



Institute of Business Management



In Memoriam
Mr. Shahjehan S. Karim
Founder - President
Institute of Business Management

Catalog
2018 - 2019



Institute of Business Management

Catalog 2018-2019



VISION / MISSION STATEMENT



Vision

The Institute of Business Management aims to be one of the leading institutes nationally and internationally for imparting knowledge, skills, confidence, and values to its students, thereby, enabling them to become successful professionals globally.

Mission

The mission of the Institute of Business Management is to foster a learning environment where students are motivated to make learning an on-going life-long process. We see ourselves as a multi-dimensional educational institution. Our aim is to:

- Use the best teaching and training methodologies
- Prepare students to excel academically as well as in management skills to function ethically and take effective rational decisions in all endeavors of life
- Pursue leading-edge research
- Engage in the development of innovative ideas and analytical, interpersonal and leadership skills
- Allow freedom of thought and expression
- Encourage both faculty and students to be independent and creative thinkers
- Commit to our students and other stakeholders to create responsible future global leaders



FROM THE CHANCELLOR

There could be no better feeling for me as Chancellor IoBM than to write this message for IoBM Catalog 2018-19. My dear students, let us mutually and humbly share the pertinent reality that Mashaa Allah IoBM is known home and abroad to impart quality education in business management and allied disciplines. This is basically due to the iconic insights and inspiration of its Founder President, Late Mr. Shahjehan Syed Karim. During these twenty-three years or so, this Institute has evolved to become one of the best business schools in the country offering degrees in a number of programs pertaining to higher education and research. With the guidance of its management and efforts poured in by its faculty, IoBM now stands as a vivid model of academic and professional excellence. Today, IoBM is known in the corporate sector of Pakistan for its bright graduates and learned faculty who are always motivated by the able and humble guidance of its management.

IoBM has been placed highly by the Higher Education Commission (HEC), Government of Pakistan and has been rated as among the best business schools by the Chartered

Inspection and Evaluation Committee (CIEC), Government of Sindh. IoBM graduates are working in top managerial and executive positions in private and public sector organizations. While IoBM has gathered national and international credibility, the distinctive feature of this Institute is exploring and surpassing international educational prospects in Asia and from North America to Europe and beyond. IoBM's interaction with universities in Europe through Erasmus Mundus, a consortium of European universities and with South Korea and China in the Far East, is worth-mentioning, especially regarding students exchange programs. The visit of IoBM's Late Founder President, Mr. Shahjehan Syed Karim, to Italy, France, Georgia and Germany for bilateral and multilateral academic cooperation is a prime example of IoBM's expanding international vistas.

Imparting quality education through career-oriented curriculum and blending the same with such relevant objectives as involving students in co-curricular and extracurricular activities are IoBM hallmarks indeed. Moreover, students need to be engaged in experiential learning classroom initiatives, therefore, enabling them to follow the practical concept of learning by doing. The Capstone Projects, which students pursue at IoBM during their MBA program, is one such shining example where theoretical concepts and practical learning go hand in hand. Requiring to establish a functional enterprise, students, amid the guidance of their inspiring faculties, implement a particular aspect of the implementation process such as organizational design consultations, niche research, planning, establishing the organization, creating a presence through networking, launching and creating awareness and funding their project with persistence and resolve.

I wish to witness our students' efforts, dreams, hopes and aspirations trickle down to the grassroots level among the masses. Indeed, the need of the hour for our youth is to realize that sustainable socio-economic development must be amplified and improved upon to benefit those residing in the underprivileged areas of this country. Therefore, the essence of corporate social responsibility must be meticulously blended with a focused education in fields such as arts, humanities, commerce, management, science and so on. I believe that IoBM's career-focused programs will assist and facilitate students to take up all professional challenges that may come their way in this regard.

Financial assistance is available for deserving and needy students.

Amid the enlightening legacy of our Founder President, Late Mr. Shahjehan Syed Karim, IoBM continues to be a harmonious blend of managerial and professional excellence further combined with exemplary faculty expertise and guidance for students in letter and in spirit. As such, this institution continues to train and blossom crop after crop of talented young professionals for the corporate sector and towards a better and brighter Pakistan.

Muhammad Bashir Janmohammad
Chancellor



CONTENTS

• Welcome to IoBM: From the President	08
• In remembrance of our Founder-President, Shahjehan S. Karim	09
• Shahjehan S. Karim Academic Writing Center	13
• An Introduction to the Institute of Business Management	15
• Why Choose IoBM?	19
Life at IoBM	
• Resources and Facilities	22
• Student Activities	23
• Convocation	27
• Global Linkages	28
College of Business Management (CBM)	
• BBA (Honors)	34
• BS Joint (Honors) Economics and Finance	38
• BS Joint (Honors) Accounting and Finance	41
• BS Entrepreneurship	44
• BS Social Entrepreneurship and Social Leadership	48
• BS Industrial Management	52
• BS Logistics and Supply Chain Management	54
• MBA Program	56
• Functional Area Specializations	58
• Domain Based Specializations	
• Specialization in Health and Hospital Management	61
• Specialization in Media Management and Marketing	63
• Specialization in Finance and Risk Management	65
• Specialization in Environment and Energy Management	67
• Specialization in Logistics and Supply Chain Management	69
• Specialization in Industrial Management	71
• Specialization in Entrepreneurship and SME Banking and Finance	73
• MBA Boot Camp: Orientation Program for New MBA Students	74
• MS in Business Management	75
• MS in English Applied Linguistics	76
• MPhil in Business Management	77
• PhD in Business Management	78
• PhD in Environment and Energy Management	80
College of Computer Science and Information Systems (CCSIS)	
• BS Computer Science	84
• BS Actuarial Science and Risk Management	86
• BS Mathematics & Economics	88
• BS Data Science	90
• MS Computer Science	92
• MS Mathematics and MS Statistics (Scientific Computing)	93
• MS Actuarial Science (AS) & Computational Finance (CF)	95
• PhD (Computer Science), PhD (Mathematics & Scientific Computing) and	
• PhD (Statistics & Scientific Computing)	97
College of Engineering and Sciences (CES)	
• BE Electrical Engineering in Electronic and Telecommunication	100
• MS Engineering Management	103
• MS in Electrical Engineering	105

CONTENTS

College of Economics and Social Development (CESD)	
• BS (Honors) Accountancy, Management and Law	110
• BS (Honors) Media Studies	112
• BS Economics, Law & International Relations (ELI)	115
• BS Economics, Media & International Relations (EMI)	117
• BS Joint (Honors) in Business & Psychology	119
• MBA Specialization in Educational Management	121
• MSc Organizational Psychology and Human Resource Management for Students with 16 Years Education	123
• MSc Organizational Psychology and Human Resource Management for Students with 14 Years Education	125
• MSc in Energy Economics, Environment and Policy	127
• MPhil in Organizational Psychology	129
• MS Economics	130
• MS in Education	131
• PhD in Education	132
• PhD in Economics	134
Internship and Placement Programs	
• Internship Program	138
• List of Companies Offering Internships to IoBM Students	139
• Placement Program	146
• List of Companies Employing IoBM Graduates	148
Entrepreneurship & Management Excellence Center	
• ORIC / Entrepreneurship & Management Excellence Center	156
• Quality Enhancement Cell (QEC)	161
Administrative and Academic Requirements	
• Comprehensive Examination	164
• Procedure for Submitting MS, MPhil & PhD Thesis	165
• Teaching and Learning at IoBM	166
• Discipline	168
• Attendance Policy	170
• Dress Code Policy	170
• Examination Norms	171
Admission and Finance	
• Admission Policy	176
• Scholarships and Financial Assistance Programs	179
• Fee Structure	180
Organization	184
Faculty	188
Visiting Faculty at IoBM	218
Administration	224
Course Descriptions	227
Certificate Courses	228
Academic Calendar	230

WELCOME TO IOBM FROM THE PRESIDENT



I am pleased to welcome you to IOBM - an institution founded on the principles of lifelong learning, impeccable character-building, and the pursuit of a larger purpose in life. As a progressive institution committed to excellence in higher education, we have continuously explored new avenues of improvement in the curricula of our four Colleges – CBM, CCSIS, CESD, and CES.

Our faculty members, bring a blend of scholarly knowledge and practical industry experience to the classroom, and go beyond imparting quality education. Acting as mentors and advisers, they ensure that the students demonstrate their learning through active class participation and project presentations.

Leading-edge research is an essential part of our strategic goals, and is built into our MS, MPhil, and PhD programs. Students in the undergraduate and graduate programs also undertake academic and field research. Apart from the Pakistan Business Review, an X category journal, we also publish the Pakistan Journal of Engineering Technology & Science, and the Journal of Education & Educational Development.

At IOBM, we have continually invested in infrastructure development. Consequently, apart from an array of custom-designed buildings, we also have dedicated IT labs, a fully equipped professional film-production studio, a well-stocked library, gym, and sports facilities.

International and national conferences are a regular feature at IOBM. During 2017, we organized the 1st International Conference on Islamic Banking & Finance, the 2nd International Conference on Experiential Learning (ICEL 2017), the 11th Conference on Mathematics, Computer Science & Statistics (MACS 11), a Business Leaders' Conference, and the IOBM – AMDIP Faculty Colloquium (IAFC), in collaboration with the Association of Management Development Institutions in Pakistan.

We believe that higher education is the right of every deserving individual, including those coming from less privileged families. Hence, nearly 25% of our 4,500 regular students today receive a scholarship, based on merit or need. Additionally, our Outreach Program benefits 45 students from nine districts of interior Sindh, who are currently enrolled in a four-year, fully-funded undergraduate degree program in Engineering.

After a modest start in 1995, IOBM - the vision of our Founder-President, the late Shahjehan S. Karim, has now transformed into one of the most highly regarded Higher Education institutions in the country. Over 9,600 alumni, who walked the corridors of this institution, now walk the corridors of power in reputable business organizations and public sector institutions with a sense of worthiness and achievement, or manage their own businesses with pride and panache.

Talib S. Karim
President

IN REMEMBRANCE OF OUR FOUNDER-PRESIDENT **SHAHJEHAN S. KARIM**

“ Twenty-one years ago we had set out on a mission to create an institution of higher learning – a business school, which was not only needed for the development of this country, but also for generations of young people standing at the threshold of life, keen on building their future. Our vision was clear, and our hopes high. Yet, there were those who doubted our chances of success. But we knew that much can be achieved in life with tenacity, confidence and resilience. We were not oblivious to the fact that success depended on bringing together a team of exceptional people, who also shared our vision. It was perhaps our good fortune, that a group of selfless individuals, several of whom are seated right here today, responded to our call. They had the same glimmer in their eyes, the same warmth in their hearts, and an equally strong desire to shape the destiny of this young nation. ”



“To the parents, who have joined us today, to celebrate their children’s graduation, I would like to offer my salutations. Today marks another milestone in your lives as well. You have not only delivered on a parental obligation, to educate your child - you have improved their prospects, by providing them quality education. You will now see them go out into the world, with greater confidence and élan.”



“IoBM is also the only institution of higher learning in the country that has active Academic Collaboration Agreements or ACAs, with over 60 universities abroad. The agreements cover student exchange programs, joint research and consultancy projects, as well as Split or Joint Masters and PhD programs. Forty students from IoBM have gone under exchange programs this year, to partner universities in Italy, Georgia, North Cyprus, Morocco, Malaysia, Thailand, China, South Korea, and Japan.”

“ Since our very inception, we have continuously endeavored to enhance our core institutional strengths, and have invested in people, systems and infrastructure, so as to be able to impart sound knowledge and professional skills as well as instill sterling values in our students. ”



“ Over the last two decades we have worked passionately to fulfill our mission and deliver on our promise to develop global leaders. Our unwavering commitment to invest in people, systems, and infrastructure contributes immensely towards enhancing our capabilities. ”

“ No one knows what the future holds for you in the face of continuous and enormous changes but one thing is certain: you will always have a choice of upholding character and confidence in fulfilling your professional responsibilities with competence, honesty and dedication. ”

“ Profit making has never been and shall never be the motive and driving force of IoBM. What drives IoBM is its exemplary commitment to lifelong learning for IoBM community in particular and the nation in general. It is with this spirit of commitment that we feel it is more important than ever to continue our efforts to help our students excel as leaders of tomorrow. ”

“ I have served Pakistan all my life and will make all efforts and sacrifice to see this Institute a reservoir of national strength and power. With God’s help and with the continued support of our Government, patriotic business community and our colleagues, I am confident that we will accomplish our mission. May Almighty Allah always be with us! ”



SHAHJEHAN S. KARIM ACADEMIC WRITING CENTER

Mission

The Shahjehan S. Karim Academic Writing Center aspires to support all writers within the IoBM family, particularly those at undergraduate and graduate levels, and promote an environment in which students' attainment differences are accepted and attended to. A diverse group of writing tutors endeavor to uphold IoBM's values of discovery, scholarship, and excellence. We are committed to:

- Helping students at all levels of the writing process.
- Supporting and furthering cooperation among writers.
- Applauding growth and variety of language.
- Advocating understanding of inter-curricular thinking and writing.
- Employing best practices and research-assisted education.

We are of the view that this approach to writing, instruction and research permits us to guide our student community and requires us to grow and innovate appropriately. Tutorials are offered in a one-to-one setting.

Tutors meet individually with writers in the Writing Center to attend to that particular writer's concerns. The writers who attend the center may come in only a few times for specific help or on a regular basis. Some writers seek help on their own; others appear at the recommendation of teachers. The Writing Center is a relaxed and friendly place where students can work with advisers/tutors who give concrete feedback and advice on how to improve writing. Our advisers/tutors are skilled readers and writers who help students work on a project by assisting them with revising, brainstorming, and/or writer's block. They can also answer specific questions about grammar, citing sources, and format. They can provide special assistance with particular writing issues or just be the kind of skilled reader who can help to improve students' work.



Tutors are coaches and collaborators, not teachers

Tutors do not evaluate their students in any way because the tutor's role is to help students, not to lecture at them or repeat information available from the teacher or textbook. Instead, tutors collaborate with writers in ways that facilitate the process of writers finding their own answers. To accomplish this, tutors may engage writers in discussions of their topics so that writers can develop their ideas and practice the phrasing and vocabulary of the kinds of discourses they will be writing. Tutors may also offer reader feedback on developing drafts of papers, suggest writing strategies, diagnose writing problems, ask questions, review misunderstood or missing information, listen to writers, and help them gain a perspective on their writing.

Each student's individual needs are the focus of the tutorial

No two tutorials are alike because every writer is different. The starting point of every tutorial is to find out what that particular student needs or wants. To set the agenda for the tutorial, tutors assess the student's present situation, class requirements, past writing history, general composing habits and approaches to learning, attitudes, motivation, and whatever else is needed to determine how the tutor and student should proceed. Students are encouraged to participate actively in setting the agenda for how the tutor and student will spend their time together.

Writers work on writing from a variety of courses

While the Writing Center complements writing courses by providing individualized help, it also serves the entire school by working with writers doing business and lab reports, term papers, job applications, resumes, and graduate dissertations (Some IoBM faculty members have been approached in regard to looking at content related to various disciplines and expressed enthusiasm and interest in lending support in terms of assisting with the content of the writing). In addition, the Writing Center can provide writing assistance to faculty and staff as well, both with their own writing and with structuring writing assignments for classes.

Future plans in this regard

Outreach programs for the community may include workshops for local businesses, grammar hotlines, writing contests, training of tutors for other settings, and conferences on writing. Recognizing that their tutors also learn about writing and gain professional experience in tutorial instruction, the Writing Center could also offer credit courses for tutor training and acknowledge their role in the preparation of future teachers.

The Writing Centers is available for students at all levels of writing proficiency

The Writing Center does not limit itself to working with writers at a particular level of writing skills. Developmental students can have special programs available for them which focus on individualized tutorial assistance.

There are a number of underlying assumptions which guide the Writing Center's tutorial approach to writing. In the Writing Center, the uniqueness of each writer is acknowledged as well as the writer's individual needs and the benefits the writer can gain from personal attention. Even when classroom teachers meet with their students in conferences, teachers cannot normally provide opportunities for the extended, on-going collaborative discussion, questioning, and practice which are the tutor's mainstays. The function of the tutor, on the other hand, is to provide non-evaluative, immediate oral feedback, to attend only to that student's questions, and to engage with the student in some active planning, drafting, or revising. The tutor's goal in working on a specific paper with a student is to help that student develop general writing skills. Tutors often rely on asking questions that help students find their own answers, thereby keeping the tutorial an interactive situation in which the student is encouraged to do as much or more talking than the tutor thereby enhancing their motivation and attitudes.



AN INTRODUCTION TO THE INSTITUTE OF BUSINESS MANAGEMENT

This catalog will provide you with valuable, up-to-date information about the programs of study and courses offered by the Institute, as well as information about the fee structure, facilities and student services available to students.

The catalog gives an introduction to life at IoBM as well as detailed information on all undergraduate and graduate level programs along with core courses, electives and specialized courses. Every effort is made to update information on courses in the catalog. However, changes in curricula may be necessary as part of a process of continuous improvement and the need to keep each program fully aligned with academic and professional developments. For this reason, the Institute reserves the right to make necessary alterations in courses and/ or course structures, after clearing them with the concerned Boards of Studies. Teaching methodology, academic and research programs, assessment procedures and course descriptions also form part of the catalog.

The catalog also lists the facilities at computer labs, library resources, student support services besides providing information relating to and course registration procedures. Information regarding opportunities for financial assistance and stipends for students is also included. The latter part of the catalog contains brief profiles of academic and administrative personnel.

IoBM: 1994 - 2018

The Foundation for Higher Education was established as a non-profit institution in 1994 by a group of dedicated citizens of Karachi, and was registered under the Societies Registration Act of 1860. The Foundation promotes the dissemination of quality education. Its first project was the setting up of a management university designed to serve trade, industry and commerce by producing highly competent and talented business executives. Teaching began at the College of Business Management (CBM), IoBM's first constituent college, in September, 1995.

In January 1998, a bill was unanimously approved by the Sindh Provincial Assembly for establishing a university known as the Institute of Business Management in the private sector. At present, the Institute has four constituent colleges, the College of Business Management (CBM), the College of Computer Science & Information Systems (CCSIS), the College of Economics & Social Development (CESD) and the College of Engineering and Sciences (CES). Since 2006, the Institute has been ranked as one of the top universities in the private sector, both by the Higher Education Commission of the Federal Government and the Sindh Provincial Government. From 2010 to 2015, we have been honored with prestigious awards of EDUNIVERSAL Palms given for meritorious evaluation and certification of educational institutions around the world. The Institute is a member of the International Association of Universities (IAU), Association to Advance Collegiate Schools of Business (AACSB) and other international and national organizations.



