sociology of Organisations, a module undertaken by students at part two.

HSOC413 MIGRATION STUDIES

The aim of the module is to explain and examine the processes underlying contemporary international migration from a theory guided and comparative approach. The module reviews key theories and research on migration, its causes, consequences and policy implications in both Developing and Developed countries.

HSOC408 LABOUR STUDIES

The module introduces basic themes and issues in the study of labour. The module examines work and labour markets in a global context and the dynamics of contemporary change in the social and economic position of labour. The module is also designed to allow students to explore the basic issues regarding industrial democracy, labour migration and the new social movements. Issues of gender, class and age are also examined in this broad analytical framework.

HSOC417 SOCIAL THEORY II

The module is aimed at creating an appreciation of the centrality of social theory in Sociology and the analysis of social phenomena. Students should develop an ability to apply sociological theories in the analysis of everyday phenomena. The module builds up from previous social theory module and is meant to give students an in-depth understanding of contemporary theories and developments in the arena of social theory.

HSOC410 SOCIOLOGY OF WORK & INDUSTRIAL RELATIONS

The module focuses on how work is organised and managed in industrial organisations. The module examines the direction and implications of trends in technological change, globalization, labor markets, work organisation, managerial practices and employment relations and the extent to which these trends are intimately related to changing patterns of inequality in modern societies and to the changing experiences of individuals and families, the ways in which workers challenge, resist and make their own contributions to the patterning of work and shaping of work institutions. Emphasis in this module shall however be on the significance of culture as the rallying point for organisational performance vis a vis the western managerial philosophy. Lessons shall be learnt from the Asian Tigers who used culture as the catalyst for organisational development.

HSOC 409 RESEARCH PROJECT

This is a double module and students are expected to put into practice methodological issues they were taught in various research modules. The idea is to enable students to understand and provide practical solutions to social problems bedeviling society at any given time.

HSOC405 SOCIOLOGY OF ENVIRONMENT

The module aims to equip students with an appreciation of the relevance of environmental issues to sociology as a discipline. This will be done through an assessment of social construction of environmental problems by analysing environmental problems in the developing world, environmental policies and conventions in the context of global political order and the implementation bottlenecks to such policies. Students should be able to come up with solutions to such problems. While emphasis has been on proffering global solutions to environmental problems, this module gives prominence to local solutions which are deeply rooted in the geographical, social, political and cultural makeup of such societies.

HSOC424 SPECIAL ISSUES IN RURAL LIVELIHOODS

This module is developed from Sociology of rural development and inculcates in students a deeper understanding the livelihoods of rural people particularly the rural poor. These livelihoods include farm and off farm livelihood strategies such as farming, market gardening, gold panning, cross-border trading and many others. Interests in these strategies developed as a result of the macro-economic challenges confronting these economies as well as the detrimental effects of climate change. Insights from social theory and other conceptual framework in rural development shall be used to analyse different aspects of these livelihoods.

HSOC422 TOPICAL ISSUES IN GENDER

This module is designed to assist students to develop a deeper understanding of current or topical issues in the realm of gender, henceforth it is built on Gender studies, a module taken earlier in this programme. Areas to be covered in this module include but not limited to domestic violence, sexual harassment, militarism, homosexuality, consumerism and HIV and AIDS, male rape, political participation and women's Human Rights

HSOC423 ECONOMY, SOCIETY AND GOVERNANCE

The module aims at providing students with an understanding of how the three are linked to each other. The main aim is to look at how the economy affects the society and how it is governed and vice-versa. Students will be exposed to examples from African as well as non-African societies at both the macro and micro levels. The module also explores how the three affect social life both negative and positive.

NEHANDA CENTRE FOR GENDER AND CULTURAL STUDIES

BACHELOR OF SCIENCE HONOURS (BSC HONS) DEGREE IN GENDER AND SOCIAL ANTHROPOLOGY

HGSA101: INTRODUCTION TO GENDER STUDIES

This module offers an introduction or foundation to gender studies, an interdisciplinary academic field that poses critical questions about the meaning of gender across different cultures in Africa. The primary goal of the course is to familiarise students with key issues, questions, and debates on gender-related scholarship, both historical and contemporary. Gender scholarship critically examines the social construction of gender, the difference between gender and sex and gender stereotypes.

HAPC101 ACADEMIC AND PROFESSIONAL COMMUNICATION

Effective communication helps students to communicate effectively in the academic realm, the work place and social life. They will learn and understand how to communicate, how others communicate and adjust to meet their needs simultaneously helping to improve relationships in general. It also inculcates awareness and understanding of fundamental concepts that can have a profound effect on life and success at the work place.

HANTH 101: INTRODUCTION TO SOCIAL ANTHROPOLOGY

This module provides an introductory overview of Social Anthropology. A scientific analysis of forms of society, family, kinship, ethnicity and identity, economic and political relationships, consumption and exchange, rites of passage, meaning and cultural performances, social patterns and practices across societies and cultures, with a special interest in how people live in particular places and how they organize, govern and create meanings will be examined in this module. The module also examines the origins, development and cultural similarities and differences of the afore mentioned practices and beliefs. This module challenges students to engage with other ways of knowing and being, and to rethink often taken-for-granted knowledge and beliefs. Through the module students will develop critical skills for using anthropological approaches to increase their understanding of and respect for diversity in cultural and religious beliefs in the rapidly changing world.

HPSY 101: INTRODUCTION TO PSYCHOLOGY

This module will provide students with a broad introduction to the field of psychology. This preliminary survey of psychology should acquaint students with the major concepts and terminology of the discipline and give students a better understanding of themselves and others. This module is aimed to provide first year students with a good foundation in psychology.

ICCT 100: INTRODUCTION TO COMPUTERS AND COMPUTER TECHNOLOGIES

HSOC 105: GLOBALISATION AND IDENTITY

The discourse of globalisation has become dominant in recent years in a wide variety of contexts. The module examines the interrelated cultural, economic and political processes that constitute globalisation, and analyses their impact on the identities of individuals, groups, cities and nation-states. Emphasis is placed on understanding the multifaceted character of globalisation and the debates that it has engendered. Specific themes include the spread of global capitalism, the global consequences of technological advancements in transport and communications, the expansion of consumer culture, issues of global governance, and new cultural formations. The module will place special emphasis on the impact of globalisation on the African

identity.

