

## MODULE DESCRIPTIONS

### ADVANCED INCIDENT COMMAND MANAGEMENT IV

This module aims to provide an in-depth understanding of advanced incident command management. This knowledge will empower fire service officers and managers to efficiently handle escalating and multi-jurisdictional incidents. The module emphasises the importance of integrating various role players identified and authorised by their respective jurisdictions or organisations. The module's focus will be on the strategic handling of significant, multi-jurisdictional situations. It will provide comprehensive guidance on the implementation of unified and area command, underpinned with extensive information on the objectives of the incident, the strategies to be employed, the incident action plans, and the prioritisation of these elements.

### ADVANCED LABOUR LAW IV

In this module, students will gain knowledge of the principles of Labour Law that will enable fundamental reasoning and the identification and application of the principles of Labour Law that will guide decision-making and action to represent clients successfully.

### ADVANCED LABOUR RELATIONS IV

This module aims to build on students' knowledge and skills in Labour Relations I and II, which they have completed. It will be expected of students to read widely on all the topics as set out in the Study Guide. Mastering the outcomes will enable students to effectively implement labour relations management practices that will maintain and promote mutual trust and organisational performance within the dynamic and challenging South African labour market. As a labour relations practitioner, a student needs to be in touch with the ever-changing face of labour relations globally, regionally, and internationally. Labour relations practitioners play an essential role in the South African community. They require extensive knowledge and skills relating to the labour relations theories, systems, laws, codes, policies, practices, and procedures that all relate to ethical, fair, and legal labour relations. Current and future labour relations practitioners should be able to manage complex and dynamic triangular relationships.

### AVIATION HUMAN FACTORS MANAGEMENT IV

The module focuses on the strategic role of human factors within airline operations, emphasising the critical impact on safety and efficiency. Students will explore the complexities of managing human beings in the demanding and non-standard working conditions of the airline industry. Key contemporary issues such as fatigue management and employee morale are examined, highlighting their influence on safety and overall operational performance. The module integrates advanced knowledge of human resource management and industrial relations specific to the aviation sector, ensuring that students are suitably equipped for management positions within the airline human factors environment. Students will also gain insight into relevant Airline Transport Pilot (ATP) level technical knowledge, coupled with advanced management concepts. This combination equips students to successfully navigate the operational challenges of airline management, fostering a safe, sustainable, and productive working environment.

### AVIATION MANAGEMENT IV

The module provides an in-depth exploration of the airline environment, focusing on economic considerations essential for sustainable operations. It includes a thorough analysis of input costs and their impact on organisational sustainability. Students will also acquire the necessary skills to apply Airline Transport Pilot (ATP) level technical knowledge as effective management tools. This integration ensures that graduates are well-prepared for successful management and operational decision-making within the airline industry.

### DIGITAL MARKETING IV

This module aims to develop an understanding and appreciation for the role of digital marketing in an ever-changing marketing landscape. It clarifies the role of digital marketing as an important platform in strategic marketing planning for a business.

### DISASTER RISK REDUCTION IV

The promulgation of the Disaster Risk Management Act, 57 of 2002, heralded a new area for disaster risk management in South Africa. The publication of the National Disaster Management Framework, with its particular emphasis on disaster risk reduction and disaster risk management, places a strong emphasis on creating safe and sustainable communities. This module supports several vital aspects, such as the real disaster problem, how vulnerable development is, disaster pressure and release model, hazards, and creating safer environments. It will equip students with the competencies required to operate internally and externally within a professional environment.

### FINANCIAL MANAGEMENT IV

Understanding the fundamentals of an entity's finances is essential for business managers at all levels. The module supports the development of this competence by teaching students critical financial fundamentals, such as financial statement analysis, cash flow and financial planning, the time value of money, and how to value shares. The module also teaches the fundamentals of risk and return, cost of capital, capital budgeting techniques, capital structure, and working capital management.