The Governor of Sindh is an ex-officio Patron and the Chancellor, Mr. Basheer Janmohammad is also the Chairman of the Board of Governors of the Institute. The other members of the Board are:

- Mr. Talib Syed Karim, President IoBM
- Chairman Higher Education Commission
- Additional Chief Secretary, University and Boards Department, Govt. of Sindh
- Mr. Jahangir Siddiqui
- Mr. S.M.Muneer
- Mr. Justice ® Ataur Rehman
- Mr. Muhammad Ali Tabba
- Mr. Salahuddin Qureshi
- President, Pakistan Stock Exchange Ltd
- President, Karachi Chamber of Commerce & Industry
- President, The Federation of Pakistan Chambers of Commerce & Industry
- Mr. Muhammad Sharif
- Dr. Zafar Saied Saify
- Mr. Masood Hashmi
- Mr. Sikandar Sultan
- Ms. Aameena Saiyid
- Dr. Ejaz Ahmed, Rector IoBM
- Mr. M.W.Jahangir, Secretary

The Institute offers, through its College of Business Management (CBM), a four year BBA (Honors) and a two/three year MBA degree program with specialization in Marketing, Finance, Human Resource Management and Management Information Systems, Health & Hospital Management, Pharmaceutical Administration, Media Management, Industrial Management and Telecommunication Management. BS (Honors) Economic & Finance, Accounting & Finance and BS Social Entrepreneurship and Social Leadership are also offered. A research degree, an MPhil leading to PhD, is offered in Finance, Human Resource Management, Marketing, Education, Psychology and Management Information Systems. A four year Bachelor of Computer Science (Honors), followed by a two years Master of Computer Science and MBA in Finance & Risk Management, BS in Mathematics & Economics and BS Data Science are offered through the College of Computer Science & Information Systems (CCSIS). The College also offers programs in Industrial Engineering & Management, Actuarial Science & Risk Management, Telecommunication Engineering & Management and Financial Mathematics & Statistics. The College of Economics and Social Development offers a BS program in Commerce, Media Studies, B.Ed, MBA in Educational Management and MSc leading to MPhil in Economics. College of Engineering and Sciences (CES) offers a program in Electrical Engineering.



The emphasis of IoBM is on research . It publishes the country's first business policy and research journal, Pakistan Business Review, which is recognized by the HEC as well as internationally recognized as Pakistan's first business policy and research journal, Pakistan Business Review. Pakistan's Journal of Engineering Technology and Science is accordingly brought out by the College of Computer Science & Information Systems whereas the CESD is responsible for yet another publication: the Journal of Education and Educational Development. Students and faculty contribute regularly to its pages. A research seminar is organized on a weekly basis. IoBM is the first business school where foreign language courses, Arabic, French, Spanish, Italian or Chinese were made compulsory in the BBA and BCS programs. The Institute has competent and dedicated faculty with the majority holding foreign degrees. An international seminar funded by the HEC is organized on an annual basis. IoBM Academic programs are up to date and comprehensive in concept and structure, resembling honors programs offered in the UK and graduate programs of US Universities. IoBM has extensive links with a number of global universities. Professors from these universities have served as Chief Academic Officers of IoBM.



Since 1998, more than 8,000 students have graduated from IoBM. Most of them occupy key positions in leading national and multinational firms including Habib Bank, Faysal Bank, Standard Chartered, PIA, Engro, Berger Paints, GeoTV, National Bank of Pakistan, Unilever, IBM, ICI, SmithKline & Beecham, Aga Khan University Hospital, Karachi Stock Exchange and different provincial and federal government departments. Many graduates have proceeded for their post-graduate program to reputable universities in the UK and USA. More than 400 students go for compulsory internships every year to national and multinational organizations.



Office of Research Innovation & Commercialization - Entrepreneurship & Management Excellence Center (ORIC) / (EMEC) of the Institute organizes professional education, training and research programs with a view to serving the corporate sector to enhance both its profitability and contribution to society. Support is provided in the areas of banking and finance, marketing, human resource development and information systems management.

The Institute has come a long way since its inception. There are over 4500 students on our campus which is large, purpose-built and located at Korangi Creek on an 11 acre site and comprises the Business College building, the Administration and Entrepreneurship & Management Excellence Center building, CCSIS building, a Convocation Center, the Student Activity Center, a five-storeyed library building, Industrial Engineering and Management building, a mosque and CESD building. Another nine acre site has been acquired at a distance of 1 km from the present campus. Shahjehan S. Karim Center of Excellence, a basement, ground plus five storeyed building was completed in June 2017.

At the Institute's fourth convocation in December, 2001, an honorary degree of Doctorate of Philosophy was conferred upon Dr. Nafees Sadik, former Executive Director, United Nations Population Program. At the fifth convocation held in December, 2002, an honorary degree was conferred on our keynote speaker, Mr. Babar Ali, Pro-Chancellor, Lahore University of Management Sciences (LUMS), and at the ninth convocation an honorary degree was conferred on Dr. Goolam Mohamedbhai, President, International Association of Universities (IAU). The sixth convocation was held in December 20, 2003 with Dr. Atta-ur-Rahman, Chairman, Higher Education Commission and Minister for Science & Technology as the Chief Guest and Ms. Musharaf Hai, Chairperson, Unilever Pakistan Limited as the keynote speaker. The seventh convocation was held on December 18, 2004 with the Governor of Sindh as the Chief Guest and Mr. Hameed Haroon, Chief Executive Dawn Group of Newspapers as the keynote speaker. Over 300 students were awarded BBA (Hons), BCS (Hons), BS (Accounts), MBA and MCS degrees at this convocation.

The eighth convocation was held on December 17, 2005 with the Minister for Education, Sindh, as the Chief Guest and Syed Ali Raza, President, National Bank of Pakistan, as the keynote speaker. Over 400 students were awarded degrees on the occasion. The ninth convocation of the Institute was held on December 16, 2006 with the Education Minister as the Chief Guest and Dr. Goolam Mohamedbhai President, IAU, as the keynote speaker. Over 450 students were awarded degrees. The tenth convocation was held on December 8, 2007, where Mr. Jose Manuel Salazar-Xirinachs, Executive Director of the International Labour Organization, Geneva was the keynote speaker and over 500 students were awarded degrees.

The eleventh convocation was held on December 6, 2008 where the Governor, State Bank of Pakistan was the keynote speaker and Governor Sindh, Dr. Ishrat ul Ebad was the chief guest. Over 700 degrees were awarded on the occasion. Syed Qaim Ali Shah, Chief Minister of Sindh and Mr. Nisar Ahmed Khuhro, Speaker Sindh Assembly attended the twelfth convocation of the Institute, held on December 05, 2009. The keynote Speaker was Mr. Shaharyar Muhammad Khan, former Foreign Secretary and former Chairman of the Pakistan Cricket Board. As many as 927 graduates were awarded degrees. The thirteenth convocation was held on December 4, 2010. The chief guest on the occasion was Dr. Abdul Hafeez Shaikh, Minister for Finance, Revenue, Economic Affairs & Statistics and the keynote speaker was Dr. Javaid R. Laghari, Federal Minister / Chairperson of the Higher Education Commission of Pakistan.

The fourteenth convocation was held on December 10, 2011. Over 983 degrees were awarded to students. The chief guest on the occasion was Dr. Shamsh Kassim-Lakha, Founding President and Trustee of AKU and the keynote speaker was Mr. Javed Jabbar, Chairman and Chief Executive, JJ Media (Pvt.) Ltd. The fifteenth convocation was held on December 08, 2012. Over 825 degrees were awarded to students. The keynote speaker was Mr. Shahid Aziz Siddiqui, Chairman and CEO, State Life Insurance Corporation of Pakistan. The sixteenth convocation was held on December 07, 2013. Over 850 degrees were awarded to students on the occasion. The chief guest was Mr. Nisar Ahmed Khuhro, Senior Minister for Education, Govt. of Sindh, the keynote speaker was Dr. Kakha Shengelia, President, Caucasus University Republic of Georgia and Mr. Munir Kamal, Chairman National Bank of Pakistan was the guest of honor.

The Seventeenth convocation was held on December 07, 2014. Over 850 degrees were awarded to students on the occasion. The chief guest was Mr. Nisar Ahmed Khuhro, Senior Minister for Education, Govt. of Sindh, the keynote speaker was Mr. Muhammad Aliuddin Ansari, President & Chief Executive Officer of Engro Corporation. The eighteenth convocation was held on December 12, 2015. Over 900 degrees were awarded to students. The chief guest was Mr. Muhammad Mian Soomro, Former President of Pakistan and the keynote speaker was Mr. Kamal A. Chinoy, Chief Executive of Pakistan Cables Limited at the event. The nineteenth convocation was held on December 10, 2016. Over 950 degrees were awarded to students. The guest of honor was Mr. Jam Mehtab Hussain Dahar, Minister for Education & Literacy, Government of Sindh, and the keynote speaker was Mr. Sirajuddin Aziz, President Habib Metropolitan Bank Ltd. Dr. Mukhtar Ahmed, Chairman Higher Education Commission (HEC) also attended the convocation. The twentieth convocation was held on December 09, 2017. Over 1000 degrees were awarded to students. The Chief Guest was Mr. Muhammad Zubair, Governor of Sindh and Keynote Speaker was Mr. Khalid Nawaz Awan, Chairman of TCS at this Convocation.

Shahjehan S. Karim Center of Excellence

A six storeyed (basement, ground plus five floors) centrally air-conditioned building with a covered area of 152,000 sq.ft and an open area of 15,000 sq.ft. houses 22 classrooms, 68 faculty offices, examination department with two examination halls of 11000 sq.ft, laboratories, media studio of 2,576 sq.ft, seminar rooms, training halls, gymnasium, 8 (food) kiosks with 180 seating capacity and 22 hostel rooms for students and faculty.



WHY CHOOSE IOBM?

IoBM is one of the premier universities of the country. Not only does it offer academic excellence but its peaceful location - part city, part countryside - is ideal for reflection as well as camaraderie. The lay-out of the campus, where the buildings are connected by a leafy and partially winding driveway, has a charm of its own. The buildings themselves, a rich terracotta pink, are spacious and attractively designed. The breezy interior of the CBM building, with its twists and turns and its 'all-hands-on-deck' sense, is especially appealing. Tastefully landscaped with the help of nature - and sculpture - the IoBM campus is both homely and gracious. To the many students who form part of its fraternity, it is a home away from home.

The academic laurels IoBM has won are equally impressive. IoBM was rated one of the country's top universities by the Higher Education Commission of the Federal Government as well as the Government of Sindh. IoBM has also been the proud recipient of two Eduniversal Palms, awarded to it at the international convention of Deans of Business Colleges in recognition of its being one of the two best Business Schools since 2010.

IoBM is also an active member of the International Association of Universities (IAU), the International Association of University Presidents (IAUP), the Association to Advance Collegiate Schools of Business (AACSB), the Association of Commonwealth Universities (ACU), besides being associated with other international academic organizations. IoBM has also established links and made a name for itself among reputed foreign business schools in relation to the sharing and contributing of ideas on and insights into business education and research.

The programs we offer include MBA and MBA (Evening) programs in diverse fields. These are held at weekends and lay a special emphasis on the requirements of busy executives and those who, having come to the end of one career, wish to move to a new one. IoBM also offers programs in Health and Hospital Management, Finance and Risk Management, Industrial Management, Telecommunication Management, Environment and Energy Management, Organizational Psychology, Economics and many other disciplines. IoBM faculty excel in their different fields. They transmit their expertise in scholarship and research to students, providing them with a developed understanding of their respective disciplines.

Students have access to excellent facilities and learning resources as IoBM continually invests in its library, gym, sports facilities, computer equipment, Wi-Fi facility, video conferencing, state-of-the-art campus buildings and subsidized transport facilities.

IoBM has earned its reputation through an excellent internship and graduate employment record. Rigorous degree courses enable graduates to acquire depth in their chosen subjects and open up wide career choices. A large number of IoBM graduates join top business schools in Europe, USA and Canada.

Research is a core competence at IoBM and is carried out in diverse fields. IoBM publishes the research quarterly, Pakistan Business Review (PBR) which is recognized by the Higher Education Commission (HEC) as category 'X' and ECONLIT, the Journal of Economic Literature, USA.

An annually held, HEC- financed international conference provides a platform for the presentation of research undertaken at IoBM. The Pakistan Journal of Engineering Technology & Science and the Journal of Education & Educational Development recognized by HEC as Category 'X' are also brought out by IoBM. IoBM is connected with PERN2, a high -speed dedicated National Research & Education Network (NREN) for universities and other academic institutions of Pakistan.

"The essence of IoBM's academic programs pertains to career focused education towards Individual fulfillment, professional excellence, institutional credibility, family welfare and social responsibility. The net result is reflected in the net product. IoBM's credibility speaks for itself."

Shahjehan S. Karim
Founder President
Institute of Business Management





LIFE AT IoBM

RESOURCES AND FACILITIES

The Institute of Business Management has a purpose-built twenty acre campus, located in the serene and secure surroundings of Korangi Creek, Karachi. The College of Business Management building, covering an area of 85,000 sq. ft., is equipped with state-of-the-art teaching equipment to enable the Institute to keep pace with the dynamics of the global market. All classrooms are equipped with internet and intranet facilities. IoBM is a Wi-Fi campus. The campus buildings are centrally air-conditioned and have all been self-financed with no outside assistance or donation. A separate centrally air-conditioned modern Administration and Entrepreneurship & Management Excellence Center building, with a covered area of 26,900 sq.ft., was completed in 2001. Another centrally air-conditioned building with a covered area of 31,655 sq.ft., houses the College of Computer Science and Information Systems and has been operational since 2002. The Convocation Center was completed in November, 2002, and the Students Activity Center building in September, 2003 which has a second floor housing 10 faculty residential suites for visiting scholars and was completed in January, 2006. The library building has been operational since January, 2005. A separate building houses the department of Industrial Engineering & Management. A new 150, 000 sq. ft. SSK Center of Excellence has recently been added to the existing buildings on campus. The Institute provides students with subsidized transportation to and from the campus through conveniently located pick and drop points all over Karachi. Girls are provided this facility to and from their homes. The campus also has ample car parking facilities.



Computing Facilities

One of the strengths of the IoBM program is the incorporation of information technology as a key component of the curriculum. The academic programs offered by the Institute require students to obtain hands on experience in computers and develop a high level of expertise in this field. The Information Systems Department (ISD) of the College of Computer Science and Information Systems provides administrative, networking and technical support to faculty and students. The College of Computer Science and Information Systems building includes a number of computer laboratories with around four hundred & twenty workstations. It is fully equipped with satellite/ radio-linked e-mail, Wi-Fi facilities and internet facilities for all students, faculty and staff.

Library

The IoBM library, an ideal setting for learning and research, serves as a repository for a rich array of both traditional and electronic information services. A distinctive strength is its rich spectrum of resources, including a large number of books, journals, periodicals, reference material, audio-visual material, government documents and reports catering to the scholarly needs of students, faculty and researchers. Its pleasant and conducive-to-learning environment accommodates 350 students and 48,851 books. All library books are searchable using OPAC (Online Public Access Catalog) and the newly developed software Library Information and Management System (LIMS), available at the front desk. Students are provided with internet workstations and rooms for group study. Of the many recent initiatives by IoBM are its access to a large number of e-resources through the HEC Digital library and online journals through JSTOR e-database. The library also provides access to print and online journals through subscription to a number of business, marketing, management and HRM journals. In addition to the main library, the Learning Resource Center in the Academic block caters to the scholarly requirements of M Phil and PhD programs. The library is engaged in numerous projects to expand access to its physical and digital collections. Skill development sessions are conducted for students and faculty from time to time. The library projects in the pipeline include development of a portal of web links, just a click away, on the desktops of faculty and students.



STUDENT ACTIVITIES

Exciting and eventful as always, the last year at IoBM was no exception. The following examples give you a glimpse of life at IoBM:

Student life at IoBM does not merely consist of presentations, reports, midterm and final exams. In fact, there is a whole range of entertainment and events organized by students that take place throughout the year. Students on campus are genuinely interested in cultural vibrancy and a sense of community. During the busy academic schedule there are seminars, talk shows with guest speakers, fund raiser bake sales, the Event Management class food and fun stalls, CBMUN, Green Day, Drama festival and so much more. One can never have enough of it. There are a number of societies that cater to the individual student's choice.

These include Literary and Public Speaking; Finance; Mathematics; The Club for Entrepreneurs; Club IT; CBM Society for Health Managers; Egalitarians- Economics; Youth Enhancement; Enlighterz; Industrial Engineering & Management; Dialogue; Marketing; Strategic & Human Resource; Entertainment Plus; Vanguard and the Sports Society; Mentors; SWAT and the Music & Arts Society (MARTS). Each society is headed by a faculty advisor who is a senior member of the faculty or management and a team of student office-bearers. The job of these societies is to enable students to engage in debate on a variety of issues - social, economic or political - and to arrange seminars and workshops attended by well-known speakers from the business, government and corporate worlds. This provides them with opportunities to exchange ideas and views with market leaders.

Our students participate in different events organized by other universities / institutes locally as well as nationally and have won laurels for their university. Social care is a regular feature of these societies. Every year, during Ramzan, donations in cash and kind are collected and, along with the Management's sizable contribution, distributed to the needy in various hospitals of the city. Among other regular features are blood donation camps that are put up from time to time.

Students' Achievements

- Runner-up at Jama Punji, Inter-University Stock Trading Competition, February 2018
- Won 'Quest for the Best' Case Study Competition organized by Nestle, February, 2018
- Won "SiMERGE 2018: Case Study and Simulations-Based Competition" at the Karachi School of Business and Leadership (KSBL), March, 2018
- IoBM team won the Pakistan Tobacco Battle of Minds competition, March 2018
- IoBM students participated at Model United Nation, Turkey and won the Outstanding Diplomacy Award, March, 2018
- IoBM student and TCF alumni, has been selected as a principal candidate for Study of the US Institutes (SUSIs) for Student Leaders, March, 2018





Recent Events

Digicon

- Experia'17; a three day, multi-purpose event, December 2017

CBM Society of Health Managers (CSHM)

- World Water Day event at Aghaaz School, March, 2017
- Health Convention + ICEL 2018, October, 2017
- Breast Cancer Awareness Session, October, 2017



The Economics Society

- Count the Uncounted - The Lost Faces in Census 2017, November, 2017
- Panel Discussion on Water Wars, March, 2017
- International Conference on The State of Pakistan's Economy, September, 2017

Entertainment Plus Society

- Jashan-E-Baharaan 2017, Featuring Atif Aslam And Ali Zafar
- Freshers' Night 2017, Featuring Farhan Saeed
- Iobm Milad 2018



Finance Society

- Microsoft Excel Workshop, October, 2017
- Mock Trading Competition, October, 2017



Literary and Public Speaking Society

- CBMUN (CBM Model United Nations), February 2017
- Bazm e Shaer o Adab, March 2017
- All Karachi Shahjehan Karim Declamation Contest, November 2017

Mathematics Society

- 11th International Conference on "Computational Intelligence". (MACS-11), October, 2017

Media Society

- Promotion of Pakistani film BALU MAHI, January, 2017
- Funny Guy workshop presented by "Noah's Arc", March, 2017
- Karachi 360 - IoBM Photography Exhibition, July, 2017
- 2nd International Conference on Experiential Learning, IoBM, Karachi, October, 2017
- Promotion of Pakistani film RANGREZA, November, 2017
- Human Rights through Cinematography Festival 2017, December, 2017
- Promotion of Pakistani film CAKE, February, 2018

Society of Eglence and Technology

- Seminar on Mind Spark, December, 2017





Strategic Human Resource Society (SHRS)

- Zenith Leadership and Development conference, January, 2018
- The Qawwali Night, January 2018

Sports Society

- Inter Society Sports Festival, Winning Celebration of a cricket match, November, 2017
- Winners of ISSF17, November, 2017
- Winners of Table Tennis at ISSF17 trophy, November, 2017
- HEC Zone G Badminton Championship



Sustainable Living Society (SLS)

- Recycling- Where we are separating trash on campus at the source into 4 categories: Metal, Plastic, Styrofoam and Biodegradable trash. The metals and plastics will be sold by students and the money earned is to be redistributed via a ratio to:
 - i. The staff - that clean trash and deserve incentives, and
 - ii. The SLS society - to buy and plant as well as maintain trees
- Composting- the biodegradable trash will be separated at source at our food vendors, systems for which are in place, and also collected from students.