HSOC 108: SEXUALITY, HIV AND AIDS

The module is designed to acquaint students with issues of sexuality, how it is constructed and how it impacts on the spread of HIV and AIDS. The module aims to direct students towards the different factors that shape the construction and reconstruction of sexuality. The history of sexuality will be traced from colonial to post colonial era, examining how colonisation has affected African construction of sexuality. Issues of globalisation will also be looked at focusing on how globalisation has affected sexuality and the spread of HIV and AIDS. After completion of the module students should; be able to understand what is sexuality and how it differs from sex, how to apply different theories to the study of sexuality and be familiar with contemporary issues in sexuality and HIV and AIDS.

HGSA 104: GENDER AND SOCIAL STRATIFICATION

The module seeks to acquaint students with different debates in the gender and development discourse. Theoretical perspectives of development and gender construction aspects will form the introduction part to students. The module will also introduce students to the gender and sustainable development debate, specifically focusing on issues of participatory development. Current debates on food security in the development discourse will also be covered including the role played by women in agriculture development both in rural and urban areas. Students will become acquainted to development theory and practice, and appreciate the differing effects of development on men and women.

HGSA 102: PSYCHOLOGY OF WOMEN AND GENDER

This module introduces new approaches to the psychological study of Gender that brings together feminist psychology and socio-cultural psychology. This preliminary survey of the psychology of Gender and Culture should acquaint students with the major concepts and terminology of the discipline and give students a better understanding of themselves and those around them. It introduces topics of concern to feminist scholars, such as young teens encountered with heterosexual norms, women and men negotiating household duties, as well as sexual coercion and violence in heterosexual encounters. This module is aimed to provide first year students with a good foundation in psychological perspectives of gender and culture as they embark on their specific areas of study.

HGSA 103: FEMINIST THEORIES: HISTORIC AND CONTEMPORARY DEBATES

A comparative analysis of feminist movements in Africa, Europe, Americas and Asia will be undertaken. The course specifically examines feminist theory from the stand point of African women and the Diaspora. Students will gain an appreciation of how feminist scholarship has influenced major political, social, economic and intellectual debates.

HGSA 105: SOCIAL ANTHROPOLOGY AND DEVELOPMENT

The emphasis of this module is placed on politics, religion, ideologies, globalization and post-colonial anthropology. The linkage between politics and religion is examined taking in detail, tracing them from pre-colonial era up to the post-colonial era. Different ideologies are analysed, tracing their effects on people and assessing their evolution over time. The module concludes by examining globalization and its impact on socio-economic, political as well as cultural value systems in different societies.

HGSA 106: GENDER AND DEVELOPMENT

This module provides students with an appreciation of gender and how it is linked to social rankings in

various spheres of life. The module will trace the social and biological determinants of inequalities. The module will look at the underlying theoretical issues of social stratification, how gender is used as one determinant of an individual class and how gender is closely related to economic, religious, social, political and environmental issues. Gender and stratification at national, international and global levels will also be examined. Probing how gender identities and positions are formulated. The module aims to bring students to real social life settings and how structures of inequality are formed and perpetuated.

HANTH 201: MARRIAGE, FAMILY AND KINSHIP

The module examines traditional and modern families with respect to gender and power relations. It involves both a feminist and masculine exploration of many issues revolving around men and women in terms of parenthood, gender stereotyping and household heading. The course examines empowering and oppressive elements of motherhood and fatherhood in patrilineal and matrilineal societies. Topical issues include gendered roles, expectations, gender stereotyping, courtship, marriage, inheritance, childbearing, child labour, origins of the family limitation and birth controls as well as the effects of other institutions on the family. All the aforementioned issues will be analysed from an interdisciplinary, cross-cultural and historical perspective. The course investigates changes in the family structures due to globalisation and challenges to the new family such as dual career couples, orphan care, divorce, modernity and individual choices. A wide range of reading materials and case studies will be availed to students from African countries.

HGSA 201: AFRICAN CONSTRUCTIONS OF CHILDHOOD

The module examines the life experiences of African children as active agents, who undergo socialization in different African contexts. It explores how children learn about gender and construct their gender identities in their daily interactions with other children and adults. Using existing materials on children in African cultures, the course will highlight contested constructions of childhood in different societies, and implication for understanding notions of work and labour globally.

HANTH 202: SOCIAL ORGANIZATION AND POWER

The module aims to familiarize students with pertinent issues on the social organisation of both traditional and modern societies. It draws attention to the social organization-power nexus in the societies, with emphasis being placed on distribution and access to resources as instruments of authority and social control. Focus will be on micro and macro level social arrangements, i.e., from the individual to the societal level. Gender, the rise of feminism, globalisation and the discourse of human rights has led to a shift on social organization. It is in view of such developments that we shall also look at power complexities and how these influence resource allocation and consequently social organisation.

HANTH 205: DEMOGRAPHIC ANTHROPOLOGY

The course introduces students to the central aspects of Demographic Anthropology. These aspects are the major determinants of population changes in the world. They include Mortality, Fertility, Marriage and Migration and they will be covered with a major focus on the gender dynamics that determine them. The course also introduces the theories on which most arguments on Demography are founded.

RMS 201: INTRODUCTION TO RESEARCH METHODS AND STATISTICS

The module is designed to assist students to develop a deep understanding of methodological approaches which are relevant when conducting social science research. Areas to be covered in this module include but not limited to identification of research problem, literature review, assumption, hypothesis, research

questions, sampling, data collection, quantitative methods, qualitative methods, descriptive statistics, inferential statistics and probability. The module will equip students with skills that enable them to gather, analyze, and interpret data, problem solving and decision making. The module will assist the basic knowledge of statistics as it relates to research in social science. However, the module will also highlight the uses and limitations of statistics in the society. The module will acquaint students with the analysis of contemporary issues through scientific logical deductions presentation in the social sciences. It will enable students to understand some basic statistical theories and the importance of measures of central tendencies.