### HUMAN RESOURCE MANAGEMENT IV

Organisations operate in an environment affected by macro-environmental factors ranging from the Fourth Industrial Revolution (IR4), technology, and legislative issues to globalisation. Such factors are causing the business to re-evaluate itself both externally and internally. This module focuses on exciting Human Resource Management (HRM) topics, such as HRM's role in the Evolving Paradigm, Human Resources (HR) and the Competitive Advantage, HR and Leadership in the New World of Work, the Strategic Role of HRM, Talent Management, International HRM, HRM and the Electronic Era, and lastly HR Measurement and Risk.

## FIRE SCIENCE MANAGEMENT IV

This module equips fire service managers with an advanced understanding of fire engineering science, emphasizing the management of both personnel and specialized firefighting operations. By understanding fire behaviour, combustion processes, and hazardous materials, managers will be prepared to make informed decisions in high-risk situations. The focus is on applying principles of chemistry, physics, and hydraulics to optimize fire service operations, manage teams effectively, and ensure safety during fire incidents. This module integrates theoretical insights with practical strategies for leading fire service teams and managing emergency responses.

## HUMAN RESOURCE DEVELOPMENT IV

Human resources are the most important and valuable resources for today — the management and development of people. Opportunities in the learning organisation must grow and expand. Companies must cope with employment equity, intellectual capital, electronic learning, mentoring, coaching, and a range of elements that exceed challenges that no country envisages. Legislation such as the Skills Development Act, Employment Equity Act, Broad-based Black Economic Empowerment Act, and the South African Qualifications Authority Act ensures that changes in human resources development occur. The new education, training, and development system in South Africa is embracing an outcomes-based approach to human resource development. All those responsible for people development need to acquire a far higher level of analytical, problem-solving, and creative skills. Training and development imply skill, knowledge, attitude, or social behaviour changes. Training and development activities represent detailed, planned programmes of organisational improvement, for their ultimate objective is to link training content to desired job behaviours.

## INTEGRATED FIRE AND EMERGENCY SERVICES ADMINISTRATION MANAGEMENT IV

This module aims to equip senior fire service managers with the necessary knowledge, skills, and insights to devise and execute integrated fire management strategies. These strategies aim to address better the rising occurrence of significant incidents that involve fire protection associations and other landowners. The module is designed to shift the paradigm from a reactive approach to suppressing wildfires to a more proactive practice of integrated fire management. This proactive approach mitigates the risk of wildfires and promotes the strategic management of resources and land. As part of this comprehensive academic program, the module will also delve into the evolving fire and emergency services management trends. This exploration will provide a broader context and understanding of the dynamic nature of the field. A crucial aspect of this module is its focus on administrative proficiency.

## LEADERSHIP IV

In this module, students will be instilled with an awareness of the principles of leadership that will enable fundamental reasoning and the identification and application of the principles that will guide decision-making and ethical actions in the African leadership context

## LOGISTICS MANAGEMENT IV

This module consists of a detailed look at a supply chain management approach to strategic logistics management. The module introduces students to logistics and supply chain management concepts, where they are made aware of megatrends such as global economic shifts, increased consumer awareness, and the rise in information technology to highlight a range of new business challenges. The module aims to address the increasing complexity and challenges of extended supply chains and the use of information technology to manage the supply chain successfully, focusing on city logistics, humanitarian logistics and sustainable logistics.

## MANAGEMENT PRACTICE IV

This module guides students towards an in-depth understanding of strategic management and different management strategies and their applications. Strategic management entails the evaluation of the internal organisation and the external and industry environment to forecast possible changes. Leaders in the strategic management environment must be able to provide direction to gain a competitive advantage. Strategists must analyse various strategies appropriate to the context, manage the implementation of the strategies, and review and control strategies.

## OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT IV

Understanding the fundamentals and importance of health and safety management in any work environment, including households, is an essential competence required from all workplace managers, irrespective of the type of business. This module will equip all health and safety managers with the required information to address health and safety issues relating to construction, ergonomics in the workplace, mines and asbestos, workplace stress, harassment, and violence in the workplace, as well as environmental safety issues, to identify a few. Students will undergo practical assessments to equip them with the competencies required to operate internally and externally within a professional environment.

