

Undergraduate and postgraduate prospectus



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Africa Research University



2021

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It has been our basic principle for continuous improvement in programme delivery at Empirical Academy. In addition to our accreditation with the HWSETA, ETDPSSETA, CHASSETA and the QCTO for further education and occupational certificates, Empirical Academy has ventured into offering undergraduate and post graduate qualifications in collaboration with Keystone University of Africa, which is accredited by the Zambian Higher Education Authority (HEA). We are offering courses in the field of commerce, health and safety, environment, development, and legal studies. Such a partnership will increase the quality, value, and diversity in the services we are offering our clients.

Admissions requirements

Degree	Admission Requirements
Diploma	1. Grade Twelve (12) School Certificate with five credits or better 2. 'O' level or equivalent
Undergraduate	1. Grade Twelve (12) School Certificate with five credits or better 2. 'O' level or equivalent
Diploma	1. Grade Twelve (12) School Certificate with five credits or better 2. 'O' level equivalent 3. Work experience is considered
Undergraduate	1. Grade Twelve (12) School Certificate with five credits or better 2. 'O' level or equivalent 3. Diploma in a related field 4. More than 2 years' work experience (optional)
Graduate and Postgraduate	1. Bachelor's Degree 2. At least two (2) years' work experience

UNDERGRADUATE QUALIFICATIONS

Diploma in Business Administration

SEMESTER	SUBJECT NAME	CODE
Semester 1	Business Management	BMT121
	Introduction to Accounting	ACC110
	Academic Literacy	ACL111
Semester 2	Computer and Information Technology	CIT121
	Introduction to Economics	ECO121
	Business Mathematics	BMT110
Semester 3	Commercial Law	CML120
	Business Planning	BPN320
	Consumer Behaviour	CCB321
Semester 4	Financial Management	FNM220
	Human Resource Management	HRM210
	Strategic Management	STM220

Semester 5	Introduction to Entrepreneurship	ENT221
	Research Methodology	RSM310
	Production Management	PRM410
Semester 6	Principles of Marketing	MKT210
	Organisational Behaviour	OGB320
	Business Planning	BPN320
	Research Project	REP3

Diploma in Entrepreneurship

SEMESTER	SUBJECT	CODE
Semester 1	Business Management	BMT110
	Introduction to Accounting	ACC110
	Academic Literacy	BCM110
Semester 2	Computer and Information Technology	CIT121
	Introduction to Economics	ECO121
	Business Mathematics	BMT121
Semester 3	Commercial Law	CML120
	Principles of Marketing	MKT210
	Consumer Behaviour	CCB321
Semester 4	Financial Management	FNM220
	Identifying and Developing Business Opportunities	DBO220
	Strategic Management	STM220
Semester 5	Introduction to Entrepreneurship	ENT221
	Research Methodology	RSM310
	Introduction to Good Governance, Ethics and Leadership	ETH310
	Strategic Marketing Management	MKT310

Diploma in Transport and Logistics Management

SEMESTER	SUBJECT	CODE
Semester 1	Business Management	BMT121
	Introduction to Accounting	ACC110
	Academic Literacy	ACL111
Semester 2	Computer and Information Technology	CIT121
	Introduction to Economics	ECO121
	Business Mathematics	BMT110
Semester 3	Commercial Law	CML120

	Principles of Marketing	MKT210
	Consumer Behaviour	CCB321
Semester 4	Financial Management	FNM220
	Fundamentals of Logistical Management	LOG220
	Strategic Management	STM220
Semester 5	Introduction to Entrepreneurship	ENT221
	Research Methodology	RSM310
	Public Sector Procurement Procedures and Systems	PSP320
Semester 6	Purchasing and Supply Chain Management	PCM310
	Organisational Behaviour	OGB320
	Business Planning	BPN320
	Research Project	REP300

Diploma in Health Service Administration

SEMESTER	SUBJECT	CODE
Semester I	Introduction to Public Administration	CPA123
	Public Relations	PPR210
	Academic Literacy	ACL111
Semester II	Computer and Information Technology	CIT121
	Health Planning	HSA111
	Epidemiology and Disease Theory	EDT320
	Strategic Management	STM220
Semester II	Introduction to Health Administration	HSA212
	Health Care Organization Design	HSA214
	Conflict Prevention in The Workplace	CPN110
Semester III	Service Marketing Management	MKT221
	Health Delivery Systems	HSA217
	Research Methodology	RSM310
Semester IV	Health Care Quality and Safety	HSA219
	Introduction to Good Governance, Ethics and Leadership	ETH310
	Organisational Behaviour	OGB320
	Occupational Health and Safety Laws	OSH120
	Research Project	REP300