HGSA202: GENDER AND EDUCATION

The module will examine the social aspects of education and schooling in society. Focus will be on the interaction between home, society, and educational institutions; the ways that social inequalities are reproduced through schools; and the ways that identities are formed through education. Schools both exist within a larger society and are their own social world, with the formation of peer groups, particular institutional arrangements, and ways of transmitting relationships and knowledge. The module examines the way that interactions within educational settings have much larger implications within society.

HANTH 207: STATE, IDENTITY AND NATIONALISM

The module is aimed at equipping students with the historical origin of states tracking it from traditional via colonialism up to the modern times. On traditional states, issues like political structures and governance shall be scrutinised exploring issues like chieftainship, monarchy, dynasties and acephalous societies. These issues shall be analysed in relation to colonialism showing their downfall or dilution. Attention will be made also as to how these events have led to contemporary nations and nationalism. Colonialism and globalisation shall be scrutinised on how they have impacted on economic, social and political governance of the global world in contemporary times. Students should also be well versed on how these trends and developments have impacted on social structures like social identities of human beings. These formations shall be scrutinised within the range national and international solidarity and integration which are key components for peace, democracy and development in the global world.

HGSA203: GENDER, AGRICULTURE AND ENVIRONMENT

The module provides students with a deep appreciation of the broad aspects of differential participation of males and females in agriculture, environmental management and efforts towards mitigating the negative impact of climate change which usually affect the poor especially women. Respective international protocols on environment and climate change issues and the gender dimensions of protocol provisions are taught and students are exposed to the various strategies for increasing equal participation of males and females in environment management, as well as strategies for reducing the negative impact of climate on women. The course is multi-disciplinary and aims at providing state of the art training for future climate change mitigation measures and good governance and gender justice in environmental management. Students will be exposed to a good number of case studies from across the world on gender agriculture, environment and climate change mitigation measures.

HGSA206: ANTHROPOLOGY, RELIGION AND SYMBOLISM

This module is designed to equip students with knowledge in the areas of religion and its functioning in everyday life. Anthropological approaches to the study of religion and other religious phenomena such as rituals and symbols shall also be covered in this module. At the end of the module students are also expected to have been acquainted with the various functions of religion and rituals in society as well as its importance. Although the module shall cover religions in most parts of the world, most emphasis shall be on African cases.

HGSA204: GENDER AND ECONOMY

This module covers gendered dimensions of rural and urban livelihoods in the face of socio-economic and environmental change in African communities. It analyses the evolution of African economies in the face of the geo-political imbalances that limit Africa's economic growth and performance. It focuses on the gendered nature of the effects of economic performance in Africa, probing the dichotomy of benefits accruing to women and men in the formal and Informal economies.

HSOC 208: SOCIOLOGY OF TOURISM AND HERITAGE STUDIES

The module examines tourism and travel behaviour of people and groups and the interaction between tourists as guests and their host societies. Heritage on the other hand is constructed from values and meanings derived from social, cultural, and personal experiences while "history" represents objective facts. Heritage studies, therefore, assumes that values and meanings are not innate characteristics of objects from the past; these objects only become "historical" when people believe that they have historical value. The module will examine the consequences for both guests and hosts from sociological perspectives. The emphasis will be on the customs, beliefs, habits, traditions and lifestyles of both hosts and guests.

HGSA205: GENDER, ENTREPRENEURSHIP AND LEADERSHIP

The module provides students with a rich background of definitions and theoretical underpinnings of leadership and entrepreneurship in historical and contemporary Africa. The course will give students an opportunity for analysis of participation of males and females in leadership and entrepreneurship. The module includes an analysis of policy provisions at national, regional and international levels, which address gender equality of opportunities in leadership and entrepreneurship. Global and cross cultural leadership, gender, diversity and the balance between power and integrity are issues that are examined in this course. The students will work with a wide range of case studies drawn from African countries.

HGSA301: WORK RELATED LEARNING REPORT

This explores the importance of work related learning and enables the student to recognise learning formally. It promotes good practice on work related learning to ensure consistency and clarity of understanding during attachment

HGSA302: CONTINUOUS WORK RELATED ASSESSMENT

This enables the student to be assessed whilst on attachment by the work supervisor and the lecturer concerned through exposing the student to a working environment.

HGSA303: EMPLOYER'S ASSESSMENT

The internship experience provides students studying for the degree in Gender and Social Anthropology the opportunity to gain practical knowledge and skills about the discipline. Students would be attached to both Government and Non-Governmental Organisations and are able to transform the theory into practice. The rationale behind this is to produce students who have practical experience of the work environment.

HGSA304: ACADEMIC SUPERVISOR'S ASSESSMENT

The academic supervisor's assessment is a process that is aimed at evaluating the student's competency in his/her workplace environment. It interrogates the progress made by the student in implementing the

theoretical lessons gained in school during the internship. Overall the academic supervisor also has to gauge the student performance in accordance to the workplace supervisor's experience with the student.

HGSA305: STUDENT'S REPORT

The student's report is a written submission by the student. It should follow the format provided by the department and capture the lessons, experiences and knowledge gained during the internship. The report serves as a final assessment of student's work related learning period.

HGSA401: GENDER, HUMAN RIGHTS AND LAW

This module provides a general introduction to the evolution of the concept of gender inequality and women's human rights within the international human rights system and the implementation of law. It provides a fundamental understanding of the centrality of gender equality to human rights in general and how this is addressed within the UN human rights systems. Participants will get an overview of the of the various legal and normative developments that promote women's rights both globally and how these are ratified and localized to African legislative context.

HGSA402: GENDER ANALYSIS AND DEVELOPMENT PRACTICES

This module offers information for students to understand women's and men's access to and control over resources that can be used to address disparities, challenge systemic inequalities (most often faced by women), and build efficient and equitable solutions. Students will gain skills and understanding of how information gathered during research processes should make the differences between women and men explicit (using sex-disaggregated data) so that policies, programs and projects can build effective actions that promote equality. Students will learn how Gender analysis can provide insights on how gender equality can be promoted within efforts for sustainable development to ensure maximum efficiency in pursuing development goals, and how gender analysis ought to be made part of each step of a development initiative: from conception and design to implementation and evaluation.