Visit to Meet the Prime Minister of Pakistan & the Chief of Air Staff

Mr. Talib S. Karim, President, IoBM along with students and faculty met the Prime Minister of Pakistan, Mr. Shahid Khaqan Abbasi, at the Prime Minister's House under the Youth Connect Initiative to discuss the role of youth in the development of the country's infrastructure and to better the opportunities for them, which was a great learning experience for students. IoBM Students were also invited by Chief of Air Staff, Air Marshal Sohail Aman for an interactive discussion at the Air Headquarters Islamabad.



CONVOCATION

In December 2017, IoBM held its twentieth Convocation, awarding degrees to 255 BBA (Honors), 6 BE (Electrical), 6 BS (Actuarial Science & Risk Management), 20 BS (Computer Science), 24 BS (Honors) Accountancy, Management & Law, 28 BS (Honors) Media Studies, 5 BS (Industrial Engineering & Management), 48 BS (Joint Honors), 10 MBA (Advertising & Media Management), 13 MBA (Educational Management), 2 MBA (Environment & Energy Management), 96 MBA (Evening), 99 MBA (Weekend), 19 MBA (Finance & Risk Management), 33 MBA (Health & Hospital Management), 36 MBA (Industrial Management), 10 MBA (Logistics & Supply Chain Management), 78 MBA (Weekday), 190 MBA (Regular after Bachelors), 8 MSc (Organizational Psychology & HRM), 17 MPhil (Business Management), 1 MS (Computer Science), 1 MS (Economics), 4 MS (Engineering Management), 1 MS (Mathematics & Scientific Computing) and 1 PhD (Business Management).

The Chief Guest was Mr. Muhammad Zubair, Governor of Sindh and Keynote Speaker was Mr. Khalid Nawaz Awan, Chairman of TCS at this Convocation.

Gold Medals were awarded to the following students:



Sameen Ahmed
BBA (Honors)
Janmohammad Dawood
Gold Medal



Simran d/o Ramchand
BBA (Honors)
Halima Fatima Memorial
Gold Medal



Ifraah Rehman
BS (Computer Science)
Imam Ali Kazi Memorial
Gold Medal



Abdul Khaliq
BS (Joint Honors)
Westbury Group of Companies
Gold Medal



Hafiza Huma Ameen
MBA (Evening)
Standard Chartered Bank
Gold Medal



Bisma Imtiaz
MBA (Health & Hospital Mgmt.)
Shahjehan Syed Karim
Gold Medal



Sarah Yousuf
MBA (Regular)
Tabba Foundation
Gold Medal



Komal Bai
MBA (Regular)
S. H. Hashmi Memorial
Gold Medal



Mushkbar Arshad
MBA (Regular)
Shan Foods
Gold Medal



Hasnain Mohammadi
MBA (Weekend)
Dr. Essa's Laboratory
Gold Medal

Mr. Muhammad Zubair, Governor Sindh, awarded certificate and Rs. 25,000 to each gold medalist at an impressive ceremony held at the Governor House on Tuesday, December 26, 2017.



GLOBAL LINKAGES

International Relations Department

The Institute of Business Management (IoBM) has an International Relations Department that works under the supervision of the President of IoBM. The Department is successfully managing execution of international relations on bilateral and multilateral terms with a large number of universities in Europe, Asia and USA.

Eduuniversal Ranking

Eduuniversal, based in Paris, France, is a worldwide academic institution ranking organization which ranks the 4,000 best academic institutions from around the world. The expertise of IoBM is distinguished in the 2014 Eduuniversal Best Masters' Ranking in the context of following programs:

Top 200 Best Master's Programs:

- MBA Advertising and Communication Management - Ranked 2
- MBA Human Resource Management - Ranked 6
- MBA Industrial Management - Ranked 6
- MSc Economics - Ranked 6
- MBA Marketing - Ranked 7
- MBA Finance and Accounting - Ranked 7
- MBA Executive - Ranked 8
- MBA Full Time - Ranked 15

Top 100 Best Master's Programs:

- MBA Finance and Risk Management
- MBA Health and Hospital Management
- MBA Environment and Energy Management
- MBA Logistics and Supply Chain Management



Erasmus Mundus (EM)

Erasmus Mundus is a cooperation and mobility program of the European Union in the field of higher education. IoBM takes part in the EM Project as Joint Coordinator in the development of institutional cooperation by promoting linkages between leading Asian and European Universities, in the form of student, faculty and staff mobilities. This program also enables undergraduate, master, PhD and post doctoral students of Asian partner countries to benefit educationally, linguistically and culturally from studying at partner universities. Further, the project also provides opportunities to IoBM faculty members and staff to get training at partner higher educational institutions, which can upgrade their knowledge, skills and orientation through different training programs.

List of the members of our EM Consortium 2014 is as follows:

European Union Partners:

- Spain University of Malaga (Coordinating Institution)
- Lithuania Vytautas Magnus University
- Germany Erfurt University of Applied Sciences
- Greece University of Peloponnese
- Italy University of Florence
- Portugal Institute of Politecnico de Castelo Branco
- France University of Montpellier 2
- Poland Wroclaw University of Technology
- Slovakia Technical University of Kosice
- Finland Haaga-Helia University of Applied Sciences
- France IPAC

Asian Partners:

- Pakistan Institute of Business Management (Joint Coordinating Institution)
- Bangladesh American International University
- Bhutan Gaeddu College of Business Studies
- Nepal Kathmandu University
- Sri Lanka University of Peradeniya
- Sri Lanka University of Kelaniya
- Thailand Chiang Mai University
- Malaysia University of Kuala Lumpur



Bilateral Agreements

IOBM has bilateral agreements under a formally signed Memorandum of Understanding (MoU) with the following universities which provide exchange of students, faculty and staff and promote joint research and consultancy.

Country	University Name	
1	Albania	Eqrem Cabej University
2	Australia	MacQuarie University
3	Bangladesh	American International University
4	Bangladesh	University of Chittagong
5	Bhutan	Gaeddu College of Business Studies
6	Bosnia	International Burch University
7	China	Biejing Jiatong University
8	China	Guilin University of Technology
9	China	Guangxi University of Finance and Economics
10	China	Guangxi University of Technology (GXUT)
11	China	Guizhou University (GZU)
12	China	Sanya University
13	China	Sias International University
14	China	University of Electronic Science & Technology of China (UESTC)
15	China	Zhengzhou Institute of Science & Technology
16	China	Zhengzhou Xinlian University
17	Combdia	IICUniversity of Technology
18	France	Financia Business School
19	Georgia	Cacucasus University
20	Germany	Erfurt University of Applied Sciences
21	Germany	Eurasia Institute for International Education (EIIE)
22	Ghana	University of Development Studies
23	Indonesia	University of Muhammadiyah Semarang Central Java
24	Italy	University of Florence
25	Japan	Nagoya University of Commerce and Business
26	Liberia	William V. S. Tubman University
27	Lithuania	Mykolas Romeris University
28	Lithuania	Vytautas Magnus University
29	Malaysia	University of Kuala Lumpur



	Country	University Name
30	Malaysia	Asia e University
31	Malaysia	Universiti Putra Malaysia
32	Mexico	Universidad Autonoma de Guadalajara
33	Mongolia	National University of Mongolia
34	Mongolia	Orkhon University
35	Morocco	Groupe ISCAE
36	Nepal	Kathmandu University
37	Nepal	Kathmandu University School of Management (KUSOM)
38	Nepal	Pokhara University
39	North Cyprus	Girne American University
40	Phillipines	LPU Laguna
41	Phillipines	Lyceum of the Philippines University
42	Portugal	Institute of Politecnico de Castelo Branco
43	Romania	Petre University of Lasi
44	Russia	Institute of Business Studies
45	Russia	Russian State University for the Humanities
46	Russia	Emas Eurasian Management & Administration School
47	South Korea	Dongseo University
48	South Korea	Hanyang University
49	Spain	University of Malaga
50	Srilanka	University of Kelaniya
51	Srilanka	University of Peradeniya
52	Switzerland	International University in Geneva (IUG)
53	Taiwan	I-SHOU University
54	Thailand	Naresuan University
55	Thailand	Siam University
56	Turkey	Abdullah Gul University (AGU)
57	Turkey	Bilkent University
58	Turkey	Istanbul Aydin University
59	Turkey	Istanbul Kemerburgaz University
60	Turkey	Istanbul Sehir University
61	Turkey	Izmir University of Economics
62	Turkey	Yasar University
63	Ukraine	International Institute of Business
64	Ukraine	International Management Institute
65	United Arab Emirates	Al Dar University College
66	USA	Michigan Technological University
67	Vietnam	Vietnam National University
68	Finland	Arcada University of Applied Sciences (Arcada)
69	Argentina	University of Buenos Aires
70	Indonesia	IPMI International Business School

Student and Faculty Exchange Program

IoBM students have gone to the following universities on student exchange programs:

- International Burch University, Bosnia
- Guilin University of Technology, China
- Sias International University, China
- Caucasus University, Georgia
- Erfurt University of Applied Sciences, Germany
- University of Florence, Italy
- Nagoya University of Commerce and Business, Japan
- Vytautas Magnus University, Lithuania
- University of Kuala Lumpur, Malaysia
- Groupe ISCAE, Morocco
- Girne American University, North Cyprus
- Institute of Politecnico de Castelo Branco, Portugal
- Institute of Business Studies (IBS- Moscow), Russia
- Dongseo University, South Korea
- Hanyang University, South Korea
- University of Malaga, Spain
- Naresuan University, Thailand
- Bilkent University, Turkey

IoBM has entered into an understanding with these universities for exchange of students on the basis of a waiver of university tuition fees and in some cases, provision of free hostel facilities. Students who go from IoBM to Erfurt University of Applied Sciences for undergraduate studies for a semester also work with leading German companies as internees and thus gain practical experience. IoBM also welcomes students from partner universities to spend a semester at IoBM. More students are expected from different universities in the upcoming semesters through the student exchange program. Experts visit IoBM for a semester from Spain, Germany, China and Nigeria. Exchange of students, faculty members as well as joint research projects are a continuous process involving universities all over the world.

Senior Expert Services

A German NGO, Senior Expert Services (SES) has been sending technical experts and faculty to IoBM to give training and assistance in various programs in Health Management, Marketing, Media Management, Industrial Engineering, Corporate Social Responsibility, IT, Human Resource, Supply Chain, Telecommunication, Education, Economics, development of Academics and Vocational Training. SES is also assisting IoBM in setting up a full-fledged academic program in Environment and Energy Management.

IAU LEADHER Program 2014

The LEADHER program offers opportunities for learning partnerships and collaboration among IAU member institutions in Good Standing and enables participating institutions to tap into the wealth of experiences around the world. The Institute of Business Management (IoBM) was selected in collaboration with Caucasus University, Georgia (CU) for funding a project on Strengthening research capacity and research management in universities for the International Association of Universities (IAU) Leadership for Higher Education Reform (LEADHER) Program 2014.

Memberships of Professional Bodies

IoBM is also an active member of the following international and national professional bodies:

1. International Association of Universities (IAU), UNESCO, France
2. International Association of University Presidents (IAUP)
3. The Association of Commonwealth Universities (ACU), UK
4. Association of Universities of Asia and the Pacific (AUAP), Thailand
5. AACSB International -The Association to Advance Collegiate Schools of Business, USA
6. Asian Media Information and Communication Centre (AMIC), Singapore
7. Management Association of Pakistan (MAP), (Honorary Treasurer)
8. Marketing Association of Pakistan (President)
9. Employers Federation of Pakistan
10. Institute of Corporate Governance
11. International Finance Corporation (IFC), USA
12. Association of University Programs in Health Administration
13. Association of Management Development Institutions in South Asia (AMDISA)
14. OPEN, Karachi (Vice Chairman)
15. Association of Management Development Institutions in Pakistan (AMDIP), (Chairman, Karachi)



COLLEGE OF BUSINESS MANAGEMENT

To be the leading business school, recognized for producing ethical, transformational and change leaders and managers, nationally and internationally

To provide transformational and change leadership and management for the development of the economy and society through excellence in character, professionalism, education and research

BBA (HONORS)



The Bachelor of Business Administration (Honors) is a professional and comprehensive management that provides conceptual knowledge and in-depth exposure to functional areas in business management including accounting, marketing, finance, management, entrepreneurship and MIS along with special emphasis on leadership, social awareness, creativity and innovation. The program employs the latest approaches in experiential learning to develop skills for interpersonal communication, team work, foreign languages and managing diversity. Students learn to think critically and to apply conceptual knowledge to real world challenges and design solutions. Graduates of the BBA program distinguish themselves with their personal and professional excellence as managers and entrepreneurs in their areas of specialization. They are well rounded professionals known as “doers” and “go-getters” and are in great demand in the industry. BBA is a four-year program which requires completion of 144 credit hours of course work and 2 credit hours of internship in a firm approved by the Institute. A student is required to complete 48 courses of 3 credit hours each in order to meet the degree requirements. Six credit hours are structured into the program for a foreign language course. Students must maintain a CGPA of 2.5 for the conferment of the degree.

To promote lifelong learning at IoBM, the program emphasizes Experiential Learning (EL) and developing readers and writers. The college’s mission is reflected through courses designated with a suffix R, W or E in the program structure:

- An experiential learning course (E) requires an intensive experiential learning project focusing on a real life problem in a real life setting
- A writing-intensive course (W) has a substantial writing component and requires multiple writing assignments to be submitted at designated times during a semester
- A reading-intensive course (R) has a substantial reading component and requires multiple reading assignments that are evaluated at designated times during a semester

Students are provided with general business courses as part of their studies and are required to select five electives and a capstone project from the following specializations:

- Accounting*
- Entrepreneurship
- Finance and Banking
- Human Resource Management
- Industrial Management
- Management Information Systems
- Marketing
- Management
- Logistics and Supply Chain Management

Courses are divided into Foundation, Core and Electives

**BBA program is recognized by ACCA which offers 5 course exemptions (F1 - F5) to BBA students of IoBM*

Foundation Courses

Communication

COM100 Foundation English**
COM107 Academic English (W, R)
COM202 Business and Professional Speech (E)
COM205 Persuasive & Analytical Writing for Bus. Comm. (E, W)
*** This non-credit course will be taken by those students who have not been able to reach the desired level of competence in the admission test.*

Language

LAN 10* Foreign Language I
LAN 20** Foreign Language II
*1 = Introduction to Arabic *2 = Introduction to French
*4 = Introduction to German *6 = Introduction to Italian
*8 = Introduction to Chinese

**1 = Intermediate Arabic **2 = Intermediate French
**4 = Intermediate German **6 = Intermediate Italian
**8 = Intermediate Chinese

Economics

ECO101 Principles of Microeconomics
ECO102 Principles of Macroeconomics
ECO402 Pakistan Economic Policy OR
ECO405 Seminar in Economic Policy

Law

LAW409 Corporate and Business Law

Mathematics

MTH101 College Algebra
MTH103 Calculus for Business Decisions

Political Sciences

PSC301 Pakistan Studies (W)

Social Science

SSC101 Introduction to Psychology
SSC301 History of Ideas (W)
SSC401 Business Ethics

Religious Studies

REL101 Islamic Studies (R)

Statistics

STA201 Quantitative Business Analysis
STA202 Quantitative Skills and Managerial Statistics

Core Business Courses

Accounting

ACC101 Introduction to Financial Accounting
ACC201 Intermediate Financial Accounting
ACC320 Cost and Management Accounting

Finance

FIN201 Introduction to Business Finance (R)
FIN202 Financial Management
FIN301 Financial Institutions (E)

Entrepreneurship

ENT307 Entrepreneurial Leadership and Motivation
ENT308 Social Advocacy and Community Service
ENT403 Small Business and Entrepreneurship

Human Resource Management

HRM301 Human Resource Management (E)

Management

MAN101 Principles of Management
ENT3082 Organizational Behavior (E)
ENT3083 Production and Operations Management
MAN405 Strategic Management (R)
MAN408 Analysis of Pakistani Industries

Management Information Systems

MIS303 IS Audit and Management (E)
MIS305 CRM Systems and Applications (E)

Marketing

MKT301 Principles of Marketing
MKT302 Marketing Management
MKT403 Sales Management (E)
MKT404 Methods in Business Research (E)
MKT509 Consumer Behavior
MKT511 Brand Management (R)

Logistics and Supply Chain Management

SCM400 Introduction to ERP Systems

Elective Business Courses

Accounting

ACC302 Accounting and Financial Information Systems
ACC505 Auditing
ACC506 Analysis of Financial Statements
ACC520 Managerial Analysis and Decision Making
ACC521 International Finance Reporting Standards
ACC522 Strategic Management Accounting
ACC523 Financial Regulatory Requirements for Business
ACC524 Corporate Governance and Reporting



Finance and Banking*

- FIN503 Corporate Finance
- FIN504 International Finance
- FIN505 Treasury and Fund Management
- FIN506 Investment Banking and Security Analysis
- FIN507 Portfolio Management
- FIN509 Financial Derivatives
- FIN511 Analysis of Financial Statements
- FIN514 Asset Liability Management
- FIN520 Financial Risk Management
- FIN530 Commercial and Corporate Banking
- FIN531 Real Estate and Alternative Investments
- FIN533 Information Technology and Product Innovation in Financial Services
- FIN534 Retail and Consumer Banking
- FIN613 Financial Modeling for Investment Decisions