Diploma in Occupational Health, Safety and Environment

SEMESTER	SUBJECT	CODE
Semester 1	Fundamental Principles of Occupational Health and Safety	OSH102
	Safety Systems and Accident Theory	SSY112
	Disaster Management	DPR110
Semester 2	Safety Programme and Systems Design	SSD121
	Fire and Emergency Preparedness, Preplanning, Prevention and Safety	FEP120
	Environmental Control Practice	ECP120
Semester 3	Industrial Psychology	IPS221
	Organisational Behaviour	OGB320
	Air Contaminants and Industrial Ventilation	ACV210
Semester 4	Industrial Ergonomics	ERG210
	Occupational Health and Safety Practice	OSH116
	Environmental Impact Assessment	EIA220
Semester 5	Research Methodology	RSM310
	Emergency Medical Training	EMT310
	Research Project	REP300

Bachelor of Arts in Social Works and Development Studies

Social Work and Development is the process or effort of increasing the positive outcomes within a community by linking individuals and organizations to work towards common goals. The people who are marginalized or living in poverty work together to identify their needs, create change, exert more influence on decisions which affect their lives and work to improve the quality of their lives, the communities in which they live, and the society of which they are part. The overall focus is on poverty reduction and personal independence

Semester 1	Principles of Management	BMN111
	Introduction to Public Administration	BCCPA112
	Business Communication	BBCM113
	Academic Literacy	BACL114
Semester 2	Economics of Development	BEDV121
	Organisational Behaviour	BOGG122
	Introduction to Social Psychology	BISP123
	Introduction to Social Work	BISW124
Semester 3	Introduction to Sociology and Development	BISD211
	Introduction to Good Governance, Ethics and Leadership	BETH212
	Strategic Management	BSTM213

	Principles and Practices of Youth Work	BPPY214
Semester 4	Community Relations	BBPR211
	Social Development	BBPS222
	Politics and Local Governance	BPLG223
	Planning for HIV AIDS	BPLN224
Semester 5	Civil Liberties and Human rights	BCLH311
	NGOs and Development	BNGD312
	Gender and Development	BGEN313
	Research Methodology	BRSM314
Semester 6	Social Policy and Development	BSPP321
	Disaster Management	BDPR322
	Social Service Systems & Delivery	BSCD323
	Social Work Law Procedure & Evidence	BLPE324
Semester 7	Mediation and Negotiation Skills	MBNS411
	Community Health & Development	BCHD412
	Poverty Reduction Strategy	BCDP413
	Monitoring and Evaluation	BMAE414
Semester 8	Special Education, Guidance and Counselling Skills	BEDD421
	Community and Rural Development	BCRD42

Bachelor of Science in Entrepreneurship

This programme ultimately aims to develop student competencies so that they will be able to start and run their own business. Students are empowered to be successful in the marketplace and to play a positive role in the development of the African continent, whilst creating wealth.

SEMESTER	SUBJECT NAME	CODE
Semester 1	Business Management	BMT121
	Introduction to Accounting	ACC110
	Business Communication	BCM110
	Academic Literacy	ACL111
Semester 2	Computer and Information Technology	CIT121
	Business Mathematics	BMT110
	Principles of Management	MNT121
	Introduction to Economics	ECO121
Semester 3	Commercial Law	CML120
	Introduction to Management Accounting	MAC210
	Introduction to Statistics	STA111
	Principles of Marketing	MKT210

Semester 4	Financial Management	FNM220
	Budgeting and Decision Making	BDM220
	Strategic Management	STM220
	Identifying and Developing Business Opportunities	DBO220
Semester 5	Introduction to Entrepreneurship	ENT221
	Research Methodology	RSM310
	Introduction to Good Governance, Ethics and Leadership	ETH310
	Strategic Marketing Management	MKT310
Semester 6	Introduction to Project Management	PRM220
	Organisational Behaviour	OGB320
	Business Planning	BPN320
	Consumer Behaviour	CCB321
Semester 7	Corporate Finance	CFN410
	Electronic Marketing	EMT410
	International Business	IBU410
	Innovation and Creativity	ICR410
Semester 8	Organisational Change Management	OCM420
	Research Project	REP400

Bachelor of Science in Health Service Administration

The focus of these program is to provide students with an appreciation for the complexity of health service administration, focused tools, techniques, concepts and practices in order to administer Organisational issues in situations where the practitioner is mostly operating alone or in small teams in areas far away from specialists and modern infrastructure.