HGSA403: POPULAR CULTURE AND BODY POLITICS

Popular Culture is a key component to the construction and maintenance of normative values. The course will explore the development of a clearer understanding of gender as it pertains to popular culture. This course examines how gender, gendered identities, and gender norms are represented, experienced, and contested through popular culture. A fundamental premise for the course is that it is impossible to think of "gender" without understanding how power and difference are constructed in society. The module will explore some of the most current representations of sexuality, gender, and ethnicity in the popular culture and entertainment, helping to answer questions relating to how TV shows, commercials, entertainment news programs and social media sites mediate our understanding of what life should, or can be.

HGSA404: GENDER AND POLITICS

This module examines the influence of gender in politics with special focus on African societies. Students will analyse current political debates on gender by studying the influence of women's participation in politics and the role of the constitution in shaping the status of women in Africa. Women's quotas in the political arena will be investigated, bringing out the differing circumstances pushing women away from influential positions. Students of this course should appreciate the different factors in world societies that affect women's political power and influence. Feminist theories including the radical standpoint and the African feminist standpoint will be examined to explain differences in women's political power in different contexts.

HSOC 413: MIGRATION STUDIES

The aim of this course is to explain and examine the processes underlying contemporary international migration from a theory guided and comparative approach. The course reviews key theories and research on migration, its causes, consequences and policy implications in both Developing and Developed countries. The course starts with a review of the main theories and explanation of international migration. Throughout the course, theoretical approaches and empirical studies from different disciplinary traditions are discussed, explaining migration and the integration of first generation immigrants at micro, meso and macro levels of analysis. Having completed the course students should be able to work with key concepts and definitions related to the research field of migration and the integration of first generation migrants, be familiar with the main theories and derive testable predictions at macro, micro and meso levels of explanation, critically evaluate empirical research strategies and findings on international migration, its causes and consequence.

HANTH 404: CULTURAL ANTHROPOLOGY

This module is designed to acquaint students with an in-depth understanding of culture in its totality i.e. its origins and historical evolution, its diversity, its importance as it appears in various societies, multiculturalism. Some critical issues like colonialism, globalisation and modernisation are used as benchmarks in analysing cultural intrusion, change and hybridisation amongst different societies globally. Theoretical underpinnings of cultural anthropology as propagated by anthropological think tanks are explored. Contemporary perspectives, post – modern approaches and other important epistemological lenses in the study of culture are explored. It will open an insightful thinking about cultural diversities in societies from the smaller societies to the global world. A cross – cultural comparison will be made on a global scale taking into consideration issues like cultural change as well as hierarchisation of culture. At the end of the module students will be equipped with a better understanding of culture, restoration, managing its change as well as understanding and appreciating other cultures.

HGSA 405: GENDER, PEACE AND SECURITY

This module explores issues of gender peace, peace building, security and governance in traditional and contemporary African societies. The roles of women in peace and security issues in traditional African societies are analysed, where possible using case studies. The roles of women and men in battle spaces across different pre-colonial states are also examined. With the unanimous adoption of resolution 1325 by the United Nations Security Council (UNSC) of 2000, women's role in and potential for peace building have gained global, regional and national attention. The course examines a wide array of gender issues in peace and security issues which include but are not limited to: impact of war and conflicts on women and men, including different gendered roles in conflicts and gender based violence, politically motivated violence; sexual violence in armed conflict, countries in transition and political crisis, women's participation in peace negotiations, peacekeeping, peace building and political decision-making. The course will also look at the role of civil society and community engagement in peace building.

HANTH 415: SEX, CULTURE AND SOCIETY

In this course the triadic relationship between sexualities, culture and society in Africa and beyond is analyzed from various anthropological angles. Anthropology is the comparative study of different societies around the world, differences and similarities. The course challenges students to engage with other ways of knowing and being, and to rethink those taken-for-granted knowledge and beliefs. Through the course students will look at how hierarchies of sex, sexuality and gender intersect with other social differences including race, socio-economic status, ethnicity and location. Students are expected to develop critical skills

for using anthropological approaches to increase their understanding of and respect for diversity in sexualities in our rapidly changing world. The aim is to enable students to understand the changes in the relationship between sexualities and culture over time, various theoretical standpoints about the relationship and aid students to make decision from an informed position. Students will be introduced to different societies' perceived sexualities and how modernisation, colonisation and globalisation have affected sexualities and gender roles. The course concludes with a consideration of the implications of globalization and HIV/AIDS on cultural practices and sexualities.

HGSA406: GENDER RESPONSIVE PLANNING, BUDGETING AND AUDITING

This module is intended to help students understand and appreciate the need for governments/ or state institutions to uphold the human rights of women, men and other groups. The course will analyse women's involvement in identifying their needs and participation, explore possible solutions to problems and move towards action. This course details the processes of gender planning, budgeting and auditing in the development context.

HANTH 403: SOCIAL POLICY AND ADMINISTRATION

This module is designed to provide students with an understanding of the contemporary debates and issues in the field of social policy and administration, with special reference to the African context. It highlights theoretical as well as technical concerns in the process of public policy analysis and formulation. The module encourages students to understand policy within the broad arena of governance and emerging democratic practice in chosen African countries. The impact of globalisation on policy processes and outcome are also analyzed. Given the changes in the geo-political landscape at a global, regional and national level, the module challenges students to understand the linkages between the international and national factors that contribute to social policy developments. It also attempts to focus attention on the complex nature of policy processes, content and outcomes within the political economy of change. The relationships between the public, private and Civil Society sectors and issues of participation and power are examined.

HGSA407: SOCIAL POLICY AND ADMINISTRATION

This module is designed to provide students with an understanding of the contemporary debates and issues in the field of social policy and administration, with special reference to the African context. It highlights theoretical as well as technical concerns in the process of public policy analysis and formulation. The module encourages students to understand policy within the broad arena of governance and emerging democratic practice in chosen African countries. The impact of globalisation on policy processes and outcome are also analyzed. Given the changes in the geo-political landscape at a global, regional and national level, the module challenges students to understand the linkages between the international and national factors that contribute to social policy developments. It also attempts to focus attention on the complex nature of policy processes, content and outcomes within the political economy of change. The relationships between the public, private and Civil Society sectors and issues of participation and power are examined.

HGAS 408: RESEARCH PROJECT

This is a double module and students are expected to put into practice methodological issues they were taught in various research modules. The idea is to enable students to understand and provide practical solutions to social problems bedeviling society at any given time.