Human Resource Management

- HRM501 Recruitment and Selection
- HRM503 Employee Training and Development
- HRM504 Negotiation Skills
- HRM508 Salary and Compensation
- HRM511 Performance Appraisal
- HRM512 HR Analytics

Management Information Systems

- MIS509 Software Project Management
- MIS522 Business Information Systems
- MIS524 Decision Support Systems
- MIS525 Enterprise Systems
- MIS526 Enterprise Resource Planning Systems
- MIS527 Information Security
- MIS528 Advanced Information Security
- MIS530 Information Systems Research
- MIS532 New Perspectives on Organizations & Info. Systems

Entrepreneurship

- ENT503 Competitive Strategies for Startup
- ENT504 Technology Support for Small Business
- ENT505 Innovative Internet Based Business Models
- ENT506 Guerrilla Strategies in Business
- ENT507 Affordable Design and Frugal Innovation
- ENT508 Commercializing and Monetizing Ideas
- ENT509 Building and Managing Start-Up Teams
- ENT510 New Venture Finance
- ENT511 Managing Family Business
- ENT512 Growth Hacking Strategies
- ENT513 Design Thinking and Strategy

Islamic Banking and Finance

- ISF601 Economics for Islamic Finance
- ISF602 Islamic Banking Practices
- ISF603 Accounting fo Islamic Finance
- ISF604 Islamic Financial Services Marketing
- ISF605 Islamic Capital Markets
- ISF606 International Islamic Finance Standards
- ISF607 Small and Medium Enterprise Islamic Financing
- ISF608 Risk Management in Islamic Financial Institutions
- FRM514 Takaful and Risk Management in Islamic Products

Management

- ENT3085 International Relations
- MAN410 Introduction to Industrial Management
- MAN501 Total Quality Management
- MAN502 Business Process Re-engineering
- EEM601 Environmental Management and Green Technology

Marketing

- MKT405 Marketing Research
- MKT506 International Marketing
- MKT507 Services Marketing
- MKT508 Personal Selling
- MKT510 Direct and Digital Marketing
- MKT513 Media Planning
- MKT520 Merchandising and Sales Promotion
- MKT521 Distribution and Channel Management
- MKT526 Public Relations and Event Management
- MKT530 New Product Management
- MKT531 Retail Management
- MKT532 Principles of Advertising
- MKT608 Small Business Marketing

Logistics and Supply Chain Management

- SCM302 Quantitative Methods in Production and Logistics
- SCM306 IT Applications in Logistics
- SCM309 Packaging Design and Environmental Aspects
- SCM501 Supply Chain Management
- SCM504 Procurement and Inventory Management
- SCM506 Transportation Techniques and Management



Students must take a minimum load of twelve credit hours (four courses) or a maximum load of eighteen credit hours (six courses) in a semester. In order to obtain the BBA (Honors) degree in four years, they need to complete twelve courses in a year. A full load of six courses can be taken each in Fall and Spring semesters with an option for fewer courses in the latter and making up for the shortfall in the summer session.

Course Structure

<p>Semester One Academic English (W, R) Principles of Microeconomics Principles of Management Introduction to Psychology College Algebra Islamic Studies (R)</p>	<p>Semester Two Introduction to Financial Accounting Principles of Macroeconomics Principles of Marketing Calculus for Business Decisions Pakistan Studies (W) Entrepreneurial Leadership and Motivation (R)</p>
<p>Semester Three Intermediate Financial Accounting Persuasive and Analytical Writing for Business Comm. (E, W) IS Audit and Management (E) History of Ideas (W) Quantitative Business Analysis Social Advocacy and Community Service (E)</p>	<p>Semester Four Business and Professional Speech Introduction to Business Finance (R) Business Ethics Marketing Management (R) Quantitative Skills & Managerial Statistics Organizational Behavior (E)</p>
<p>Semester Five Introduction to ERP Systems Financial Institutions (E) Foreign Language I* Methods in Business Research (E) Human Resource Management (E) Cost and Management Accounting</p>	<p>Semester Six Financial Management Foreign Language II Production & Operations Management Consumer Behavior Corporate and Business Law CRM System and Applications (E)</p>
<p>Semester Seven Sales Management (E) Entrepreneurship and Small Business Management Analysis of Pakistani Industries (R) Elective I Elective II Elective III</p>	<p>Semester Eight Pakistan Economic Policy OR Seminar in Economic Policy (R) Strategic Management (R) Brand Management (R) Elective IV Elective V Capstone Project Internship (2 credit hours)</p>

* Six units of a foreign language course complete the language sequence.



BS (JOINT) HONORS IN ECONOMICS & FINANCE



BS (Joint) Honors in Economics and Finance is a joint program of CBM and CESD, prepares graduates for professional careers in economics and finance in the corporate sector, financial sector and public sector regulatory and planning organizations. It requires completion of 144 credit hours of course work and 2 credit hours of relevant internship of at least six weeks in an approved firm. The program offers 75 credit hours of business and social sciences courses with an intensive coverage of 69 credit hours of Economics and Finance related courses designed to develop well rounded professionals regarded as “go-getters” in industry. There are 25 business and social science courses with 9 Economics core courses and 6 Finance core courses. Students then select 4 economics electives and 4 Finance elective courses to complete degree requirements.

To promote lifelong learning at IoBM, the program emphasizes Experiential Learning (EL) and developing readers and writers. The college’s mission is reflected in courses designated with a suffix R, W or E in the program structure:

- An experiential learning course (E) requires an intensive experiential learning project focusing on a real life problem in a real life setting
- A writing-intensive course (W) has a substantial writing component and requires multiple writing assignments to be submitted at designated times during a semester
- A reading-intensive course (R) has a substantial reading component and requires multiple reading assignments that are evaluated at designated times during a semester

Foundation

COM100 Foundation English**

COM107 Academic English (W,R)

PSC301 Pakistan Studies (W)

REL101 Islamic studies (R)

MTH101 College Algebra

*** This non-credit course will be taken by those students who have not been able to reach the desired level of competence in the admission test.*

Business Core

Accounting

ACC101 Introduction to Financial Accounting

ACC201 Intermediate Financial Accounting

ACC320 Cost & Management Accounting

Communication

COM202 Business & Professional Speech (E)

COM205 Persuasive & Analytical Writing for Bus. Comm.

Economics

ECO101 Principles of Microeconomics

ECO102 Principles of Macroeconomics

ECO208 Development Economics

ECO301 Managerial Economics

ECO303 Financial Economics

ECO304 Introduction to Econometrics

ECO311 General Equilibrium and Welfare Economics

ECO314 Contemporary Issues in Macroeconomics

ECO402 Pakistan Economic Policy

Finance

FIN201 Introduction to Business Finance (R)
FIN202 Financial Management
FIN301 Financial Institutions (E)
FIN503 Corporate Finance
FIN511 Analysis of Financial Statements
FIN613 Financial Modeling

Human Resource Management

HRM301 Human Resource Management (E)

Language

LAN 10* Foreign Language I

LAN 20** Foreign Language II

*1 = Introduction to Arabic *2 = Introduction to French

*4 = Introduction to German *6 = Introduction to Italian

*8 = Introduction to Chinese

**1 = Intermediate Arabic **2 = Intermediate French

**4 = Intermediate German **6 = Intermediate Italian

**8 = Intermediate Chinese

Law

LAW409 Corporate & Business Law

Entrepreneurship

ENT403 Small Business and Entrepreneurship

Management

MAN101 Principles of Management

MAN302 Organizational Behavior (E)

Management Information Systems

MIS303 IS Audit & Management (E)

Marketing

MKT301 Principles of Marketing

MKT302 Marketing Management

MKT404 Methods in Business Research (E)

Mathematics

MTH103 Calculus for Business Decisions

Statistics

STA203 Probability Theory & Statistics

STA301 Model & Inferences

STA302 Methods of Data Analysis

Social Sciences

SSC101 Introduction to Psychology



In this journey of four years, I have made memories for a life time. I have worked hard and earned this dream of a gold medal with constant support from my mentors, family and friends. It was not easy but a journey full of challenges. But, IoBM enabled me to realize my aspirations and achieve them. I take pride in calling myself an IoBM graduate because the institute provides enormous support to students to explore their potential and also motivates them by providing financial assistance.

Abdul Khaliq
Gold Medalist
Convocation 2017



Major Electives

Economics Electives (4 courses)

ECO312 Applied Econometrics
 ECO307 Monetary Theory and Policy
 ECO407 Analysis of Pakistani Industries
 ECO206 Mathematical Economics
 ECO310 History of Economic Thought
 ECO411 Islamic Economics
 ECO207 Game Theory
 ECO410 Issues in Political Economics
 ECO412 Public Economics
 ECO418 Resource and Environmental Economics
 ECO419 Agriculture & Food Security
 ECO415 WTO, Disputes & Settlements

Finance Electives (4 courses)

FIN403 Islamic Banking and Finance
 FIN504 International Finance
 FIN505 Treasury and Fund Management
 FIN506 Investment Banking and Security Analysis
 FIN507 Portfolio Management
 FIN509 Financial Derivatives
 FIN513 Project Appraisal
 FIN514 Asset Liability Management
 FIN520 Financial Risk Management
 FIN530 Commercial & Corporate Banking
 FIN531 Real Estate and Alternative Investments
 FIN533 Info. Technology & Product Innovation in Financial Services
 FIN534 Retail & Consumer Banking
 FIN613 Financial Modeling for Decision Making

Students must take a minimum load of twelve credit hours (four courses) or a maximum load of eighteen credit hours (six courses) in a semester. In order to obtain the BBA (Honors) degree in four years, they need to complete twelve courses in a year. Full load of six courses can be taken each in Fall and Spring semesters with an option for fewer courses in the latter and making up for the shortfall in the summer session.

Course Structure

Semester One Principles of Management Introduction to Psychology Islamic Studies (R) College Algebra Principles of Microeconomics Academic English (W,R)	Semester Two Pakistan Studies (W) Principles of Marketing Introduction to Financial Accounting Calculus for Business Decisions Principles of Macroeconomics Persuasive & Analytical Writing for Business Communication
Semester Three Business & Corporate Law IS Audit & Management (E) Intermediate Financial Accounting Probability Theory & Statistics Development Economics Business & Professional Speech (E)	Semester Four Organizational Behavior (E) Introduction to Business Finance (R) Taxation Model & Inferences Managerial Economics Marketing Management
Semester Five Financial Economics Human Resource Management (E) Methods in Business Research (E) Financial Management Methods of Data Analysis Foreign Language I	Semester Six General Equilibrium and Welfare Economics Foreign Language II Analysis of Financial Statements Small Business and Entrepreneurship Introduction to Econometrics Financial Institutions (E)
Semester Seven Pakistan & Economic Policy Corporate Finance Contemporary Issues in Macroeconomics Financial Modeling Economics Elective I Finance Elective I	Semester Eight Economics Elective II Finance Elective II Economics Elective III Finance Elective III Economics Elective IV Finance Elective IV

BS (JOINT) HONORS IN ACCOUNTING & FINANCE

BS (Joint) Honors in Accounting and Finance prepares graduates for professional careers in finance and accounting in the in the corporate and financial sectors. It requires completion of 144 credit hours of course work and 2 credit hours of audit and finance internship of at least six weeks in an approved firm. The program offers 84 credit hours of business and social sciences courses with an intensive coverage of 60 credit hours of Finance and Accounting related courses designed to develop well rounded professionals who are regarded as go-getters in industry. There are 28 business and social science courses with 5 Accounting core courses and 5 Finance core courses. Students then select 5 economics electives and 5 Finance elective courses to complete degree requirements.



To promote lifelong learning at IoBM, the program emphasizes Experiential Learning (EL) and the developing of readers and writers. The college's mission is reflected in courses designated with a suffix R, W or E in the program structure:

- An experiential learning course (E) requires an intensive experiential learning project focusing on a real life problem in a real life setting
- A writing-intensive course (W) has a substantial writing component and requires multiple writing assignments to be submitted at designated times during a semester
- A reading-intensive course (R) has a substantial reading component and requires multiple reading assignments that are evaluated at designated times during a semester

Foundation

COM100 Foundation English**
COM107 Academic English (W,R)
PSC301 Pakistan Studies (W)
REL101 Islamic studies (R)
MTH101 College Algebra

*** This non-credit course will be taken by those students who have not been able to reach the desired level of competence in the admission test.*

Business Core

Accounting

ACC101 Introduction to Financial Accounting
ACC201 Intermediate Financial Accounting
ACC320 Cost & Management Accounting
ACC503 Taxation
ACC506 Analysis of Financial Statements

Communication

COM202 Business & Professional Speech (E)
COM205 Persuasive & Analytical Writing for Bus. Comm.

Economics

ECO101 Principles of Microeconomics
ECO102 Principles of Macroeconomics
ECO301 Managerial Economics
ECO303 Financial Economics
ECO402 Pakistan Economic Policy

Finance

FIN201 Introduction to Business Finance (R)
FIN202 Financial Management
FIN301 Financial Institutions (E)
FIN503 Corporate Finance
FIN613 Financial Modeling





Human Resource Management

HRM301 Human Resource Management (E)

Language

LAN 10* Foreign Language I

LAN 20** Foreign Language II

*1 = Introduction to Arabic

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Entrepreneurship

ENT403 Small Business and Entrepreneurship

Law

LAW401 Business Law

LAW402 Corporate Law

Management

MAN101 Principles of Management

MAN302 Organizational Behavior (E)

Management Information Systems

MIS303 IS Audit & Management (E)

Marketing

MKT301 Principles of Marketing

MKT302 Marketing Management

MKT404 Methods in Business Research (E)

Mathematics

MTH103 Calculus for Business Decisions

Statistics

STA203 Probability Theory & Statistics

STA301 Model & Inferences

STA302 Methods of Data Analysis

Social Sciences

SSC101 Introduction to Psychology



Major Electives

Accounting Electives (5 courses)

ACC302	Accounting & Financial Information Systems
ACC505	Auditing
ACC405	Internal Auditing and EDP Accounting
ACC501	Advanced Financial Accounting
ACC520	Managerial Analysis and Decision Making
ACC524	Corporate Governance & Reporting
ACC521	International Financial Reporting Standards
ACC522	Strategic Management Accounting & Control
ACC523	Financial Regulatory Requirements for Business
LAW202	Banking Laws in Pakistan
LAW203	Insurance Laws in Pakistan

Finance Electives (5 courses)

FIN403	Islamic Banking and Finance
FIN504	International Finance
FIN505	Treasury and Fund Management
FIN506	Investment Banking and Security Analysis
FIN507	Portfolio Management
FIN509	Financial Derivatives
FIN513	Project Appraisal
FIN514	Asset Liability Management
FIN520	Financial Risk Management
FIN530	Commercial & Corporate Banking
FIN531	Real Estate and Alternative Investments
FIN533	Info. Technology & Product Innovation in Financial Services
FIN534	Retail & Consumer Banking
FIN613	Financial Modeling for Decision Making

Students must take a minimum load of twelve credit hours (four courses) or a maximum load of eighteen credit hours (six courses) in a semester. In order to obtain the BBA (Honors) degree in four years, they need to complete twelve courses in a year. Full load of six courses can be taken each in Fall and Spring semesters with an option for fewer courses in the latter and making up for the shortfall in the summer session.

Course Structure

Semester One Principles of Management Introduction to Psychology Islamic Studies (R) College Algebra Principles of Microeconomics Academic English (W,R)	Semester Two Pakistan Studies (W) Principles of Marketing Introduction to Financial Accounting Calculus for Business Decisions Principles of Macroeconomics Persuasive & Analytical Writing for Business Communication
Semester Three Business Law IS Audit & Management (E) Intermediate Financial Accounting Probability Theory & Statistics Financial Economics Business & Professional Speech (E)	Semester Four Organizational Behavior (E) Introduction to Business Finance (R) Cost & Management Accounting Model & Inferences Managerial Economics Foreign Language I
Semester Five Marketing Management Human Resource Management (E) Analysis of Financial Statements Financial Management Foreign Language II Methods of Data Analysis	Semester Six Financial Institutions (E) Methods in Business Research (E) Financial Modeling Corporate Finance Taxation Corporate Law
Semester Seven Pakistan & Economic Policy Small Business and Entrepreneurship Accounting Elective I Finance Elective I Accounting Elective II Finance Elective II	Semester Eight Accounting Elective III Finance Elective III Accounting Elective IV Finance Elective IV Accounting Elective V Finance Elective V



BS ENTREPRENEURSHIP



The BS Entrepreneurship Program is designed to take the students through various stages of the entrepreneurial and intrapreneurial process, the end-product of which would be a functioning enterprise. The program is designed to develop thought leaders with entrepreneurial spirit that can lead to the creation of new ventures within and outside existing enterprises. After completing the program, students would have designed, launched and managed their entrepreneurial ventures through the stages of ideation, networking, experimentation, execution, breakeven, growth, and investment. Students explore each of these stages through multiple courses using the project based learning approach. Graduates of this program will be job creators and not job-seekers, and would have the experience of coming out of the comfort zone, and to practice creativity, innovation and design with real projects, real entrepreneurs, and in real-life environments.

Distinctive Feature of the Program:

Experiential Learning: Learning by doing via PBL; Project Based Learning and Problem Based Learning. There are eight thematic projects on real life entrepreneurial process. Projects are exploratory and descriptive during the earlier part of the program and prescriptive and implementation oriented during the later semesters.

Course Design: Courses designed around PBL sub-projects with deliverables requiring application, analysis/evaluation and creation levels of Bloom's Taxonomy to complete entrepreneurial process

Pedagogy: Faculty members are project supervisors, facilitators, mentors rather than lecturers.

Field Work: The program consists of extensive research based field work, visits, surveys and experiential projects.

Design of the Program: It requires completion of 144 credit hours of course work in a total of 8 semesters or 4 years.

The program is based on a stage-wise transition of thematic semesters containing courses and projects that facilitate the entire entrepreneurial process. Each semester represents a stepping-stone, having embedded with courses from various business domains that revolve around an underlying project.