SEMESTER	SUBJECT NAME	CODE
Semester 1	Academic Literacy	ACL111
	Business Communication	BCM110
	Introduction to Economics	ECO121
	Public Relations	PPR210
Semester 2	Computer and Information Technology	CIT121
	Health Planning	HSA111
	Epidemiology and Disease Theory	EDT320
	Principles of Management	MNT121
Semester 3	Strategic Management	STM220
	Introduction to Health Administration	HSA212

	Health Care Organization Design	HSA214
	Financial Management	FNM220
Semester 4	Introduction to Public Administration	CPA123
	Service Marketing Management	MKT221
	Conflict Prevention in the Workplace	CPN110
	Public Policy Formulation, Planning, Implementation and Impact	DPM510
Semester 5	Health Delivery Systems	HSA217
	Health Law and Ethics	HSA218
	Health Care Quality and Safety	HSA219
	Introduction to Good Governance, Ethics and Leadership	ETH310
Semester 6	Research Methodology	RSM310
	Organisational Behaviour	OGB320
	Occupational Health and Safety Laws	OSH120
	Organisational Change Management	OCM420
Semester 7	Introduction to Project Management	PRM220
	Fire and Emergency Preparedness, Preplanning, Prevention and Safety	FEP120
	Emergency Medical Training	EMT310
	Health Promotion and Occupational Diseases	OSH112
Semester 8	Research Project	REP400

Bachelor of Science in Occupational Health, Safety and Environment

The Bachelor of Occupational Health, Safety and the Environment degree programme is designed to provide an academically comprehensive curriculum that prepares graduates with the ability and competency to become highly qualified safety, industrial hygiene, and environmental professionals.

SEMESTER	SUBJECT NAME	CODE
Semester 1	Fundamental Principles of Occupational Health and Safety	OSH102
	Safety Systems and Accident Theory	SSY112
	Disaster Management	DPR110
	Occupational Health	OSH105
Semester 2	Safety Programme and Systems Design	SSD121
	Fire and Emergency Preparedness, Preplanning, Prevention and Safety	FEP120
	Environmental Control Practice	ECP120
	Hazardous materials and Substances	HZM120

Semester 3	Industrial Psychology	IPS221
	Organisational Behaviour	OGB320
	Air Contaminants and Industrial Ventilation	ACV210
	Health Promotion and Occupational Diseases	OSH112
Semester 4	Industrial Ergonomics	
	Occupational Health and Safety Practice	ERG210
	Environmental Impact Assessment	OSH116
	Industrial Hygiene and Toxicology	EIA220
Semester 5	Research Methodology	IHT120
	Emergency Medical Training	RSM310
	Occupational Safety Technology	EMT310
	Risk Assessment and Management	OST310
Semester 6	Occupational Health and Safety Law	RAM310
	Epidemiology and Disease Theory	OSH120
	Disability Case Management	EDT320
	Research Project	DCM320

Bachelor of Science in Sustainable Health and Environmental Studies

The Bachelor of Sustainable and Environmental Studies at University of Africa is about understanding social and community sustainability as well as ecologically sustainable development. University of Africa is the only university in Zambia that offers the degree, which provides a unique opportunity to develop skills and an understanding of sustainability in a holistic manner, integrating social science with environmental science.