MODULE SYNOPSSES FOR TAUGHT MASTER OF SCIENCE (MSc) DEGREES

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

MASTER OF SCIENCE (MSC) DEGREE IN HUMAN RESOURCE MANAGEMENT

MHRM501 HUMAN RESOURCE INFORMATION SYSTEMS

This course aims at analysing the role played by information systems in the strategic management of Human Resources in organizations. Topics covered include the application of decision support systems, expert systems in the strategic management of human resources; information reporting systems; executive information systems; operations information systems.

MHRM502 STRATEGIC HUMAN RESOURCE DEVELOPMENTS

This module extends scholars' awareness of the different practices of human resource development (HRD) as an area of organisational activity. It emphasises the importance of integrating HRD practice and activity into the broader scope of organisational strategic directions and examines activities related to the development of all employees to achieve desired organisational outcomes. While some attention is directed to traditional approaches to organisational training, this module particularly examines a diverse range of alternate learning, organisational development and performance improvement strategies which can be utilised to enhance organisational learning and facilitate organisational change and development.

MHRM503 ADVANCED LABOUR RELATIONS AND COLLECTIVE BARGAINING

This course enables student to grasp modern issues in labour relations and collective bargaining and how Human Resources manager can use techniques to meet organizational objectives. This course enables students to develop and fine tune skills in the analysis of strategic organisational environments which impacts on employee relations.

MHRM504 ORGANISATIONAL THEORY

This module is to help scholars acquire an in-depth understanding of organizations through good comprehension of central theoretical perspectives as well as paradigms. This module will focus on determinants of an organization's success, with a particular focus on structure and design issues, as well as external environmental factors that impact organisational structure and functioning.

Organisational Theory as a module will focus on the systems theory approach, making links to the strategic management, power and control literatures, as well as different forms of organizing ("rational" to "natural" organising). In addition, the effects of macro-level factors on individual decisions and behaviors, and thus organizational effectiveness, will be examined from a multiple levels-of-analysis perspective.

The main objective of this module is to introduce the essential concepts, contributions, and limits of the main paradigms of Organizational Theories and help scholars to develop the capability of reflection and of understanding, designing, and managing organisations. The module emphasizes both the macro characteristics of organisations such as their structures, technology and environment, and internal processes such as organizational culture, managerial decision making, political games and conflicts. By means of lecture, readings, class discussion, case studies and research projects, this course will help students obtain a broad and in-depth understanding of the dynamics of organisations.

MHRM505 FINANCIAL MANAGEMENT AND POLICY

An advanced study of the financial management of firms. Areas covered include management of working capital, portfolio management, analysis of hedging and investment decisions, capital budgeting, capital valuation, capital structure, mergers and acquisition, financing decisions and cash flow estimates. This course emphasises the role and responsibilities of the financial manager in an organisation in achieving the ultimate goal of wealth maximisation.

MHRM507 OPERATIONS MANAGEMENT

The course acquaints participants with the management of all resources and activities of an organisation that are responsible for the creation and delivery of goods and services. The course encompasses planning, designing and controlling of systems, functions, and activities that are involved in the production and delivery of goods and services.

MHRM508 STRATEGIC HUMAN RESOURCE MANAGEMENT

An analysis of contemporary trends in Human Resource Management. The course aims at imparting knowledge that enables Human Resource practitioners to be strategic parties in organisational management. Topical issues in Human Resource Management are covered and an analysis made on the role of Human Resource Management in the strategic management of organisations.

MHRM509 REWARD MANAGEMENT

Analysis of reward management practices and their applicability in achieving organisational objectives. Topical issues include the exchange relationship rewards strategy, link between job evaluation and rewards designing pay structures, strategic choices in rewards, management and performance management.

MHRM510 ADVANCED RESEARCH METHODS AND STATISTICS

An advanced study of quantitative and qualitative methods and procedures in the field of business management.

MHRM511 MANAGING ORGANISATIONAL CHANGE

This course analyses strategic change and the role of Human Resource Management. The course also focuses on the contemporary management processes, concepts, theories and approaches needed in dealing with ever-changing challenges facing managers.

MHRM512 MANAGERIAL ACCOUNTING

The course emphasises on the internal uses of cost and financial accountancy data for planning, controlling and decision-making. As such it involves a detailed study of budgeting, responsibility, accountability accounting and reporting standards costs and variance analysis, capital expenditure planning and evaluation and alternative choice decisions.

MHRM513 MANAGERIAL ECONOMICS

Managerial Economics as module focuses on the application of economic theory and methodology to managerial decision making problems within a variety of organizational settings both in the private and the public sector. The emphasis in this module will be on demand analysis and estimation, production and cost

analysis under diverse market conditions, forecasting and decision making under uncertainty. Scholars taking this module are expected to have had some exposure to economics and be comfortable with basic algebra. Some knowledge of calculus would also be helpful although not necessary.

In today's dynamic economic environment, effective managerial decision making needs timely and efficient use of information. The purpose of this module is to provide students with an essential understanding of the economic theory and analytical tools that can be used in decision making problems. Scholars who successfully complete the module will have a good understanding of economic concepts and tools that have direct managerial applications. The course will sharpen their analytical skills through integrating their knowledge of the economic theory with decision making techniques. Scholars will learn to use economic models to isolate the relevant elements of a managerial problem, identify their relationships, and formulate them into a managerial model to which decision making tools can be applied. Among the topics covered in the module are: price determination in alternative market structures, demand theory, production and cost functions, and decision making under uncertainty. In addition, the module will provide a basic introduction to econometric analysis and its role in managerial decision making.

MHRM514 DISSERTATION

The module is intended to expose students to the research process. It involves proposal writing, chapterisation, data collection and analysis and discussion of findings. The module is offered in two semesters.