## ORGANISATIONAL BEHAVIOUR IV

Organisational Behaviour is a module that requires a high level of conceptual thinking and problem-solving skills. The module is often associated with organisational challenges, such as staff behaviour, motivation, teamwork, and organisational culture. As an organisational behaviour practitioner, a student will often be required to provide advice on such topics as staff motivation, how to enhance teamwork, and how to build a solid organisational culture. Organisational Behaviour practitioners play an essential role in the organisation, as the advice and interventions directly impact the organisation's performance. Once students acquire extensive knowledge and skills related to Organisational Behaviour theories, systems, practices, and interventions, they can all relate to optimising the organisation's performance ethically and fairly. Current and future Organisational Behaviour practitioners should be able to understand and manage complex and dynamic organisations.

## PROJECT MANAGEMENT IV

In this module, students will comprehensively understand project risk management. Students will demonstrate an understanding of the management of a project and the ability to conduct a project in the business environment using various tools. The evaluation of project leadership, the role of the project manager, and the intricacies related to the optimal functioning of the project team will be shared. Students will be exposed to electronic project management systems and modern project management tools to initiate, plan, execute, and close a simulated project.

## PUBLIC SECTOR FINANCIAL MANAGEMENT IV

Sound financial management practices are essential for long-term institutional sustainability. At the national, provincial, and local government levels, they underpin the process of democratic accountability. Weak financial management results in the misdirection and under-utilisation of resources and increases the risk of corruption and highly questionable service delivery. Students will construct a basis for public financial management within developing economies and explain the concept of adequate and inadequate public financial management.

Further, the module will explain the origins and intent of public financial management reform in South Africa while assessing the reform results in another African country, Nigeria. This will achieve an understanding of the legal frameworks for public financial management. Students will also have a comprehensive understanding of the purpose and use of accounting in the public sector.

## PUBLIC SECTOR MANAGEMENT IV

Public Administration theory, the development of the discipline, and the role of the organisation of the State includes the critical analysis of applicable policy and the application of relevant techniques and strategies in public policy formulation and implementation. It also involves communicating effectively and systematically using different modes of communication to implement customer-focused strategies. Furthermore, it involves the application of an integrated approach to the design and management of appropriate programmes for effective and efficient public policy implementation. It also addresses applying an integrated approach to performance management within a public institution to ensure the utilisation of a holistic process to measure and report individual and institutional performance. Knowledge, information, and records management strategies are implemented to ensure that the institution develops an institutional memory that can enhance decision-making and capacity building.

## PUBLIC SUPPLY CHAIN MANAGEMENT IV

The module aims to equip students with a deep understanding of supply chain management within the public sector, with a particular focus on the South African government's practices and the legislative framework governing these practices. It seeks to provide students with the knowledge and skills necessary to navigate, analyse, and apply principles of public supply chain management effectively. Through a detailed exploration of acquisition and contract management, bid committee systems, and the critical areas of ethics, this module prepares students to contribute positively to the efficiency and integrity of public sector supply chains.

## RESEARCH METHODOLOGY AND PROJECT IV

The purpose of this module is to expose students to the basic research process and understand the terminology, approaches, and methods of scientific research on an undergraduate level. The module also enables students to apply the planning and process of research in a research proposal of limited scope, based on a selected topic and approach.

## TACTICAL AVIATION MANAGEMENT IV

The module examines the strategic importance of the Integrated Operations Centre (IOC) that is the nerve centre within every airline that plays a crucial role in its success. Students will be introduced to the IOC's composition, functions, and hierarchical structure to manage and optimise its operations. The module emphasises adaptive strategies for dynamic airline environments in complex operational planning and preparation. Advanced operational processes and tactical execution are introduced to maintain efficiency and safety in a changing environment. Students will integrate Airline Transport Pilot (ATP) level technical knowledge with advanced management, preparing them for leadership roles within the operational management sector of an airline.