SEMESTER	SUBJECT NAME	CODE
Semester 1	Academic Literacy	ACL111
	Business Communication	BCM110
	Environmental Economics	SES204
	Public Relations	PPR210
Semester 2	Computer and Information Technology	CIT121
	Environmental Management	SES191
	Epidemiology and Disease Theory	EDT320
	Solid Waste Management	SES192
Semester 3	Environmental Management Systems	SES193
	Principles of Sustainable Development	SES194
	Sustainable Health Policy and Planning	SES195
	Built and Sustainable Communities	SES196
Semester 4	Applied Strategic Environmental Assessment	SES197

	International Environmental Governance	SES198
	Conflict Prevention in The Workplace	CPN110
	Ecology and Sustainability	SES200
Semester 5	Biotechnology and Environment	SES201
	Health Law and Ethics	HSA218
	Urban Water Resources	SES207
	Soil Management for Sustainability	SOM301
Semester 6	Research Methodology	RSM310
	Organisational Behaviour	OGB320
	Atmospheric Pollution Impact	SES202
	Environmental law	SES203
Semester 7	Energy Resources and Policy	SES205
	Introduction to Good Governance, Ethics and Leadership	ETH310
	Fire and Emergency Preparedness, Preplanning, Prevention and Safety	FEP120
	Microbes in the Environment	SES206
Semester 8	Health Promotion and Occupational Diseases	OSH112
	Research project	REP400

Bachelor of Science in Transport and Logistics Management

The main objectives of this programme are to accord the students with the necessary expert knowledge in the fields of material management, supply chain and logistics management, effective communication, transport management – whether it be on local level or internationally.

SEMESTER	SUBJECT NAME	CODE
Semester 1	Business Management	BMT121
	Introduction to Accounting	ACC110
	Business Communication	BCM110
	Academic Literacy	ACL111
Semester 2	Computer and Information Technology	CIT121
	Business Mathematics	BMT110
	Principles of Management	MNT121
	Introduction to Economics	ECO121
Semester 3	Commercial Law	CML120
	Introduction to Management Accounting	MAC210
	Introduction to Statistics	STA111
	Principles of Marketing	MKT210
Semester 4	Financial Management	FNM220

	Budgeting and Decision Making	BDM220
	Strategic Management	STM220
	Fundamentals of Logistical Management	LOG220
Semester 5	Introduction to Entrepreneurship	ENT221
	Research Methodology	RSM310
	Introduction to Good Governance, Ethics and Leadership	ETH310
	Purchasing and Supply Chain Management	PCM310
Semester 6	Introduction to Project Management	PRM220
	Organisational Behaviour	OGB320
	Business Planning	BPN320
	Public Sector Procurement Procedures and Systems	PSP320
Semester 7	Corporate Finance	CFN410
	Electronic Marketing	EMT410
	Storage, Packaging and Distribution Management	SPD410
	Production Management	PRM410
Semester 8	Bidding Documents and Processes	BDP420
	Research Project	REP400

Master of Business Administration (MBA)

Stage 1		
Semester 1	Strategic Planning	SPM5151
	Human Resource Management	HRM5152
	Financial Management	FIM 5151
	Principles of Marketing	MKT5151
Stage 2		
Semester 2	Leadership	EDL5154
	Managerial Economics	MAC5152
	Managerial Ethics	MAE5152
	Budgeting and Planning	BUP5520
Stage 3		
Semester 3	Select any cluster from the specialisation options	
Stage 4		
Semester 4	Research Methodology	REM5510
	Dissertation	REM6520

MBA specialisation options

Strategy & Leadership Cluster		Marketing Cluster	
LDP5153	Leadership Profiling	MKT5360	Marketing Analysis
STI5153	Strategic Implementation	CSS5360	Customer Services and Support
LDS5153	Leadership Styles	ECM5360	E-commerce & Online Marketing
ADM6510	Advanced Management	ADV5360	Advertising
Public Administration Cluster		Human Resource Cluster	
PAM5359	Public Administration	HRM5361	Global Human Resource Management
PFM5359	Public Financial Management	PTB5361	Performance Team Building
PLM5359	Public Logistical Management	SAD5361	Staff Administration
ADM6510	Advanced Management	ADM6510	Advanced Management
Economics Cluster		Education Management Cluster	
ITE5359	International Economics	EPS5520	Educational Psychology
ECO5359	Econometrics	CDS5520	Curriculum Design
MKT5359	Marketing Management	MES5361	Managing Educational Staff
ADM6510	Advanced Management	CMR5361	Conflict Management and Resolution
Financial Management Cluster			
INM5359	Investment Management		
FIM5359	Financing		
MAC5359	Management Accounting		
ADM6510	Advanced Management		

Master of Philosophy degree in Development Studies

Development Studies is a multi- and inter-disciplinary field of study that seeks to understand social, economic, political, technological, and cultural aspects of societal change, particularly in developing countries. Development Studies as a study field deals with development efforts through reform, capacity building and empowerment.