DEPARTMENT OF PSYCHOLOGY

MASTER OF SCIENCE (MSC) DEGREE IN COUNSELLING PSYCHOLOGY

MSA501 CULTURE AND HERITAGE STUDIES

Psychological counselling relates to basic humanity and universal values such as the regard for human dignity, healthy socialisation, and emotional health. Counselling individuals who experience emotional or relational problems is a function of the helping and health care professions. Effective counselling should provide appropriate help to people living in a contemporary and diverse society. This module explores Psychological counselling and indigenous African knowledge systems in Zimbabwean context: indigenous knowledge systems, health, illness and healing. It provides an argument for multicultural counselling. Key questions are: Do Western-oriented counselling practices have a role in African-oriented settings? How effectively are counsellors who have been trained in Western-oriented counselling practices equipped to serve the diverse African population?

MCP501 PSYCHOPATHOLOGY

Signs, symptoms, and etiology of certain commonly encountered conditions will be described in some detail following the current Diagnostic and Statistical Manual of Mental Illness conceptualisation and definition of mental illness. Neurotic disorders (anxiety, depression, obsessive compulsive disorder (OCD), and paranoia) will be introduced with only minor attention paid to psychotic conditions. In addition, this course focuses on the eating disorders, substance abuse and its related disorders, and sleep disturbances.

MCP502 PSYCHOMETRICS

Subjective, projective, and inventory assessment tools have been developed over the years as a means of assessing both normal and abnormal patterns of psychological functioning and pathology. Additional instruments have been developed as an aid to educational assessment and vocational counselling. This course will survey the major types of psychological tests, how they are administered, how they are constructed, and how the results might be interpreted for practical use.

MCP503 RESEARCH METHODS AND STATISTICS

Research is vital in psychology as it helps in describing human behavior and psychological phenomena. Research helps psychologists in identifying what exists in the social world and the way it manifests itself, research therefore offers the opportunity to 'unpack' issues to see what they are about or what lies inside and explore how they are understood by those connected to them, (Ritchie and Lewis, 2003). This module introduces the student to the basics of research as it applies to Psychology. The module is combined with Statistics. The statistics component includes basic descriptive statistics and inferential statistics with more emphasis on hypothesis testing.

MCP504 ETHICAL ISSUES IN COUNSELLING

This module examines contemporary ethical issues in counseling and psychotherapy. The focus will be on attaining a level of applied ethical knowledge and awareness appropriate for master level professional. As a result of this course, the student will be able to identify key ethical issues facing counseling professionals, describe the relationship between professionalism and ethics, ethics governance, and law, describe and apply several prominent approaches to ethical decision-making. Students should also be able to identify and discuss the ethical obligations and knowledge base relevant to their future roles as school counselors, rehabilitation counselors, supervisors, and leaders in the profession.

MCP505 CROSS-CULTURAL COUNSELLING

Multiculturalism is both an intellectual movement and an ethical imperative within the counseling and psychology fields. This module provides an introduction to multicultural knowledge, skills and awareness that will support your work with clients. Through activities, discussion, reading and media, you will be exposed to both the theoretical movements in multiculturalism, develop skills for working with clients who differ from you. Students will also explore own values, beliefs and cultural identity and make connections to how these aspects of your personhood influence your relationship and intervention with clients.

MCP506 SYSTEMIC COUNSELLING

This module serves as an introduction to systemic intervention and is designed to provide the student with the skills and competencies necessary to effectively deal with the interpersonal and intrapersonal dynamics of intimate relationships and family systems and groups. Family interaction and communication patterns, conflict resolution, the impact of children on relationships, and other factors that influence family systems will be introduced. The lectures will focus on at least one of the major theoretical family systems frameworks.

MCP507 COMMUNITY PSYCHOLOGY AND DEVELOPMENT

This course is a continuation of systemic interventions as communities are becoming increasingly popular as an intervention level. Although this trend is partly driven by budgetary and professional staff restrictions, the primary advantage of community intervention is that participants get the opportunity to learn from each other and try to get a hand in dealing with own issues. This course will take a multi-sectorial approach to introducing community psychology and development across diverse theoretical perspectives.

MCP508 POSTMODERN COUNSELLING APPROACHES

This module provides students a realistic and practical opportunity to apply postmodern methods of counselling in line with evolving trends in psychotherapy. Content emphasis will be on introducing Social Constructionism as a movement away from secular psychology with an in depth focus of Narrative therapy in the new discourse.

MCP509 INTERNSHIP 1

The module prepares students to the practical world of counselling psychology. This is an orientation and pre-practice period that takes place mainly on campus. The main components of this first part of the Internship are as follows, overview of recorded cases, report writing, role plays, case presentations and overview of Psychometric instruments.

MCP513 PSYCHOTHERAPY SKILLS

This module is designed to acquaint students with the theoretical bases of the different theories of counselling and psychotherapy. Similarities and differences among the approaches will be explored. The module will cover theories ranging from the older, traditional techniques through the contemporary approaches that begin to integrate greater awareness of the impact of one's gender and ethnicity. There will be an emphasis on approaches that are frequently used today. In class lectures will stress theory and case conceptualization; readings will address both theory and application. This module provides a more sophisticated look at the theories as they pertain to actual individuals.

MCP514 GROUPPSYCHOTHERAPY

The module builds on student knowledge developed in psychotherapy skills. The main focus is to help students develop skills of working with common theme groups such as people living with HIV& AIDS and drug addicts or those facing common natural disasters. Emphasis will be placed on encouraging students to participate in group experiences and get involved in the planning of common theme groups in the community as professional counsellors.

MCP510 INTERNSHIP 11

The module is intended to expose students to the practical world of counselling psychology. During this period, the main evaluation is on fieldwork and written psychological reports on a case formulation and theoretical applications for integrated psychological assessments and a long term therapy case presentation for a client, Individual counseling and or group counseling. The main components of this second part of the Internship shall include, five (5) individual counseling sessions, two (2) group counseling sessions, one (1) Workshop and one (1) Institutional visit report.

MCP512 DISSERTATION

The module is intended to expose students to the research process. It involves proposal writing, chapterisation, data collection and analysis and discussion of findings. The module is offered in two semesters.