Entrepreneurial Ideation Stage - Semester 1:

- Startup Garage I: Business Model and Business Research Method with supportive courses

Entrepreneurial Networking Stage - Semester 2:

- Startup Garage II: Affordable Design Project with supportive courses

Entrepreneurial Experimentation Stage - Semester 3:

- Startup Garage III: Test Phase Project with supportive courses

Entrepreneurial Execution Stage - Semester 4:

- Lean Launchpad I: Launch Phase Project with supportive courses

Entrepreneurial Breakeven Stage - Semester 5:

- Lean Launchpad II: Mitigation Phase Project with supportive courses

Entrepreneurial Growth Stage - Semester 6:

- Lean Launchpad III: Expansion Phase Project with supportive courses

Entrepreneurial Investment Stage - Semester 7:

- Capstone I: Pitch and Win Investors Project with supportive courses

Global Entrepreneurship Stage - Semester 8:

- Capstone II: International Business Idea Competition Project with supportive courses

Entrepreneurial Ideation Stage:

- ENI101 Idea Generation and Opportunity Recognition
- STA201 Quantitative Business Analysis
- ENI103 Systems, disruptive and Exponential Thinking
- ENI104 Islamic Conception of Business & Entrepreneurship
- ENI105 Human-Centered Design Thinking
- ENI106 Startup Garage I: Business Model and Business Research Methods

Entrepreneurial Networking Stage:

- ENN201 Marketing Tactics and Guerrilla Strategies in Business
- COM206 Business Communication: Survey of Investors
- ENN203 Psychology and Behavior of Entrepreneurship
- ENN204 History and Survey of Pakistani Business and Entrepreneurship
- ENN205 Design Methods in Industry
- ENN206 Startup Garage II: Affordable Design

Entrepreneurial Experimentation Stage:

- ENX301 Idea Prototyping and Market Alignment
- ENX302 Lean Accounting and Finance
- ENX303 Effectuation Method
- ENX409 Business Economics
- ENX305 Design Strategy
- ENX306 Startup Garage III: Test





Entrepreneurial Execution Stage:

- ENE402 Lean and Agile Marketing
- ACC301 Cost Accounting
- HRM401 Human Resource Management
- ENE404 Gig Economy and Strategy
- ENE405 Digital Development and Business
- ENE406 Lean LaunchPad I: Launch

Entrepreneurial Breakeven Stage:

- ENB501 Thought Leadership and Customer Acquisition
- FIN202 Financial Management
- ENB503 Team Building and People Operations
- ENB504 Sustainable Family Business
- ENB505 Process Optimization
- ENB506 Lean LaunchPad II: Mitigation

Entrepreneurial Growth Stage:

- ENG601 Growth Hacking Strategies
- ENG602 Legal Business Structure
- ENT3083 Supply Chain Management
- ENG604 Family Business Growth Strategies
- ENG605 Lean Analytics
- ENG606 Lean LaunchPad III: Expansion



Entrepreneurial Funding and Investment Stage:

- ENF701 Attracting Investors: Marketing Approach
- ENF702 Angel and Venture Capital: Growth Partnerships
- HRM504 Negotiation Skills
- ENF704 Crowd Funding
- ENF705 Technology Investment
- ENF706 Capstone I: Pitch and Win Investors

Global Entrepreneurship Stage:

- ENO801 Advanced Competitive Strategy
- ENO802 International Valuation and International Auditing standards
- ENO803 Innovation Acceleration and Co-Creation
- ENO805 Exponential Organizations
- ENO806 Capstone II: International Business Idea competition



Language

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Course Structure

<p>Entrepreneurial Ideation Stage - Semester 1:</p> <p>Startup Garage I: Business Model & Business Research Methods Idea Generation and Opportunity Recognition Quantitative Business Analysis Systems, Disruptive and Exponential Thinking Islamic Conception of Business and Entrepreneurship Human-Centered Design Thinking</p>	<p>Entrepreneurial Networking Stage - Semester 2:</p> <p>Startup Garage II: Affordable Design Marketing Tactics and Guerrilla Strategies in Business Business Communication: Survey of Investors Psychology and Behavior of Entrepreneurs History and Survey of Entrepreneurship Design Methods in Industry</p>
<p>Entrepreneurial Experimentation Stage - Semester 3:</p> <p>Startup Garage III: Test Idea Prototyping and Market Alignment Lean Accounting and Finance Effectuation Method Business Economics Design Strategy</p>	<p>Entrepreneurial Execution Stage - Semester 4:</p> <p>Lean LaunchPad I: Launch Lean and Agile Marketing Cost Accounting Human Resource Management Gig Economy and Strategy Digital Development and Business</p>
<p>Entrepreneurial Breakeven Stage - Semester 5:</p> <p>Lean LaunchPad II: Mitigation Thought Leadership and Customer Acquisition Financial Management Team Building and People Operations Sustainable Family Business Process Optimization</p>	<p>Entrepreneurial Growth Stage - Semester 6:</p> <p>Lean LaunchPad III: Expansion Growth Hacking Strategies Legal Business Structure Production and Operations Management Family Business Growth Strategies Lean Analytics</p>
<p>Entrepreneurial Investment Stage - Semester 7:</p> <p>Capstone I: Pitch and Win Investors Attracting Investors: Marketing Approach Angel and Venture Capital: Growth Partnerships Foreign Language II Crowd Funding Technology Investment</p>	<p>Global Entrepreneurship Stage - Semester 8:</p> <p>Capstone II: International Business Idea competition Advanced Competitive Strategy International Valuation: International Auditing standards Innovation Acceleration and Co-Creation Foreign Language Exponential Organizations</p>

BS SOCIAL ENTREPRENEURSHIP AND SOCIAL LEADERSHIP



Objective:

To develop social leaders and social entrepreneurs who are able to create sustainable and impactful solutions to local and global problems.

Motivation:

Focus of existing graduates is often to serve the corporate sector preferably multinational corporations, and the measure of their career success typically does not include developing solutions to societal problems. This program provides a curriculum and methodology that will connect the graduates to the realities of the problems confronting a developing nation like Pakistan. The graduates so produced will be mentally prepared to confront the problems relevant to the local environment, and create sustainable solutions. Unlike other graduates who want to run away from the problems in Pakistan, these graduates would consider these as important challenges to overcome before scaling their solutions to international levels.

Program:

BS Social Entrepreneurship and Social Leadership, a joint program of CBM and CESD, inspires and equips graduates to demonstrate leadership through creation of sustainable social advocacy enterprises focused on solving real life problems. This is an innovative and fully experiential learning program focusing on PBL; Project Based Learning and Problem Based Learning. It provides an interdisciplinary understanding of real life problems from humanities and liberal arts perspectives, and additionally enables students to envision and create enterprise solutions through managerial and leadership skills imparted in the program. The projects involve field work to explore real life social enterprises advocating solutions in areas such as education, health, violence, poverty, women empowerment and environment. These projects integrate course work of leadership and enterprise management studies with perspectives from several inter-linked subject areas such as philosophy, psychology, history, sociology, economy, power, culture, religion, ethics, arts, literature and aesthetics. This integration enables students to design sustainable solutions to local challenges that reflect their internal desires to benefit themselves and the community and that can give them confidence to take on the global challenges.

The Bachelor Program requires completion of 144 credit hours of course work in a total of 8 semesters or 4 years. Students must complete an internship and comprehensive exam as part of their degree requirements.

Distinctive Feature of the Program:

Experiential Learning: Learning by doing via PBL; Project Based Learning and Problem Based Learning: Eight thematic projects on real life problems. Projects are exploratory and descriptive during the earlier part of the program and are prescriptive and implementation oriented during the later semesters. These projects include fieldwork and internships as a mandatory part of the semester work as described below.

Focus on Social Problems:

During each semester, students work on a major experiential learning project dealing with a real life problem. Each thematic project consists of multiple sub-projects corresponding to the six threads linking the courses across the semesters:

- Semester-1 & 2: Foundational Projects
- Semester-3: Projects related to social enterprises in education
- Semester-4: Projects related to social enterprises in health
- Semester-5: Projects related to social enterprises dealing with poverty issues
- Semester-6: Projects related to social enterprises in environment sector
- Semester-7: Projects related to Violence and Business Incubation
- Semester-8: Projects related to Violence and Business Incubation

Course design:

Courses designed around PBL sub-projects with deliverables requiring application, analysis/evaluation and creation levels of Bloom's taxonomy.

Integrated Curriculum:

Courses in each thread integrate perspectives from multiple subject areas. Every semester has a course from each one of the following threads:

Thread-1: Social Enterprise Design (SED) from philosophical and psychological perspectives

Thread-2: Social Enterprise Challenges (SEC): Social advocacy challenges from socio-economic, political, governmental and other power structures across civilizations and history

Thread-3: Social Change Management (CMS) from ethical, cultural and religious perspectives

Thread-4: Social Advocacy Communication (SAC) through aesthetics, artistic and literary expression

Thread-5 Social Enterprise Management (SEM) thread covers management, HR, finance, marketing negotiations, and strategies.

Thread-6: Social Leadership thread covers from personal mastery to the development of change and ethical leadership

Portfolio based assessment:

Self Assessment, Peer Assessment, Teacher Assessment and External Assessment of the assignments and projects executed by students.

Pedagogy:

Faculty members are project supervisors, facilitators and mentors rather than lecturers.

Internship/Field Work:

The program consists of extensive field work, visits, surveys, interviews, and internships with social work organizations as an integral and mandatory part of the semester work. During the initial semesters this internship/field work spans 2 days per semester that will increase to 3 days per week. During the last year, the fieldwork/internship may constitute 4 days per week. Social Entrepreneurship Center facilitates the organization and enablement of these internship placements. In addition, the student would also do a full-time internship of 6-8 weeks during the final year.

Required Courses

Social Enterprise Design: Philosophical and Psychological Foundations

- SED101 Research Methodology for Social Projects
- SED102 Philosophy of Education and its Psychological Roots
- SED201 Philosophy and Psychology of Human Nature and Wellbeing
- SED202 Philosophy of Development and Psychology of Poverty
- SED301 Anthropocentricity and Environment
- SED302 Violence, Will and Human Psyche
- SED401 Principles of Management and Organizational Dynamics

Social Enterprise Challenges: Socio-Economic, Political and Power Structures in History

- SEC101 Quantitative Analysis for Social Data
- SEC102 Social, Political and Economic Dynamics of Education in History
- SEC201 Historical Foundations of Health Care Institutions
- SEC202 Socioeconomic, Political Institutions and History of Development
- SEC301 Socioeconomic Transformation and Threat to Environment
- SEC302 History and Kinds of Violence and their respective social impact
- SEC401 Fundamental Economics

Social Advocacy Communication; Aesthetics, Arts and Literature - Studio Based Workshops

- SAC101 Visual Storytelling: Photography and Documentary in Advocacy
- SAC102 Computer Arts and Graphics Designing for Advocacy
- SAC201 Recitations/Readings Related to Health and Well Being
- SAC202 Poverty/Development: Advocacy through Performing Arts
- SAC301 Literary Writings and Expression as Antidote to Violence
- SAC302 Street Art/Art Activism as Antidote to Violence
- SAC401 Entrepreneurial Marketing



Social Change Management; Ethical, Cultural & Religious Context

- CMS101 History of Social Advocacy: Pakistan and Subcontinent
- CMS102 Creativity, Novelty and Beauty via Education
- CMS201 Health Issues Across Cultures and Ideologies/Language-1
- CMS202 Poverty and Women Empowerment/Language-2
- CMS301 Artificial vs Natural/Self Sustainable Design
- CMS302 Law and Ethics of Social Enterprise
- CMS401 Fundamentals of Business Communication

Social Entrepreneurship; Study of Social Enterprises and Management

- SEM101 Results Based Project Management
- SEM201 Study of Social Enterprises in Health Care: Operations and Processes
- SEM202 Principles of Accounting
- SEM301 Domestication of Agriculture and self-sustainable living
- SEM302 Conflict Management and Negotiation Skills
- SEM401 Financial Management
- SEM402 Sustainability

Social Entrepreneurship; Challenge of Leadership

- SEM102 Social Enterprise in Education: HRM
- SEM103 Ethical Leadership: Islamic Perspective
- SEM104 Leadership
- SEM203 Role Models in Healthcare
- SEM204 Leadership in Social Transformation
- SEM303 Leadership in Environmental Project
- SEM304 Leadership in Violent Areas

Course Structure:

Semester One: Foundational Projects Research Methodology for Social Projects Quantitative Analysis for Social Data Entrepreneurial Marketing History of Social Advocacy: Pakistan and Subcontinent Principles of Accounting Ethical Leadership: Islamic Perspective	Semester Two: Foundational Projects Principles of Management and Organizational Dynamics Fundamental Economics Visual storytelling: Photography and Documentary in Advocacy Fundamentals of Business Communication Financial Management Leadership
Semester Three: Projects on Education Philosophy of Education and its Psychological Roots Social, Political & Economic Dynamics of Education in History Computer Arts and Graphics Designing Creativity, Novelty and Beauty Via Education Results Based Project Management Social Enterprise in Education: HRM	Semester Four: Projects on Health Issues Philosophy and Psychology of Human Nature and Wellbeing Historical Foundations of Health Care Institutions Recitations/Readings Related to Health and Well Being Health Issues Across Cultures and Ideologies/Language I Study of Social Enterp. in Health Care: Operations & Processes Role models in Health Care
Semester Five: Projects on Poverty / Development Issues Philosophy of Development and Psychology of Poverty Socioeconomic, Political Institutions & History of Development Poverty/Development Advocacy through Performing Arts Poverty and Women Empowerment/Language-II Sustainability Leadership in Social Transformation	Semester Six: Projects on Environment Issue Anthropocentricity and Environment and Social Initiatives Socioeconomic Transformation and Threat to Environment Literary Writing and Expression of Environmental Impact Artificial vs Natural/Self Sustainable Design Domestication of Agriculture and self-sustainable living Leadership in Environmental Projects



Semester Seven: Projects on Violence and Social enterprise Incubation

Violence, Will and Human Psyche
 History and Kinds of Violence and their respective social impact
 Street Art/Art Activism as Antidote to Violence
 Business Incubation
 Business Incubation
 Business Incubation

Semester Eight: Projects on Violence and Social enterprise Incubation

Law and Ethics of Social Enterprise
 Conflict Management and Negotiation Skills
 Leadership in Violent Areas
 Business Incubation
 Business Incubation
 Business Incubation

Services for Designing Successful Careers of Graduates:

Entrepreneurship Center offers several services to enable the graduates of BS Social Entrepreneurship and Social Leadership to design a successful career in the social sector, public sector and CSR initiatives of the corporate sector and include:

Linkages with Industry Organizations: PBL design of the curriculum ensures that students start connecting with the social sector organizations and social leaders from the first semester. Connection is through projects requiring field work, observation, interviews, case studies and internships and would help them identify a cause for which they are passionate. Students will be connected to public and social sector organizations working in the areas of education, health, poverty alleviation, peace, environment, globalization etc.

Projects in Collaboration with Social Networks: Student projects are designed in collaboration with the wide network of industry contacts of IoBM and the advisory committee members of this program belonging to organizations such as Aman Foundation, OPEN, Acumen Fund, TCF, Indus Hospital, SEF etc.

Social Enterprise Start-up Incubation: 18 credit hours of incubation spread over 7th and 8th semester, requiring establishment of a functioning social enterprise. Students will be linked to leading Social Entrepreneurs who will assist them in developing their idea, train them on how to launch a business which will also fulfill social needs. Constant support will be provided for a few months after the launch. Entrepreneurship Center will facilitate this field work.

Career in Public Service, Social Sector and Corporate Sector: In addition to the Internship and Placement department of IoBM, the entrepreneurship centre guides the students in preparing for the CSS exams and for placement in social sector, public sector and CSR initiatives of the corporate sector organizations to enable the graduates to pursue their strategic visions.

Establishing Collaborations of Student Start-ups: Entrepreneurship Center provides guidance and enabling of the startup of the student enterprises through strategic collaborations with existing social organizations.



BS INDUSTRIAL MANAGEMENT



The Bachelor of Science (BS) in Industrial Management offered by IoBM is a professional management degree program. After completion of this program, our graduates will contribute to the growth of industry through various skills such as management, computer applications, supply chain management, project management, industrial health and safety, etc. Also, special emphasis is given on developing entrepreneurial skills of students. Another outstanding feature of this program is the provision of hands-on training facilities in industrial units on a continuous basis, which blends theory with practical experience. Each final year student is required to undergo 2 credit hours of internship of 6 weeks with a reputable industrial organization. This collaboration increases job opportunities and accessibility to managerial positions and also enhances students' professional competence and grooms them for acquiring managerial-track employment. Above all, the program serves to establish a strong linkage between academia and industry.

Students can also proceed further for postgraduate work in Industrial Management at leading international schools.

Required Courses

Industrial

- INM101 Production Processes
- INM102 Industrial Safety & Health
- INM201 Methods Analysis and Time Study
- INM202 Energy Management
- INM203 Introduction to Production & Operation Management
- INM204 Ergonomics
- INM301 Introduction to Facility Planning & Layout
- INM302 Lean Six Sigma and Production
- INM303 Introduction to Planning and Scheduling
- INM304 Introduction to Project Management
- INM305 Inventory Management
- INM401 Introduction to Supply Chain management
- INM402 Introduction to Quality Management
- INM403 Business Process Methodology

Accounting

- ACC101 Introduction to Financial Accounting
- ACC201 Intermediate Financial Accounting
- ACC302 Cost Management Accounting

Communication

- COM107 Academic English
- COM202 Business and Professional Speech
- COM205 Persuasive & Analytical Writing for Business Communication

Economics

- ECO301 Managerial Economics

Finance and Banking

- FIN201 Introduction to Business Finance
- FIN202 Financial Management

Human Resource Management

- HRM301 Human Resource Management

Language

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Entrepreneurship

- ENT403 Small Business and Entrepreneurship

Management Information Systems

- MIS104 Computer Programing & Graphics

Management

- MAN101 Principles of Management
- MAN302 Organizational Behavior

Marketing

- MKT301 Principles of Marketing
- MKT302 Marketing Management

Mathematics

- MTH101 College Algebra
- MTH103 Calculus for Business decisions

Political Studies

- PSC301 Pakistan Studies



Psychology

PSY300 Introduction to Psychology

Religious Studies

REL101 Islamic Studies

Statistics

STA204 Industrial Applications of Statistics

Social Sciences

SSC202 Environmental Studies

Supply Chain Management

SCM400 Introduction to ERP Systems

Elective Courses

Industrial Management

INM404 Introduction to Enterprise Life Cycle Management

INM405 Technology Management

INM406 Operation Research

INM407 Enterprise Risk Management

INM408 Procurement Management

INM409 Production Planning & Control

INM412 Integrated Manufacturing Systems

INM413 Manufacturing Processes

Economics

ECO402 Pakistan Economic Policy

LAW

LAW409 Corporate and Business Law

Marketing

MKT404 Methods in Business Research

Course Structure

Semester One Academic English Principles of Management Production Processes Pakistan Studies College Algebra Islamic Studies	Semester Two Introduction to Financial Accounting Managerial Economics Principles of Marketing Calculus for Business Decisions Industrial Safety & Health Introduction to Psychology
Semester Three Organizational Behavior Business and Professional Speech Industrial Applications of Statistics Intermediate Financial Accounting Methods Analysis and Time Study Computer Programming & Graphics	Semester Four Persuasive & Analytical Writing for Business Communication Introduction to Business Finance (R) Marketing Management Energy Management Introduction to Production & Operation Management Ergonomics
Semester Five Foreign Language I Cost Management Accounting Human Resource Management Environmental Studies Introduction to ERP Systems Introduction to Facility Planning and Layout	Semester Six Foreign Language II Financial Management Introduction to Planning and Scheduling Introduction to Project Management Inventory Management Lean Six Sigma and Production
Semester Seven Small Business and Entrepreneurship Introduction to SCM Project I Elective I Elective II	Semester Eight Introduction to Quality Management Business Process Methodology Project II Elective III Elective IV <i>Internship (2 credit hours)</i>



BS LOGISTICS AND SUPPLY CHAIN MANAGEMENT



The Bachelor of Logistics and Supply Chain Management is a professional and comprehensive management degree that provides conceptual knowledge and in-depth exposure to functional areas in business management including accounting and finance, marketing, management, and MIS along with special emphasis on Supply Chain Management and all modules such as Logistics, warehousing and Risk management. In a 4-year Bachelor of BS in Supply Chain Management program, students explore the business aspects of the transportation, distribution and warehousing activities of various corporations. The program employs the latest approaches in experiential learning to develop skills for interpersonal communication, team work, foreign languages and managing diversity.