This research-based degree has a multidisciplinary approach that addresses the numerous global challenges that are faced in the developing world and identifies the possible solutions. The acquisition of this qualification will be of great value to all those who are involved in one way or another in

development. This holds true not only for the person responsible for day-to-day management, but also for the policy maker and the strategic manager. The degree can be put to good use by officers in the private sector and the public sector at local, provincial, and national level. The degree endeavour to create professionalism and promotes people to take responsibility for their own development. Finally, this degree will promote problem solving and give context and understanding for the person not directly involved in development, but nonetheless fulfilling a function in developing countries.

Aims of the programme

The aims of the programme are:

- ❖ To equip individuals with the knowledge to conduct research in the fields of social, economic, legal, humanitarian, political, technological, and cultural aspects of societal change.
- ❖ To convert their mind set into a mind set of “solving problems”
- ❖ To contribute towards the body of scientific knowledge in Zambia, and outside our borders
- ❖ To develop confident citizens that can stand their ground in the development of science
- ❖ To become contributors towards the economy of Zambia

Fields in development studies

- ❖ Economic and economic related topics
- ❖ Human rights development
- ❖ Gender-based issues
- ❖ Human development
- ❖ Development administration
- ❖ Development support
- ❖ Technology development and support
- ❖ Nutrition and health
- ❖ Poverty alleviation
- ❖ Infrastructural development
- ❖ Crime and physical violence
- ❖ Administrative and legal support for development

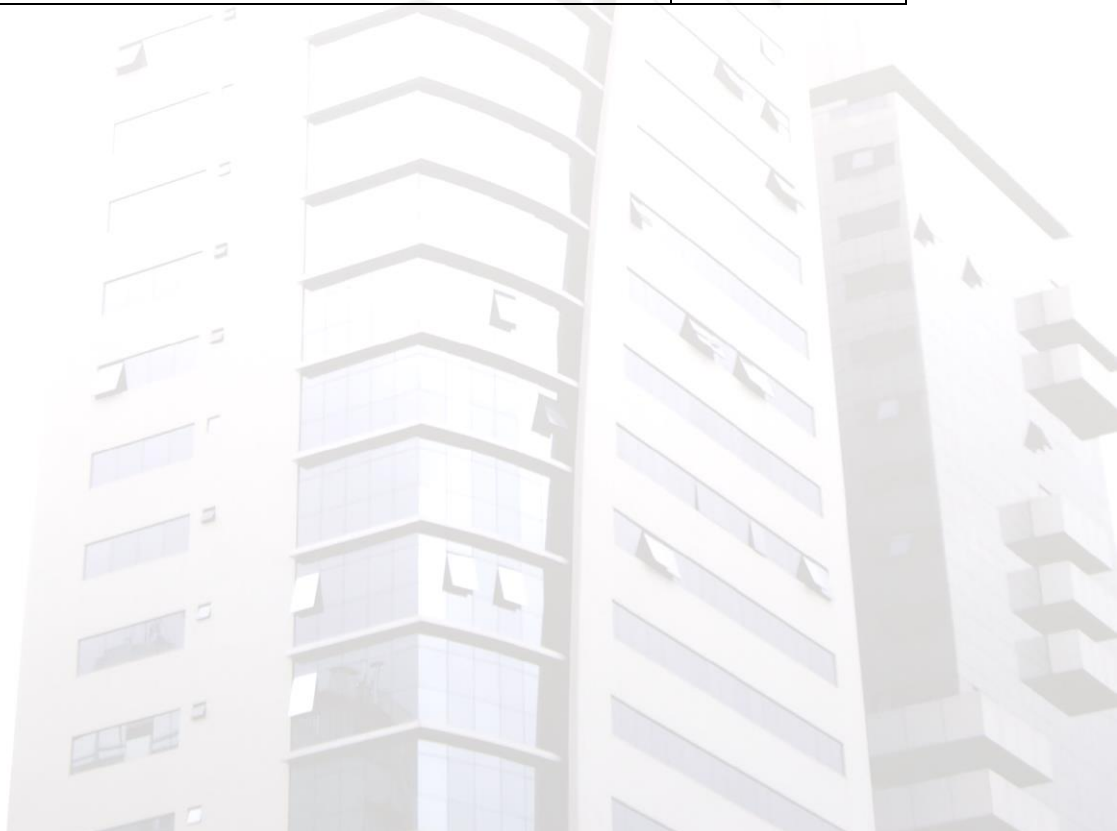
Structure of the degree

The MPhil degree is a research-based degree, with two components, namely:

- ❖ Completion of a Masters’ degree Dissertation
- ❖ Completion of the 5 research modules which are:
 - Quantitative Research methods
 - Qualitative research methods
 - Academic referencing
 - Scientific academic writing
 - Technical aspects of a research submission

Master of Commerce in Development, Innovation & Entrepreneurship

STAGE I	
Organisational Behaviour	OGB640
Strategic Management	STM640
Management of Technology and Innovation	MTH641
Theories of Innovation	TIN640
STAGE II	
Public Financial Management	PFM640
Managerial Economics	MEC640
Project Management	PRM640
Strategic Marketing Management	SMM640
STAGE III	
Postgraduate Research Methodology	RSM600
Entrepreneurship	ENT640
New Product Development and Service Innovation	NPD640
Economic Globalization and Development	EGD640
STAGE IV	
Dissertation	CAP600



Tuition fees

Undergraduate tuition fees 2021

QUALIFICATIONS	DURATION	TUITION FEES	OPTION 1	OPTION 2	OPTION 3
Bachelor of Science in Occupational Health, Safety and Environment	Min of 2 years & Max 4 Years	R50,500.00	Cash payment with 5% discount	Deposit: R5500.00 Instalments: 20 x R2250,00	Deposit: R5500.00 Instalments: 40 x R1125,00
Bachelor of Science in Sustainable Health and Environmental Studies	Min of 2 years & Max 4 Years	R50,500.00	Cash payment with 5% discount	Deposit: R5500.00 Instalments: 20 x R2250,00	Deposit: R5500.00 Instalments: 40 x R1125,00
Bachelor of Science in Health Service Administration	Min of 2 years & Max 4 Years	R50,500.00	Cash payment with 5% discount	Deposit: R5500.00 Instalments: 20 x R2250,00	Deposit: R5500.00 Instalments: 40 x R1125,00
Bachelor of Arts in Social Works and Development Studies	Min of 2 years & Max 4 Years	R50,500.00	Cash payment with 5% discount	Deposit: R5500.00 Instalments: 20 x R2250,00	Deposit: R5500.00 Instalments: 40 x R1125,00
Bachelor of Science in Entrepreneurship	Min of 2 years & Max 4 Years	R50,500.00	Cash payment with 5% discount	Deposit: R5500.00 Instalments: 20 x R2250,00	Deposit: R5500.00 Instalments: 40 x R1125,00
Bachelor of Laws (LLB)	Min of 2 years & Max 4 Years	R50,500.00	Cash payment with 5% discount	Deposit: R5500.00 Instalments: 20 x R2250,00	Deposit: R5500.00 Instalments: 40 x R1125,00
Bachelor of Criminal Justice (BCJ)	Min of 2 years & Max 4 Years	R50,500.00	Cash payment with 5% discount	Deposit: R5500.00 Instalments: 20 x R2250,00	Deposit: R5500.00 Instalments: 40 x R1125,00

Bachelor of Science in Transport and Logistics Management	Min of 2 years & Max 4 Years	R50,500.00	Cash payment with 5% discount	Deposit: R5500.00 Instalments: 20 x R2250,00	Deposit: R5500.00 Instalments: 40 x R1125,00
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Postgraduate tuition fees 2021

QUALIFICATIONS	DURATION	TUITION FEES	OPTION 1	OPTION 2	OPTION 3
Master of Business Administration (MBA)	Min of 2 years	R48,000.00	Cash payment with 5% discount	Deposit: R8000.00 Instalments: 20 x R2000,00	N/A
Master of Philosophy degree in Development Studies	Min of 2 years	R48,000.00	Cash payment with 5% discount	Deposit: R8000.00 Instalments: 20 x R2000,00	N/A
PhD in Development Studies (PhD)	Min of 3 years	R75,000.00	Cash payment with 5% discount	Deposit: R15000.00 Instalments: 30 x 2000.00	N/A