DEPARTMENT OF SOCIOLOGY AND SOCIAL ANTHROPOLOGY

MASTER OF SCIENCES (MSC) DEGREE IN DEMOGRAPHY AND POPULATION STUDIES

MDPS 501 DEMOGRAPHIC TECHNIQUES I

The course seeks to introduce students to basic demographic techniques as they are applied in demography and population studies. By the end of the course, students are expected to be acquainted with analysis demographic data using demographic techniques. The module is designed to introduce graduate students from various disciplines to the principles of demographic analysis and computer applications in demographic analysis. Focus is on 'direct' methods of analysing population data, including data collection, computation and interpretation of demographic measures and application of selected demographic techniques. These include demographic fundamentals, measurement of mortality, comparing mortality experiences, life tables, measurement of fertility, parity progression, birth interval analysis, analysis of marriage, application of stable theory, analysis of migration and population projection.

MDPS 502 POPULATION AND DEVELOPMENT

The course seeks to introduce students to the relationship between population dynamics and development. The course will cover the following: economic development and demographic transition, theoretical perspectives on the relationship between population and development, among others. The module emphasises on both global and glocal (national) trends on population change and its effects on development and natural resource outcomes. This module also explores in depth how changes in social, economic and natural resources influence fertility, mortality and migration of human populations and how changes in fertility, mortality and migration influence social, economic and natural resource development. In short this module delves in detail into the population development nexus. This module is a broad overview of the interrelationships between demographic growth and socio – economic development.

MGPS 502 ISSUES IN QUALITATIVE RESEARCH

This module can be juxtaposed with quantitative techniques, a module which students shall take in the second semester. It stresses the use of qualitative techniques in the quest to understand the social differentiation of population patterns and migration patterns. Emphasis is on the use of participatory (interpretive) approach as opposed to the positivist approach in the understanding of social phenomena and population as well as demography.

MDPS 503 MEDICAL ANTHROPOLOGY AND DEMOGRAPHY

This module explores the fundamental interrelationships between epidemiology and demography. This module draws on the traditional fields of medical anthropology and demographic anthropology. The module explores the bio – cultural basis of health and to understand the cultural dimensions of illness experiences and treatment. Issues related to HIV and AIDS and their impact on human populations are explored in detail. Healing systems in cross – cultural perspectives, the bio – cultural basis of health and illness and application of anthropology in public health is critical in this module.

MDPS 504 ISSUES IN FORCED MIGRATION

The module aims to offer a dynamic, multi – disciplined and intellectually rigorous path to the study of forced migration resulting from conflicts, repressive regimes, environmental changes, development policies and economic crisis. Focus will not only be on those people displaced across national border but also on Internally Displaced people (IDP) and various socio – economic impact of this movement. Issues of asylum seekers,

smuggle people, refugees, migrant workers will form the basis of this module. Policies, International law as well as legal instruments that govern the lives of migrants will be analysed. The module will direct students on issues surrounding forced migration and gender as well as public health and electoral participation.

MDPS 505 TOPICAL ISSUES IN DEMOGRAPHIC ANTHROPOLOGY

This module serves to offer Anthropological insights of demographic patterns in many countries. This module explores how human populations interact with their respective environments. This module explores contemporary patterns of human populations and relate these to the influence of cultural and social practices. This module is designed to acquaint students with an understanding of the role of Anthropological aspects in the study of demography. Attention will be given to world and national population composition and distribution and to major population processes (fertility, mortality, migration) and to the social, political, cultural and psychological factors involved in these changes. Major theories of population change will be evaluated throughout this module

MDPS 506 DEMOGRAPHIC TECHNIQUES II

The course seeks to introduce students to advanced demographic analysis as they are applied in demography and population studies. By the end of the course, students are expected to be acquainted with estimating demographic data using indirect techniques. The focus of this module will be on 'indirect' methods of analysing population data, including data collection, computation and interpretation of demographic measures and application of selected demographic techniques. These include the Coale – Trussell Indices, Sullivan method, The Brass method, The Coale Indices and population projection.

MDPS 507 QUANTITATIVE TECHNIQUES AND STATISTICS

The module is designed for demography and population studies students. It embraces the essence of quantitative research methods, including data analysis, presentation and reporting. The analysis component is heavily based on Statistical Package for Social Sciences (SPSS) and other statistical computer packages of data presentation and analysis.

MDPS 508 MORTALITY AND HEALTH TRANSITION

This module provides an overview of human mortality as an element of demographic processes. It focuses on the description and explanation of health and mortality as well as morbidity in human population. This module examines trends and variability in patterns of mortality and health in population generally in Africa and particularly Sub – Saharan Africa including Zimbabwe. It will provide general theories of mortality, morbidity, investigation of mortality and related processes in developing countries and discussion of future mortality trends and their implications for individual lives and the society at large. The module also introduces methods of studying mortality, fertility and morbidity.

MDPS 509 DEMOGRAPHY AND ENVIRONMENTAL ISSUES

Demography is the scientific study of population, emphasising the size, composition, distribution and change in human population. This module explores the demography – environment nexus showing how these trends impact on natural resources and the environment. This module serves to equip students with an understanding of the population – environment interconnection. The module examines how aspects of population relate to environmental issues. In this module issues to do with fertility, mortality and migration are explored critically. This module typically has solid foundation in demographic aspects and environmental issues. This module offers a unique insight on how human populations exploit open environments.

MDPS 510 GENDER AND MIGRATION

The module aims to examine and explain the process underlying contemporary international and internal migration from a theory guided and comparative approach. The old belief that men are the migrants will be analysed so as to understand how both sexes are involved in the process of migration. After completing the module students must be able to understand the gendered nature of migration in Africa and the problems that women face when trying to migrate. Contemporary issues such as xenophobic attacks, globalisation and HIV and AIDS will also form part of the module content.

MDPS 511 DEMOGRAPHY AND GLOBALISATION

The module aims to direct students to the relationship between globalisation and demography. The interconnectedness of the world has greatly affected demography (population characteristics) of most countries. The module will focus on migration policies of several countries and their relationship with demography. Different social policy models will be analysed to reveal their intrinsic link to demography. The module will take a two pronged approach, focusing at both global and local policies and how they influence demography.

MDPS 512 COMPARATIVE DEMOGRAPHY

The module covers a wide range of issues relating to human populations in different scenarios. Factors influencing different population patterns across the globe and within countries will also be covered in depth. A comparative approach will be taken to account for the different population patterns. Although the module will cover global population processes, an emphasis of understanding African population will be maintained.