BS is a four-year program. It requires completion of 144 credit hours of course work and 2 credit hours of internship in a firm approved by the Institute. A student is required to complete 48 courses of 3 credit hours each in order to meet degree requirements. Six credit hours are structured into the program for a foreign language course. Students must maintain a CGPA of 2.5 for conferment of the degree.

Students must take a minimum load of twelve credit hours (four courses) or a maximum load of eighteen credit hours (six courses) in a semester. In order to obtain the BS degree in four years, they need to complete twelve courses in a year. Full load of six courses can be taken each in Fall and Spring semesters with an option for fewer courses in the latter and making up for the shortfall in the summer session.

Required Courses:

Accounting

ACC201 Intermediate Financial Accounting

Communication

COM107 Academic English
COM202 Business and Professional Speech
COM205 Persuasive & Analytical Writing for Bus. Comm.

Economics

ECO104 Micro and Macroeconomics
ECO402 Pakistan Economic Policy
ECO405 Seminar in Economics Policy

Finance

FIN201 Introduction to Business Finance

Entrepreneurship

ENT403 Small Business and Entrepreneurship

Management

MAN101 Principles of Management
MAN302 Organizational Behavior
MAN406 Production and Operations Management

Language

LAN 10* Foreign Language I

LAN 20** Foreign Language II

*1 = Introduction to Arabic *2 = Introduction to French
*4 = Introduction to German *6 = Introduction to Italian
*8 = Introduction to Chinese

**1 = Intermediate Arabic **2 = Intermediate French

**4 = Intermediate German **6 = Intermediate Italian

**8 = Intermediate Chinese

Marketing

MKT301 Principles of Marketing
MKT404 Methods in Business Research

Mathematics

MTH101 College Algebra
MTH103 Calculus for Business Decisions

Political Sciences

PSC301 Pakistan Studies

Religious Studies

REL101 Islamic Studies

Human Resource Management

HRM301 Human Resource Management

Statistics

STA201 Quantitative Business Analysis

STA202 Quantitative Skills and Managerial Statistics

Management Information Systems

MIS405 Computer Applications - E-Business

Social Science

SSC202 Environmental Studies

SSC401 Business Ethics

Law

LAW409 Corporate and Business Law

Logistics and Supply Chain Management

SCM101 Essentials of Supply Chain Management

SCM102 Logistics and Operations Management

SCM201 Shipping, Ocean Freight and Port Operations

SCM202 Supply Chain Finance

SCM303 Logistical Projects in ERP

SCM304 Food Security and Sustainability

SCM305 Lean Six Sigma and Lean Manufacturing

SCM306 Innovation Management in Supply Chain & Logistics

SCM307 Globalization and Outsourcing Strategies

SCM308 Mobile Commerce and Mobile Logistics

SCM311 Import Export Management

SCM400 Introduction to ERP Systems

SCM401 Storage and Warehouse Techniques

SCM402 Transportation Techniques and Management

SCM403 Procurement and Inventory Management

Elective Courses:

SCM404 Supply Chain Project Management

SCM514 Business Process Mgmt. in Supply Chain & Logistics

SCM516 Life Cycle Enterprise Asset Management

SCM518 Packaging Design-Environmental Aspects

SCM520 Contract Management

SCM522 Negotiation strategies in Supply chain Management

EEM410 Environmental Impact Assessment

SCM513 Quantitative Methods in Production in Logistics

SCM515 IT applications in Logistics and SCM

SCM517 Demand Management

SCM519 e-business Strategies in SCM

SCM521 Sustainability & Env. Aspects in Managing Supply

EEM403 Energy Sources and Management Chains

Course Structure

Semester One Academic English Principles of Management Essentials of Supply Chain Management Pakistan Studies College Algebra Islamic Studies	Semester Two Intermediate Financial Accounting Environmental Studies Micro and Macroeconomics Principles of Marketing Calculus for Business Decisions Logistics and operations management	Semester Three Foreign Language I Import-Export Management Persuasive & Analytical Writing for Bus. Com. Introduction to ERP systems Quantitative Business Analysis Shipping, Ocean Freight & Port Operations
Semester Four Business and Professional Speech Introduction to Business Finance Business Ethics Supply Chain Finance Quantitative Skills & Managerial Statistics Organizational Behavior	Semester Five Logistical projects in ERP Food Security and Sustainability Methods in Business Research Human Resource Management Mobile Commerce and Mobile Logistics Computer Applications-E-Business	Semester Six Lean Six Sigma & Lean Manufacturing Foreign Language II Innovation Mgmt. in Supply Chain & Logistics Corporate and Business Law Globalization and Outsourcing Strategies Pakistan Economic Policy
Semester Seven Storage and Warehouse techniques Small Business and Entrepreneurship Procurement and Inventory Management Elective I Elective II Elective III	Semester Eight Seminar in Economic Policy Production and Operations Management Transportation Techniques & Mgmt. Elective IV Elective V Elective VI <i>Internship (2 credit hours)</i>	



MBA PROGRAM



MBA program is designed to produce transformational, ethical and change leadership for businesses and industry through an integrated curriculum and experiential learning and prepares graduates for business challenges emerging from globalization, connectivity and technology driven innovations. The program is designed to produce a skilled pool of business leaders possessing multidisciplinary expertise.

A distinguishing feature of the program is the academic ecosystem of experiential learning which immerses the student in a cycle of “learning by doing” through reflection. Case studies and project work are among the pedagogies used for delivery of the curriculum content. A significant value adding feature is the 6 credit hours of a Graduate Capstone Project divided into two 3 credit hour components. Students undertake, individually or in small groups, a real life project with a company that addresses a real life issue which, through the application of multidisciplinary knowledge and skills acquired during MBA studies, helps in more profitable and competitive decision making and implementation in the organization. This project is jointly supervised and evaluated by a faculty member with aligned skills and interest and an industry mentor and is evaluated in an open exhibition by executives and faculty. A Capstone Project report has to be converted into a publishable case study as a part of the degree requirement.

Structure of MBA program

CBM’s MBA program is a 72 credit-hour program that most students can complete in two years. It is designed for students with a minimum of 16 years of education with degrees in a wide range of disciplines such as business, commerce, engineering, law, science, medicine, the arts and pharmacy. CBM MBA programs share a unified structure consisting of a foundation stage followed by the specialization stage. The Foundation Stage of the MBA program fulfills the minimum eligibility requirements of HEC to switch from a non-business major at the bachelor stage to a master level program in business as per PQF, Pakistan Qualification Framework. It consists of 30 credit hours.

The foundation stage consists of 30 credit hours of coursework from areas such as Communications, Economics, Quantitative Analysis, Behavior/ Psychology, Accounting, Finance, Law/Ethics, Management, HRM, Marketing, and Research.

The specialization stage consists of 42 credit hours of coursework covering strategic and operational areas of functional and domain-based specializations. The courses are in areas related to Marketing Strategy, Strategic Finance, Strategic Management, Leadership, Technology/Operations, Entrepreneurship, Organizational Processes, Analytics for Decision Making, etc. Students select two real life Capstone Projects in their area of specialization during their final year. MBA students must select at the time of admission from one of the following shifts for their entire program; morning week-days, evening week-days and week-ends. Functional area specializations are available in all three shifts. Domain based specializations are only available during weekends.

Foundation Stage

The foundation stage covers areas such as accounting, finance, marketing, economics and management in addition to other preparatory course work necessary for applicants coming from background unrelated to business studies. The foundation stage prepares the students for the higher level MBA courses. The program is divided into a foundation stage of 30 credit hours followed by the 42-credit hours of rigorous MBA level courses and the capstone project dealing with strategy and business transformation.

Students joining CBM for the first time are expected to have qualified the MBA Boot Camp (Details on Page No. 74).

Foundation Courses

Accounting

ACC419 Financial Accounting

Economics

ECO409 Business Economics²

Statistics

STA411 Quantitative Analysis for Decision Making³

Law

LAW409 Corporate and Business Law⁴

Marketing

MKT402 Marketing Management

MKT404 Methods in Business Research⁵

Communication

COM402 Business Communication¹

Finance

FIN408 Theory and Practice of Financial Management

Human Resource Management

HRM410 Managing Human Capital

Management

MAN418 Management and Organizational Dynamics

1. *Digital Business Communication (MMM) / Academic Writing, Seminar Skills (EdM)*
2. *Economics of Energy and Environment (EEM) / Business and Health Economics (MHM) / Micro and Macroeconomics / (FRM)*
3. *Statistics and Mathematics (EdM) / Model and Inferences, (FRM)*
4. *Health Ethic, Law and Jurisprudence (MHM) / Environmental Rules, Laws and Regulations (EEM) / Business Law (IM) / Educational Philosophy and Ethics (EdM) / Business and Insurance Law / (FRM)*
5. *Research and Survey Methodology (EEM) / (MHM), Research Methods I & II (EdM)*

Specializations Overview

CBM MBA Program offers students several options for specialization spread over 42 credit hours. MBA students who have completed their Bachelor program from IoBM are exempted from the 30 credit hours of the Foundation Stage of the standardized 72 credit hours MBA Program. Applicants with 4 year bachelor degree from IoBM in a non-business discipline can claim up to 6 course exemption from the foundation stage for the equivalent courses completed in the bachelor program. Depending upon the specialization, students complete a minimum of 15 credit hours of strategy level courses, 12 credit hours of operational levels courses focusing on innovation, creativity and efficiency. They also conduct two final year capstone projects focused on real life issues of the industry.

Specializations include (i) functional area specializations and (ii) domain-based specializations:

1. Functional-area specializations include majors in Marketing, Finance, Human Resource Management. It also includes majors in Logistics and Supply Chain Management, and Development Studies. Functional area specializations offer the flexibility to the MBA students to choose from at least one major before the final year. Students considering functional-area specializations must select at the time of admission from one of the following shifts for their entire program; morning week-days, evening week-days and week-ends.
2. Domain-based specializations include aggressive tracks in the following domains. Students are expected to opt for them at the time of admission. Students selecting any of these specializations have to complete their entire MBA program during the weekends.
 - Specialization in Health and Hospital Management (Page No. 61)
 - Specialization in Media Management and Marketing (Page No. 63)
 - Specialization in Finance and Risk Management (Page No. 65)
 - Specialization in Environment and Energy Management (Page No. 67)
 - Specialization in Logistics and Supply Chain Management (Page No. 69)
 - Specialization in Industrial Management (Page No. 71)
 - Specialization in Entrepreneurship and SME Banking and Financing (Page No. 73)
 - Specialization in Educational Management (Page No. 121)



FUNCTIONAL AREA SPECIALIZATIONS



Students selecting a functional area specialization major given below are expected to have completed the 30 credit hours of foundation stage (page No. 57) of the MBA program. The specialization stage consists of 42 credit hours of course work covering strategic and operational areas. They specialize in one of the following functional areas to complete their degree requirements:

- **Marketing:** Aims to empower students to use critical thinking, experiential and active learning to become leaders in a challenging and demanding environment.
- **Management:** Aims to instill in each student a desire to learn, accept challenges, and develop an enquiring mind essential for making a difference in the dynamic global business scenario; in fact in all facets of their lives and communities they become part of.
- **Finance:** Offers courses in finance, incorporating the latest concepts and theories in the related fields and their practical applications to the business world. The program aims to develop fully equipped professionals to face challenges of the industry. Students may also elect courses from Islamic Banking and Finance Major.
- **Human Resource Management:** The Human Resource Management concentration will provide you with a comprehensive overview of the strategic HR management techniques that will help you take on senior management responsibility in the field. The program covers the whole spectrum of HR-related issues, from workforce leadership and performance evaluation to organizational behavior and change management.
- **Logistics and Supply Chain Management:** The program aims to develop supply chain professionals and innovative leaders with research capabilities & entrepreneurial skills who can improve the world and advance management practices.
- **Development Studies:** Development Studies is a vibrant field concerned with processes of change such as social and economic, political and cultural and the major policy challenges that present the efforts to overcome poverty and insecurity. The program provides a stable interdisciplinary social science formation and develops students' capacities for independent and critical inquiry.
- **Islamic Banking and Finance:** Covers the operations and role of Islamic and Financial banking institutions in an economy. The different types of financial institutions, local as well as multilateral, and their distinct functions are reviewed. The program also covers the concepts of Islamic banking and similarities and conflicts between Islamic and conventional banking. Students may also elect courses from Islamic Banking and Finance Major.

During the specialization stage, students take 12 credit hours of strategy courses, 9 credit hours of operational level courses, and 12 credit hours of elective courses. In addition students select two real life Capstone Projects (6 credit hours) in their area of specialization during their final year.

The functional area specialization track is available in three mutually exclusive shifts: weekends, weekday mornings, or weekday evenings. The candidate must select a shift at the time of filing the application. Students are expected to complete all the courses of their program in their designated shift.

Required Courses

Accounting

ACC419 Financial Accounting

Communication

COM107+Academic English

COM402 Business Communication

+Less Proficient Students

Economics

ECO409 Business Economics

Entrepreneurship

ENT403 Small Business and Entrepreneurship

Finance

FIN408 Theory and Practice of Financial Management

FIN601 Strategic Financial Analysis and Design*

Human Resource Management

HRM410 Managing Human Capital

HRM606 Leadership, Ethics and Change*

Law

LAW409 Corporate and Business Law

Management

MAN418 Management and Organizational Dynamics

MAN606 Business Analytics for Decision Making*

MAN608 Technology, Operations and Innovation*

MAN612 Strategic Management*

Marketing

MKT402 Marketing Management

MKT404 Methods in Business Research

MKT509 Consumer Behavior

MKT610 Marketing Strategies and Value Innovation*

Statistics and Mathematics

STA411 Quantitative Analysis for Decision Making

4 Elective to be chosen from the Elective Courses

Capstone Project

BPR601 Capstone Project I*

BPR602 Capstone Project II*

* Indicates MBA level courses

Specialized Elective Courses

Students may choose 4 elective courses from the following specializations. They can also select from BBA (Hons) electives (maximum two courses) of 500 level or above:



"I completed both, my Bachelor's and Master's degree from IoBM in Marketing and trust me, the ride here has been the best one ever!"

The environment, courses and lectures which I attended at IoBM were not only intellectually stimulating but also aided me in tackling real-life corporate problems in my reports and internships. Being a business student, the class-apart learning environment helped me to unleash my skills in this entrepreneurial-forward society due to which I have grown professionally. The facility of IoBM is well equipped with first class resources and faculty members who hustle hard to enrich our minds with the best of knowledge and skills. In short, the last five years at IoBM have been life changing for me and I look forward to contributing my knowledge to the society."

*Mushkbar Arshad
Gold Medalist
Convocation 2017*



Elective Courses

Majors

Majors in Accounting

- ACC302 Accounting and Financial Information Systems
- ACC505 Auditing
- ACC506 Analysis of Financial Statements
- ACC520 Managerial Analysis and Decision Making
- ACC521 International Finance Reporting Standards
- ACC522 Strategic Management Accounting
- ACC523 Financial Regulatory Requirements for Business
- ACC524 Corporate Governance and Reporting

Majors in Marketing

- MKT501 Strategic Marketing and Planning
- MKT602 Marketing Analytics
- MKT605 Pricing Models and Strategies
- MKT611 Integrated Marketing Communications
- MKT613 Marketing of Financial Services
- MKT615 Brand Management
- MKT618 Advertising Management and Strategy
- MKT621 Marketing Strategies for Emerging Economies
- MKT622 Marketing Strategies for Bottom of the Pyramid (BOP)
- MKT623 Pharmaceutical Marketing & Quality Assurance
- MKT625 Business to Business Marketing
- MKT626 Marketing for Social Impact
- MKT627 Future Marketing Technologies
- MKT628 Competitive Strategies
- MKT629 B2B Sales by Simulation/Gamification

Majors in Finance and Banking

- FIN602 Behavioral Finance
- FIN603 Entrepreneurial Finance
- FIN608 Project Appraisal
- FIN610 Debt and Equity Markets
- FIN612 SME and Micro-Financing
- FIN613 Financial Modeling for Investment Decisions
- FIN630 Options, Swaps and Futures
- FIN631 Applied Corporate Finance
- FIN632 Fixed Income Securities
- FIN633 Mergers, Acquisitions and Restructuring
- FIN634 Enterprise Risk Management
- FIN635 Risk Management with Derivatives

Majors in Human Resource Management

- HRM607 Recruitment and Selection
- HRM608 Industrial Relations and Labor Laws
- HRM609 Employee Training and Development
- HRM610 Negotiation Skills
- HRM611 Organizational Change and Development
- HRM612 Strategic Human Resource Management
- HRM615 Leadership Studies
- HRM614 Salary and Compensation
- HRM616 Performance Appraisal and Management
- HRM617 HR Analytics

Majors in Management

- MAN610 Environmental Issues and Management
- MAN611 Project Management
- MAN613 Corporate Governance
- MAN614 Comparative Management
- MAN615 Corporate Social Responsibility

Majors in Logistics and Supply Chain Management

- SCM601 Quantitative Methods in Production and Logistics
- SCM602 Business Process Mgmt. in Supply Chain & Logistics
- SCM603 IT Applications in Logistics
- SCM604 Packaging Design and Environmental Aspects
- SCM605 Supply Chain Management
- SCM606 ERP Systems Design and Implementation
- SCM607 Strategic Supply Chain Management
- SCM608 Procurement and Inventory Management
- SCM609 Storage and Warehouse Techniques
- SCM610 Transportation Techniques and Management
- SCM611 Sustainability & Env. Aspects in Managing Supply Chains
- SCM612 Risk Management in Supply Networks
- SCM613 Innovation Management in Supply Chain and Logistics
- SCM614 Corporate Consultancy Project in Logistics
- SCM615 Contract Management for Supply Chain & Negotiations
- SCM616 Life Cycle Enterprise Asset Management
- SCM617 Mobile Commerce and Mobile Logistics
- SCM618 Aviation Logistics Supplychain Management
- SCM619 Humanitarian Logistics Supplychain Management
- SCM620 Supply Chain Project Management
- SCM621 Lean Construction Supplychain Management

Majors in Development Studies

- SSC601 Dimensions of Development
- SSC602 Development Sociology
- PDE703 Development Economics
- STA601 Development Statistics and Research Methodology
- MAN607 Project and Planning Management

Majors in Islamic Banking and Finance

- ISF601 Economics for Islamic Finance
- ISF602 Islamic Banking Practices
- ISF603 Accounting for Islamic Finance
- ISF604 Islamic Financial Services Marketing
- ISF605 Islamic Capital Markets
- ISF606 International Islamic Finance Standards
- FRM514 Takaful and Risk Management in Islamic Products



DOMAIN BASED SPECIALIZATIONS

SPECIALIZATION IN HEALTH AND HOSPITAL MANAGEMENT

CBM MBA's Specialization in Health and Hospital Management program is designed for MBA students who are committed to building their career as health managers and decision makers. The specialization focuses on creative and critical thinking, decision making, team building and entrepreneurial skills that can generate market driven results. The department of Health and Hospital Management provides an environment of continual learning and development of the health and managerial expertise of its students and faculty. It continuously refines the needs, demands and expectations of the healthcare industry. The department uses state of the art teaching methodologies for capacity-building of future healthcare leaders who are trained to be sensitive to the needs of society, and to promote ethical practice of the health care business with the objective of serving the community and the nation.

Students selecting the domain based specialization in Health and Hospital Management are expected to have completed the 30 credit hours of foundation stage (page No. 57) of the MBA program. Specialization stage consists of 42 credit hours of course work covering strategic and operational areas. These include courses in the area of Marketing Strategy, Strategic Finance, Strategic Management, Leadership, Technology/Operations, Entrepreneurship, Organizational Processes, Analytics of Decision Making, etc. These courses are specifically designed by the department with a focus on health and hospital management. During the specialization stage, students take 12 credit hours of strategy courses, 9 credit hours of operational level courses, and 12 credit hours of elective courses. The strategy, operational and elective courses help prepare graduates for the provision of necessary expertise to manage health services effectively and develop technically competent and socially sensitive managers for leadership roles in global health systems hospitals, the NGO sector, pharmaceutical industries and population programs. In addition students select two real life Capstone Projects (6 credit hours) in their area of specialization during their final year.

MBA track for specialization in health and hospital management as well as the foundation stage is only available during the weekends. Candidates must select the specialization at the time of filing the application. The required and elective courses for the entire track are given below:

Required Courses:

Accounting

ACC419 Financial Accounting

Human Resource Management

HRM410 Managing Human Capital

Communication

COM402 Business Communication

Management

MAN418 Management and Organizational Dynamics

Finance

FIN408 Theory and Practice of Financial Management

FIN411 Finance for Entrepreneurial Ventures

Elective Business Courses*



Core Health Courses

MHM529 Health Policy and Analytics for Decision Making
MHM530 Quantitative Analysis
MHM531 Health Management Information Systems
MHM532 Research and Survey Methodology
MHM533 Business and Health Economics
MHM534 Health Psychology
MHM601 Strategic Management of Health Services
MHM602 Health Service Delivery and Operation Management
MHM603 Health Ethics, Law and Jurisprudence
MHM604 Healthcare Leadership

Marketing

MKT402 Marketing Management
MKT610 Marketing Strategies and Value Innovation

3 Health Elective and 2 Business Elective

Capstone Project

BPR601 Capstone Project I
BPR602 Capstone Project II

Elective Health Courses

MHM605 Financial Management of Health Services
MHM606 Concepts of Primary Healthcare
MHM607 Introduction to Epidemiology
MHM608 Pharmaceutical Marketing and Quality Assurance
MHM609 Marketing of Health Services
MHM610 Population and Health
MHM611 Environmental Health Assessment & Management
MHM612 Hospital Administration
MHM613 Regulatory Affairs at Healthcare Industries
MHM614 Product Management
MHM615 Pharmaceutical Sales Management
MHM616 Project Management of Health Services
MHM617 Seminar in Health Policy Management
MHM618 Health Communications
MHM619 Healthcare Human Resource Management
MHM621 Supply Chain & Prod. Mgmt. in Pharma. Inds.
MHM622 Quality Management in Healthcare
MHM623 Pharmaceutical Branding
MHM624 Occupational Health and Safety
MHM625 Knowledge Management for Health Managers
MHM626 Workplace Well-being for Healthcare Managers

Business Elective Courses:

Page No. 60

Course Structure:

For the details regarding course structure and courses being offered, please contact the relevant department or visit the website.



SPECIALIZATION IN MEDIA MANAGEMENT AND MARKETING

CBM MBA's Specialization in Media Management and Marketing (MMM) seeks to develop quality human resource, capable of playing strategic leadership roles across a variety of mainstream media organizations as well as innovative media companies, and top-level, contemporary, consumer marketing companies.

Students selecting the domain based specialization in Media Management and Marketing are expected to have completed the 30 credit hours of foundation stage (page No. 57) of the MBA program. Specialization stage consists of 42 credit hours of course work covering strategic and operational areas. These courses are in the areas of Marketing Strategy, Strategic Finance, Strategic Management, Leadership, Technology/Operations, Entrepreneurship, Organizational Processes, Analytics of Decision Making, etc. During the specialization stage, students take 12 credit hours of strategy courses, 9 credit hours of operational level courses, and 12 credit hours of elective courses. These strategy, operational and elective courses are specifically designed by the Department of Media Studies with a view to prepare students for the industry. In addition students select two real life Capstone Projects (6 credit hours) in their area of specialization during their final year.



MBA track for specialization in Media Management and Marketing through the foundation stage is only available during the weekends. Candidates must select the specialization at the time of filing the application. The required and elective courses for the entire track are given below:

Required Courses

Accounting

ACC419 Financial Accounting

Communication

COM410 Digital Business Communication

Economics

ECO409 Business Economics

Finance

FIN408 Theory and Practice of Financial Management

Human Resource Management

HRM410 Managing Human Capital

HRM606 Leadership, Ethics and Change*

Law

LAW409 Corporate and Business Law





Management

MAN418 Management and Organizational Dynamics
MAN606 Business Analytics for Decision Making*
MAN612 Strategic Management*
MAN616 Entrepreneurship and Ecommerce*

Marketing

MKT402 Marketing Management
MKT404 Methods in Business Research
MKT509 Consumer Behavior
MKT527 Integrated Marketing Communication
MKT620 Digital Marketing*

Media

MMM401 Media and Social Change
MMM601 Digital Video Production*
MMM602 Global Media Marketing Strategies*
MMM603 Seminar in Strategic Media Marketing*
MMM604 Screenwriting for TV & Cinema*

Statistics

STA411 Quantitative Analysis for Decision Making

1 Elective

Capstone Projects

BPR601 Capstone Project I*
BPR602 Capstone Project II*

**Indicates MBA level course*

Elective Courses

Media

MMM605 Advanced Documentary Filmmaking
MMM606 Media Psychology

Course Structure:

For the details regarding course structure and courses being offered, please contact the relevant department or visit the website.

SPECIALIZATION IN FINANCE AND RISK MANAGEMENT

MBA's Specialization in Finance and Risk Management is designed to cover all dimensions of Risk Management and Finance including recent development in Corporate Risk Management, Sustainable Risk and Risk Financing techniques. Students will learn how to choose alternative techniques to reduce exposure and risks and implement a risk-assessment tool to evaluate future risks. They will also learn implementation and monitoring of selected techniques.

Students selecting the domain based specialization in Finance and Risk Management are expected to have completed the 30 credit hours of foundation stage (page No. 57) of the MBA program. Specialization stage consists of 42 credit hours of course work covering strategic and operational areas. These include courses in the area of Marketing Strategy, Strategic Finance, Strategic Management, Leadership, Technology/ Operations, Entrepreneurship, Organizational Processes, Analytics of Decision Making, etc. During the specialization stage, students take 12 credit hours of strategy courses, 9 credit hours of operational level courses, and 12 credit hours of elective courses. These courses are specifically designed to understand the financial risk management. In addition to strategic, operational and elective courses students select two real life Capstone Projects (6 credit hours) in their area of specialization during their final year.

MBA track for specialization in Finance and Risk Management as well as the foundation stage is only available during the weekends. Candidates must select the specialization at the time of filing the application. The required and elective courses for the entire track are given below:

Required Courses

Accounting

- ACC401 Introduction to Managerial and Cost Accounting
- ACC419 Financial Accounting

Communication

- COM402 Business Communication

Economics

- ECO401 Micro and Macroeconomics
- ECO408 Applied Financial Economics

Finance

- FIN408 Theory and Practice of Financial Management
- FIN501 Advanced Financial Management
- FIN511 Analysis of Financial Statements





Having completed my MBBS and being employed full-time, a wife and a mother of two boys living in a joint family I was anxious when I joined IoBM's MBA program but this institute changed my life!

MBA-MHM at IoBM is very demanding—a compressed, intensive experience—but the result is an incredible amount of learning. I stepped outside my day-to-day responsibilities and was forced to think through and reflect on what I was doing both professionally and personally. Beyond just gaining knowledge, I learnt how to apply knowledge and institute change. I have come out with a different and broader perspective on life and business and found that many of my belief systems have been challenged and reshaped. That is the hallmark of good education!

I was amazed at the love that I received from faculty and students and the knowledge that I gained that far transcended the classroom. IoBM not only allowed me the opportunity to see the world anew, but showed me how important it is to do my part in changing the world for the better.

What I am today is all thanks to my inspirational mother, my loving father, my wonderful husband, my extraordinary sons, my supportive in-laws and this amazing institute that made me believe that any person can make a difference, any person can spark a positive change and ignite a fire that can illuminate the world. All it takes is hard work, faith and courage, and most of all dreaming big!

*Dr. Bisma Imtiaz
Valedictorian and Gold Medalist
Convocation 2017*

Finance and Risk Management

- FRM401 Principles of Risk Management
- FRM402 Computational Methods in Risk
- FRM403 Introduction to Financial Risk Management
- FRM404 Risk Financing Techniques
- FRM405 Advanced Financial Risk Management

Human Resource Management

- HRM410 Managing Human Capital

Law

- LAW403 Business and Insurance Law

Management

- MAN418 Management and Organizational Dynamics
- MAN405 Strategic Management

Marketing

- MKT401 Principles of Marketing

Mathematics

- MTH409 Financial Mathematics I
- MTH410 Financial Mathematics II

Social Sciences

- SSC405 Business Ethics and Financial Responsibility

Statistics

- STA402 Model and Inferences

2 Elective

Elective Courses

Finance and Banking

- FIN403 Islamic Banking and Finance

Finance and Risk Management

- FRM503 Corporate Risk Management
- FRM504 Theory of Risk and Insurance
- FRM505 Corporate Treasury and Risk Management
- FRM506 Financial Regulation for Risk Management
- FRM508 Financial Market Issues and Crisis
- FRM510 Energy Risk Management
- FRM512 International Risk and Financial Reporting
- FRM513 Project Risk Management
- FRM514 Takaful and Risk Management in Islamic Products
- FRM516 International Financial Reporting and Standards
- FRM517 Property Risk Management
- FRM518 Management of Insurance Institutions

Course Structure:

For the details regarding course structure and courses being offered, please contact the relevant department or visit the website.

SPECIALIZATION IN ENVIRONMENT AND ENERGY MANAGEMENT

MBA's Specialization in Environment and Energy Management aims to prepare future decision-makers in companies, government and non-governmental organizations for analyzing and acting in an environmentally proactive and energy efficient way when making decisions about policy, production and resource utilization.

Students selecting the domain based specialization in Environment and Energy Management are expected to have completed the 30 credit hours of foundation stage (page No. 57) of the MBA program. Specialization stage consists of 42 credit hours of course work covering strategic and operational areas. These include courses in the area of Marketing Strategy, Strategic Finance, Strategic Management, Leadership, Technology/Operations, Entrepreneurship, Organizational Processes, Analytics of Decision Making, etc. During the specialization stage, students take 12 credit hours of strategy courses, 9 credit hours of operational level courses, and 12 credit hours of elective courses. The department of Environment and Energy Management has developed the strategy, operational and elective courses to help students understand the environment and be decision makers in the future. In addition students select two real life Capstone Projects (6 credit hours) in their area of specialization during their final year.

MBA track for specialization in Environment and Energy Management as well as the foundation stage is only available during the weekends. Candidates must select the specialization at the time of filing the application. The required and elective courses for the entire track are given below:

Required Courses

Accounting

ACC419 Financial Accounting

Communication

COM402 Business Communication

Finance

FIN408 Theory and Practice of Financial Management

FIN601 Strategic Financial Analysis & Design*

Human Resource Management

HRM410 Managing Human Capital

HRM606 Leadership, Ethics and Change*

MAN418 Management and Organizational Dynamics

MAN608 Technology, Operations and Innovation*

MAN612 Strategic Management*





Marketing

- MKT402 Marketing Management
- MKT610 Marketing Strategies and Value Innovation*

Statistics

- STA411 Quantitative Analysis for Decision Making

Environmental and Energy Management

- EEM401 Environmental Issues and Management
- EEM403 Energy Sources and Management
- EEM404 Industrial and Municipal Waste Management
- EEM405 Renewable Energy and Energy Conservation
- EEM410 Environmental Impact Assessment
- EEM411 Environmental Rules, Laws and Regulations
- EEM412 Research and Survey Methodology
- EEM510 Economics of Energy Management
- EEM614 Safety, Health and Environmental Management

1 Elective

Capstone Project

- BPR601 Capstone Project I*
- BPR602 Capstone Project II*

**Indicates MBA level courses*

Elective Courses

Environmental and Energy Management

- EEM603 Air and Noise Pollution Management
- EEM604 Coastal Environment and Management
- EEM605 Climatic Changes and its Impact
- EEM606 Natural Resources Management
- EEM607 Hospital Waste Management
- EEM608 Solid and Hazardous Waste Management
- EEM609 Energy Audit
- EEM610 Energy Conservation
- EEM611 Energy Planning
- EEM612 Environmental Ethics
- EEM613 Public Awareness for Environment and Energy Sector
- EEM615 Risk and Disaster Management

Course Structure:

For the details regarding course structure and courses being offered, please contact the relevant department or visit the website.

SPECIALIZATION IN LOGISTICS AND SUPPLY CHAIN MANAGEMENT

Logistics and Supply Chain Management specialization is solution-oriented and addresses strategic economic and process oriented technical problems in industry, administration and commerce. The program exercises the latest business oriented thinking and provides international expert knowledge on logistical engineering and technologies as well as application knowledge in process automation, material management and leading software solutions in ERP (enterprise resource planning), process simulation and e-Commerce. In common projects in local and international industry as well as logistical service provider theoretical knowledge is applied in realistic problem solving projects. The program is aimed at developing professionals in management functions like logistics, supply chain management, enterprise resource planning production planning, controlling, and procurement or material management in industrial, manufacturing and service enterprises.

Students selecting the domain based specialization in Logistics and Supply Chain Management are expected to have completed the 30 credit hours of foundation stage (page No. 57) of the MBA program. Specialization stage consists of 42 credit hours of course work covering strategic and operational areas. These include courses in the area of Marketing Strategy, Strategic Finance, Strategic Management, Leadership, Technology/Operations, Entrepreneurship, Organizational Processes, Analytics of Decision Making, etc. During the specialization stage, students take 12 credit hours of strategy courses, 9 credit hours of operational level courses, and 12 credit hours of elective courses. The department of Supply Chain and Logistics Management has developed the strategy, operational and elective courses keeping in view the requirement of the industry. In addition students select two real life Capstone Projects (6 credit hours) in their area of specialization during their final year.

MBA track for specialization in Logistics and Supply Chain Management as well as the foundation stage is only available during the weekends. Candidates must select the specialization at the time of filing the application. The required and elective courses for the entire track are given below:

Required Courses

Accounting

ACC419 Financial Accounting

Communication

COM402 Business Communication

Finance

FIN408 Theory and Practice of Financial Management

Economics

ECO409 Business Economics





"I would describe my experience at IoBM as unique, exciting and dynamic. From the faculty, facilities to the management everything was well equipped to allow me to pursue my higher studies while being a full time professional. Having a well-established alumnus also gave me the confidence that choosing IoBM for my MBA was the right choice indeed.

Initially, it felt like a mountain to climb with having a packed weekend for two years straight but once it becomes a part of your routine, it transformed into a challenge that I thoroughly enjoyed with having to juggle my professional, personal and academic responsibilities.

IoBM helped me nurture and grow myself into an even more dedicated and persevering individual from that I was before."

*Hasnain Mohammadi
Gold Medalist
Convocation 2017*

Human Resource Management

- HRM410 Managing Human Capital
- HRM606 Leadership, Ethics and Change*

Management

- MAN403 Entrepreneurship and Small Business Management
- MAN406 Production and Operations Management
- MAN418 Management and Organizational Dynamics
- MAN606 Business Analytics for Decision Making*

Marketing

- MKT402 Marketing Management
- MKT404 Methods in Business Research
- MKT610 Marketing Strategies and Value Innovation*

Law

- LAW409 Corporate and Business Law

Supply Chain and Logistics Management

- SCM400 Introduction to ERP Systems
- SCM601 Quantitative Methods for Logistics & Supply Chain Management
- SCM605 Supply Chain Management
- SCM607 Strategic Supply Chain Management
- SCM612 Risk Management in Supply Networks
- SCM613 Innovation Management in Supply Chain and Logistics
- SCM614 Corporate Consultancy Projects in Logistics
- SCM615 Design of Business Processes - Workflow Management
- SCM616 Logistical Projects in ERP- Case Study Development

**Indicates MBA level courses*

1 Elective

Elective Courses

Management

- MAN501 Total Quality Management
- MAN611 Project Management

Supply Chain and Logistics Management

- SCM604 Packaging Design- Environment Aspects
- SCM606 ERP System Design and Implementation
- SCM608 Procurement and Inventory Management
- SCM609 Storage and Warehouse Techniques
- SCM610 Transportation Techniques and Management
- SCM611 Sustainability & Env. Aspects in Managing Supply Chains

Course Structure:

For the details regarding course structure and courses being offered, please contact the relevant department or visit the website.



SPECIALIZATION IN INDUSTRIAL MANAGEMENT

Specialization in Industrial Management is designed to address and solve real life problems relating to industrial set-ups. Collaboration with relevant industries and financial institutes is its modus operandi. This specialization is one of the very few aimed at mid-career professionals who wish to make the move to senior management within industrial and manufacturing organizations. It is designed to provide the business expertise essential for all senior managers by integrating specific engineering subjects with the management of technology and manufacturing systems. The specialization also examines the latest business thinking and provides expert knowledge on engineering and technology issues and theories. Topics such as finance, marketing, management strategy are integrated with modern industrial issues such as project and quality management, manufacturing effectiveness, advanced manufacturing technology and supply chain management.