MDPS 513 DISSERTATION

A dissertation is one of the major components of postgraduate studies. Demography and population studies students should demonstrate originality, rigour and clarity when writing dissertations. While students can borrow theoretical backgrounds from other related disciplines, this must not overshadow the main discipline. It is important that the research problem is well defined and articulated. Therefore, students are expected to demonstrate a high level of being acquainted with the theoretical body of knowledge upon which they would develop their research topics. A dissertation should show demonstration of analytical skills in reviewing literature, designing research methodology, analysing data and presenting findings as well as discussing the findings.

NEHANDA CENTRE FOR GENDER AND CULTURAL STUDIES
MASTER OF SCIENCE (MSC) DEGREE IN GENDER AND POLICY STUDIES

MGPS501 EPISTEMOLOGICAL ISSUES IN GENDER

The module is aimed at conscientizing students on the significance of the main theoretical and epistemological underpinning the discipline of gender. It reviews classical and contemporary theories of gender at the same time examining their release in society. It is also aimed at creating a practical appreciation of feminist and gender theories as students are set to acquire skills that would enable them to have a critical approach they would need to assess in real life.

MGPS 502 QUALITATIVE RESEARCH METHODS AND STATISTICS

This module stresses the use of qualitative and quantitative techniques in the quest to understand the social differentiation of men and women in society. Emphasis is on the use of participatory (interpretive) approach as opposed to the positivist approach in the understanding of social phenomena. It embraces the essence of qualitative and quantitative research methods, including data analysis, presentation and reporting. The analysis component is heavily based on Statistical Package for Social Sciences (SPSS) and other statistical computer packages of data presentation and analysis.

MGPS 503 GENDER AND ENVIRONMENTAL POLICY

This module aims to enable students to appreciate gender dynamics involved in sustainable management and utilization of natural resources in Africa. The concept of gender has been redefined within the context of globalization of the environment. Students can also appreciate gender integration within the environment in an African context vis-à-vis the goals of sustainable development.

MGPS 504 SEXUALITY, CULTURE AND SOCIETY

In this module, the triadic relationship among sexualities, culture and society in Africa and beyond is analysed from various sociological and anthropological perspectives. Culture is a very important variable that shapes the construction of sexuality in different societies. Through a comparative analysis, the module aims to direct students towards different factors that shape the construction and reconstruction of sexuality. Sexualities and culture are not static, process such as colonization, modernization and globalization have greatly affected sexualities and gender roles. Students will deal with contemporary issues such as transgender, same – sex relationships, Human Rights, HIV and AIDS and how they have shaped the conceptualization of sexuality.

MGPS 505 GENDER AND MIGRATION

The module aims to examine and explain the process underlying contemporary international and internal migration from a theory guided and comparative approach. The old belief that men are the migrants will be analysed so as to understand how both sexes are involved in the process of migration. After completing the module students must be able to understand the gendered nature of migration in Africa and beyond, as well as the problems that women face when trying to migrate. Contemporary issues such as xenophobic attacks, globalization and HIV and AIDS will also form part of the module content.

MGPS 506 GENDER, POLITICS AND GOVERNANCE

The module takes a gender dimension to the most pervasive aspects of our societies that is the issues of politics and governance. Men and women have been affected and affect the arena of politics in diverse ways. Although the module may cover issues of gender and governance the world over, an emphasis on Africa and the developing countries will be maintained. There has been a recent surge in calls for gender equity in the spheres of politics and gender especially in the developing countries. Issues affecting the achievement of gender equity in politics and governance will also be covered in this module. The module also takes an

intensive analysis of the present states of both men and women in the field of governance.

MGPS 507 GENDER AND COMMUNITY DEVELOPMENT

This module explores the central concepts and theories in gender and community development. It examines the significance of gender in the formulation of community development interventions in various societies. Issues related to participatory community development will be analysed in relation to cultural constructions of gender. The module also interrogates the interface between gender and community development theory and practice.

MGPS 508 GENDER POLICY AND PLANNING IN AFRICA

Gender policy and planning in Africa is a module designed to acquaint the student with an in-depth understanding of gender policy and planning issues in African context. This module aims to interrogate the position of gender in the context of development planning processes practice in Africa. This module also explores the debates and politics behind formulation and implementation of gender policies and the role of planning in social policy. It ethically examines the inter-relationships between theoretical approaches in the formulation and practice of gender policies in relation to different social, economic and political contexts.

MGPS 509 GENDER AND DEVELOPMENT

This module builds on theoretical issues discussed in undergraduate gender and development modules. The module focuses in great detail and depth on specific themes and issues in gender and development theory and praxis. The overarching concern is global – local interface as seen in the persistence of and the quest to eradicate gender inequalities and poverty through development interventions. It is a continuing critique of theoretical aspects of development vis-à-vis social realities on the ground. This module draws on gendered experiences of a variety of developing societies.

MGPS 510 GENDER AND CONFLICT IN AFRICA

The module aims at analysing the implications of various conflicts on gender in Africa. It can be noted that gender disparities have been witnessed historically in African and these tend to be exacerbated in conflict situations. The plight of both men and women is seen to be worsened by various conflicts ranging from political, religious, social economic and other forms of conflict. Hence an understanding of the gendered nature of conflict is the subject of this module. Ways of improving the status of both men, and women in conflict situations will also be covered.

MGPS 511 GENDER AND DISASTER MANAGEMENT

This module enables students to familiarise with disaster situations / unforeseen events, which might be encountered in emergency situations. Issues to do with disaster preparedness and management of those situations by women will be dealt with. Participation of women in 'crisis' intervention is of particular importance so that they may deal with uncertainties such as (floods, fire, droughts, etc).

MGPS 512 POWER AND GENDER IN ORGANISATIONS

The module aims to familiarise students with the pertinent issues in social organisation in both traditional and contemporary societies. It draws attention to the gender-power nexus in society, with emphasis being placed on access and distribution of economic resources and authority. Though organisations seem gender neutral, a close analysis reveal otherwise. Often, women's subordinate position in society overflows into formal organization. sidelining women; hence the view that organization, especially in Africa, are andocentric.

513 DISSERTATION

The dissertation is a major undertaking that demonstrate students' mastery of the field of study and it provides an original work by students that provides an original contribution to the field of gender and policy studies.

UNIVERSITY OF CHOICE



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