Students selecting the domain based specialization in Industrial Management are expected to have completed the 30 credit hours of foundation stage (page No. 57) of the MBA program. Specialization stage consists of 42 credit hours of course work covering strategic and operational areas. These include courses in the area of Marketing Strategy, Strategic Finance, Strategic Management, Leadership, Technology/Operations, Entrepreneurship, Organizational Processes, Analytics of Decision Making, etc. During the specialization stage, students take 12 credit hours of strategy courses, 9 credit hours of operational level courses, and 12 credit hours of elective courses. The department of Industrial Management has developed the strategy, operational and elective courses to help the students understand the requirement of the industry. In addition students select two real life Capstone Projects (6 credit hours) in their area of specialization during their final year.

MBA track for specialization in Industrial Management as well as the foundation stage is only available during the weekends. Candidates must select the specialization at the time of filing the application. The required and elective courses for the entire track are given below:

Required Courses

Accounting

ACC401 Introduction to Managerial and Cost Accounting
ACC419 Financial Accounting

Communication

COM402 Business Communication

Economics

ECO409 Business Economics

Engineering

ENG405 Environmental Impact Assessment and Management
ENG604 Enterprise Asset Management and Financial Analysis

Finance

FIN408 Theory and Practice of Financial Management

Human Resource Management

HRM410 Managing Human Capital

Law

LAW401 Business Law

Supply Chain and Logistics Management

SCM605 Supply Chain Management*

Marketing

MKT402 Marketing Management
MKT404 Methods in Business Research
MKT610 Marketing Strategies and Value Innovation*

Statistics

STA411 Quantitative Analysis for Decision Making



Management

MAN403 Entrepreneurship and Small Business Management
MAN406 Production and Operations Management
MAN418 Management and Organizational Dynamics
MAN502 Business Process Re-engineering
MAN611 Project Management*
MAN612 Strategic Management*

Capstone Project

BPR601 Capstone Project I*
BPR602 Capstone Project II*

**Indicates MBA level courses*

2 Elective

Elective Courses

Engineering

ENG408 Facilities Planning
ENG601 Maintenance Management
ENG602 Manufacturing Process and Systems
ENG603 Technology Management
INM404 Introduction to Enterprise Life Cycle Management
INM405 Technology Management
INM406 Operation Research
INM407 Enterprise Risk Management
INM408 Procurement Management
INM409 Production Planning & Control
INM412 Integrated Manufacturing Systems
INM413 Manufacturing Processes

Environmental and Energy Management

EEM404 Industrial and Municipal Waste Management
EEM408 Safety, Health and Environment Management
EEM409 Risk and Disaster Management

Finance

FIN602 Behavioral Finance
FIN603 Entrepreneurial Finance
FIN608 Project Appraisal
FIN610 Debt and Equity Markets
FIN612 SME and Micro-Financing
FIN613 Financial Modeling for Investment Decisions
FIN630 Options, Swaps and Futures
FIN631 Applied Corporate Finance
FIN632 Fixed Income Securities
FIN633 Mergers, Acquisitions and Restructuring
FIN634 Enterprise Risk Management
FIN635 Risk Management with Derivatives

Course Structure:

For the details regarding course structure and courses being offered, please contact the relevant department or visit the website.

HRM / Management

HRM606 Leadership, Ethics and Change
MAN501 Total Quality Management
MAN606 Business Analytics for Decision Making
MAN608 Technology, Operations and Innovation

Marketing

MKT615 Brand Management
MKT624 New Product Development Management
MKT625 Business to Business Marketing

Supply Chain and Logistics Management

SCM606 ERP System Design and Implementation
SCM607 Strategic Supply Chain Management
SCM608 Procurement and Inventory Management



SPECIALIZATION IN ENTREPRENEURSHIP AND SME BANKING AND FINANCE

Specialization in Entrepreneurship and SME Banking and Finance is a unique MBA program which promotes the environment of entrepreneurship. The program will cater to individuals who want to build their careers in SME sector. This dynamic two year program builds on the conceptual as well as practical knowledge related to SMEs. The program requires students to complete two SME based capstone projects to complete the degree.

Required courses:

Accounting

ACC419 Financial Accounting

Communication

COM402 Business Communication

Economics

ECO409 Business Economics

Finance

FIN408 Theory and Practice of Financial Management

FIN535 Strategic Finance for SMEs

Human Resource Management

HRM410 Managing Human Capital

HRM606 Leadership Ethics and Change

Law

LAW501 Governance, Regulations and Taxation for SMEs

Entrepreneurship

ENT403 Small Business and Entrepreneurship

Management

MAN418 Management and Organizational Dynamics

MAN511 SME Technology, Innovation & Operations

MAN512 Strategic Management for SMEs

MAN606 Business Analytics for Decision Making

Marketing

MKT402 Marketing Management

MKT404 Methods in Business Research

MKT509 Consumer Behavior

MKT539 Entrepreneurial Marketing



Statistics and Mathematics

STA411 Qualitative Analysis for Decision Making

Capstone Projects

BPR601 Capstone Project I

BPR602 Capstone Project II

Specialized Elective Courses

Students may choose 4 elective courses from the following electives.

FIN603 Entrepreneurial Finance

FIN613 Financial Modeling for Decision Making

FIN615 Advanced Financing Practices for SMEs

ISF606 Islamic Finance for SMEs

MKT629 Marketing of SME Banking Products

MAN611 SMEs in Global Context



MBA BOOT CAMP: ORIENTATION PROGRAM FOR NEW MBA STUDENTS



CBM challenges its incoming MBA students by offering a rigorous boot camp of orientation courses which fulfill the pre-requisite requirement to undertake first year foundation stage courses of the MBA program. The camp helps students from disparate backgrounds to bond quickly and prepare them for the intellectual challenge that they are going to encounter in the MBA program. They get a head-start with pre-requisite knowledge which acclimatizes them with the rigor and culture of CBM. This is an intensive 126 hour program which is spread over five weeks and conducted during evenings and weekends. Its objectives are:

1. To develop technical skills in statistical and IT tools
2. To develop a shared knowledge base in core areas of business
3. To bring their communication and presentation skills to the desired level
4. To provide orientation for personal organization and effectiveness
5. To familiarize them with pedagogies of case study, and experiential learning

	Modules	Number of Hours
1	Business Communication	12 hrs
2	Economics	12 hrs
3	Personal Effective and Leadership	12 hrs
4	Introduction to Management and Case Method	12 hrs
5	Introduction to Marketing and Case method	12 hrs
6	Business Finance	12 hrs
7	Business Accounting	12 hrs
8	Excel for Business Decision Making	18 hrs
9	Research Tools and Techniques	12 hrs
10	Business Mathematics and Statistics	12 hrs

MS IN BUSINESS MANAGEMENT

MS program in Business Management is a research route for a PhD in Business Management and is designed for students with a 4-year BBA qualification or those meeting the HEC criteria for MS in management science i.e. 16 years of education with degree in relevant business field with 1st division/CGPA 3.0.

Program Structure

MS in Business Management is a 36 credit-hour program with 10 courses and one thesis of 6 credit hours. Each of the 10 courses is of 3 credit hours.

After successful completion of course work, students are required to carry out research study for the thesis under the guidance of a research supervisor assigned by IoBM. In lieu of a thesis, students can also opt for two additional courses for the completion of the degree.

Course Structure

MPM601 Advanced Qualitative Research
MPM603 Advanced Quantitative Research
MPM605 Survey of Current Research Literature in Management
MPM607 Corporate Governance and Strategy
MPM609 Seminar in Human Resource Management
MPM611 Advanced Corporate Finance
MPM614 Advanced Marketing Strategy
MPM616 Econometrics

Elective

Elective I

Elective II

(Electives may be selected from the specialization areas of Business Management of 700 Series)

Thesis (06 credit hours)

It is mandatory for research students of MS and PhD programs to attend at least five sessions of the Multi-disciplinary Research Seminar Series in each semester. Students must dedicate Saturdays (12:00 to 2:00 PM) for this attendance.



MS IN ENGLISH - APPLIED LINGUISTICS



The MS in English-Applied Linguistics program envisages enhancing students' understanding of issues in the field of Applied Linguistics. The program has been designed to meet the needs of emerging professionals for a) reading research critically; b) doing research; and c) sharing ideas/findings with peers and the wider academic community.

Eligibility

- As per HEC policy, 16 years of education in the relevant field of study with 3 CGPA or B-Grade
- Candidates must clear IoBM Admission test or HAT/GAT test
- Candidates who do not have a teaching degree (BEd/MEd/Master in ELT, TESL) will have to opt for at least four deficiency courses as per the HEC policy
- An interview conducted by the Institute
- All other HEC stipulated requirements

Program Structure

MS in English - Applied Linguistics is a 2-year program and has 30 credit hours. The course work comprises a total of eight 3-credit hour courses (4 Core and 4 Electives) to be completed over a period of one year; this is followed by a thesis bearing a 6 credit load.

After successful completion of the course work, students are required to carry out a research study for the thesis under the guidance of a research supervisor selected by the students and approved by the institute. The student must convert the research thesis into a publishable paper as part of the degree requirement.

Required Courses

Core Courses

- MPL601 Qualitative Research Methods in Social Science
- MPL602 Contemporary Issues in Applied Linguistics Research
- MPL603 Quantitative Research Methods in Social Science
- MPL604 Research Communication Skills

Elective Courses (Any Four Courses)

- MPL701 Language Assessment and Feedback
- MPL702 Research Perspectives on Second Language Acquisition
- MPL703 Language in Education and Development
- MPL704 Second Language Teacher Education
- MPL705 Teaching English in Difficult Circumstances
- MPL706 Psychology of Language Learning and Teaching
- MPL707 Directed Research Study
- MPL708 Research Colloquium

- MPL715 Research Thesis

It is mandatory for research students of MS program to attend at least 5 sessions of the Multi-disciplinary Research Seminar Series in each semester. Students must dedicate Saturdays (12:00 to 2:00 PM) for this attendance.

MPhil IN BUSINESS MANAGEMENT

The MPhil program in Business Management is designed to meet the challenges of the business world and the growing demand for well-qualified and research-oriented scholars in Pakistan. This program has been carefully designed in response to traditional and emerging trends to meet the growing market demand for various specialist areas in business management.

Eligibility

Students with a 4-year BBA qualification or those meeting the HEC criteria for MS/MPhil in management science i.e. 16 years of education with degree in relevant business field with 1st division/CGPA 3.0. The candidate have to pass HAT/GAT/IoBM entrance test and interview as per IoBM rules.

Program Structure

The MPhil is a 30 credit hours program with 8 courses and one thesis of 6 credit hours.

After successful completion of course work, students are required to carry out research for thesis under the guidance of a research supervisor assigned by the Institute. Students must convert their research thesis into a publishable paper as part of a degree requirement. Continuous enrollment in supervised research courses is necessary during research stage.

Course Structure

MPM601 Advanced Qualitative Research
MPM603 Advanced Quantitative Research
MPM605 Survey of Current Research Literature in Management
MPM607 Corporate Governance and Strategy
MPM609 Seminar in Human Resource Management
MPM611 Advanced Corporate Finance
MPM614 Advanced Marketing Strategy
MPM616 Econometrics

For health professionals, electives may be selected from the specialization areas of Business Management of MPM700 Series in lieu of any four of the above mentioned courses.

Thesis (06 Credit hours)

It is mandatory for research students of MPhil and PhD programs to attend research proposal / thesis defense / multi-disciplinary research seminars in each semester. Students must dedicate Saturdays (12:00 to 2:00 PM) for this attendance.



PHD IN BUSINESS MANAGEMENT



The mission of the PhD research program in business management is to pursue leading-edge research, engage in the development of innovative ideas and analytical skills, and encourage both faculty and students to be independent and creative in their thinking. The outcome of this research program is the creation of a real and measurable impact on society and industry through quality research published in impact factor journals and recognized by industry.

Eligibility

MS or equivalent graduates from HEC recognized institutions meeting the following criteria:

- A minimum CGPA of 3.00 on a scale of 4.00 (or overall 60% marks) or equivalent
- A minimum of 18 years of schooling that corresponds to MS / MPhil or equivalent degree from HEC recognized institutions in a relevant discipline. Students with HEC recognized MBA have to do at least four pre-requisite courses (HEC equivalency required)
- GRE Subject or GAT subject test conducted by the NTS or HAT subject test of HEC. A minimum of 60% (percentage) marks is required or a minimum of 70% marks in IoBM test
- An interview conducted by the Institute
- All other HEC stipulated requirements

Program Requirements

PhD requires completion of course work and dissertation/thesis. Minimum duration is three years and maximum is seven years:

- PhD course work requirements consist of six graduate level courses (18 credit hours)
- On completion of dissertation/thesis the student is awarded 30 credits

A PhD student must additionally complete the following requirements:

- Comprehensive Exam
- PhD Proposal/Synopsis Development
- PhD Proposal/Synopsis Defense
- BASR Approval of PhD Proposal/Synopsis
- Continuous enrollment in supervised research courses is necessary during the research thesis stage
- Completion of PhD Dissertation/Thesis
- Selection of External Evaluators by BASR
- Publication of at least one paper in an ISI indexed or an HEC recognized journal or an official acceptance of the paper
- Evaluation of PhD Dissertation by two foreign faculty members from developed countries as per HEC criteria
- Dissertation/Thesis Finalization
- Open defense of PhD dissertation
- Any other HEC requirement
- Final Dissertation/Thesis submission to BASR

Course Structure

Pre-requisites:

MPM601 Advanced Qualitative Research
MPM603 Advanced Quantitative Research
MPM610 Independent Study
MPM616 Econometrics

Note: Additional Pre-requisites may be assigned according to the level of previous work.

Semester One

Directed Research Elective I
Directed Research Elective II
Exploratory Research Elective I

Semester Two

Directed Research Elective III
Directed Research Elective IV
Exploratory Research Elective II

Semesters Three to Nine

Registration in one of the following courses is must for continuing in the research stage.

PBM921 Research Thesis
PBM922 Research Thesis
PBM923 Research Thesis

Graduate Courses:

Directed Research Electives in Area of Specialization

The objective of the directed research electives is to enable the PhD students to link their chosen areas of specialization with the philosophy and methodology of business research and to benchmark their proposed research with quality publications.

PBM701 Philosophy of Business Management
PBM703 Multivariate Analysis
PBM705 Readings in Business Research
PBM707 Replication of Business Research Design and Results
PBM708 Directed Study of a Business Research Problem

Exploratory Research Electives in the Area of Specialization

PhD students may select the following and/or other PhD level courses from CESD and CSIS on the advice of their supervisors.

PBM801 Marketing Models
PBM803 Marketing Theory
PBM805 Advanced Topics in Marketing
PBM811 Advanced Topics in Strategic Management
PBM813 Advanced Topics in Organization Theory
PBM815 Advanced Topics in Human Behavior in Organization
PBM821 Advanced Topics in Operations Management Research
PBM823 Advanced Research Topics in Operations Management
PBM825 Advanced Research Topics in Management Information Systems
PBM831 Advanced Topics in Finance
PBM841 Advanced Readings in Business Ethics
PBM842 Globalization Discourses of Ethics

It is mandatory for research students of MPhil and PhD programs to attend research proposal / thesis defense / multi-disciplinary research seminars in each semester. Students must dedicate Saturdays (12:00 to 2:00 PM) for this attendance.



PHD IN ENVIRONMENT AND ENERGY MANAGEMENT

The doctoral program in Environment and Energy Management is rigorous, interdisciplinary and multidisciplinary. Students will be required to acquire substantial knowledge in primary environment and energy-related disciplines with a focus on management and conservation and sustainable development of resources. They will be expected to develop breadth in specialized fields related to environment and energy, become proficient in advanced research methods and develop expertise in a chosen dissertation topic. Students will be required to write dissertations that evidence original research and proficiency in interpretation, analysis, and explanation of environment and energy related issues and phenomena. The overall objectives of the program are:

To improve understanding of environment and energy related issues and identify solutions to these problems
To foster collaborative, interdisciplinary and multidisciplinary research amongst researchers from various disciplines

Eligibility

MS or equivalent graduates from HEC recognized institutions meeting the following criteria:

- A minimum CGPA of 3.00 on a scale of 4.00 (or overall 60% marks) or equivalent
- A minimum of 18 years of schooling that corresponds to MS / M.Phil or equivalent degree from HEC recognized institutions in a relevant discipline
- GRE subject specific or GAT subject test conducted by the NTS, HAT subject test of HEC or equivalent in the relevant discipline. A minimum of 60% (percentage) marks is required or a minimum of 70% marks in IoBM test
- An interview conducted by the Institute
- All other HEC stipulated requirements
- Complete deficiency courses

Program Requirements

PhD requires completion of course work and dissertation/thesis. Minimum duration is 3 years and maximum is 5 years:

- PhD course work requirements consist of six graduate level courses (18 credit hours)
- On completion of dissertation/thesis the student is awarded 30 credits

A PhD student must additionally complete the following requirements:

- Comprehensive Exam
- PhD Proposal/Synopsis Development
- PhD Proposal/Synopsis Defense
- BASR Approval of PhD Proposal/Synopsis
- Continuous enrollment in supervised research courses is necessary during the research thesis stage
- Completion of PhD Dissertation/Thesis
- Selection of External Evaluators by BASR
- Publication of at least one paper in an ISI indexed or an HEC recognized journal or an official acceptance of the paper
- Evaluation of PhD Dissertation by two foreign faculty members from developed countries as per HEC criteria
- Dissertation/Thesis Finalization
- Open defense of PhD dissertation
- Any other HEC requirement
- Final Dissertation/Thesis Submission to BASR

Pre-Requisite Courses

The interview committee may prescribe certain pre-requisite courses.



Course Structure

Semester One

- EEM701 Methods and Issues in Advanced Qualitative Research
- EEM702 Methods and Issues in Advanced Quantitative Research

Semester Two

- EEM703 Current Advancement and Trends in Environment and Energy Management
- EEM704 Independent Study in Environment and Renewable Energy Management

Semester Three

- Elective Courses (any two)
- EEM801 Advanced Environment Toxicology & Epidemiology
- EEM802 Advanced Pollution Control Technologies and Mitigation Options
- EEM803 Advances in Green Technology Mechanism
- EEM804 Disaster Risk Management and Mitigation Strategies
- EEM805 Trade and Environment
- EEM806 Sustainability and Conservation of Major Ecosystems

Semester Four to Nine

- EEM921 Research Thesis
- EEM922 Research Thesis
- EEM923 Research Thesis

It is mandatory for research students of MPhil and PhD programs to attend research proposal / thesis defense / multi-disciplinary research seminars in each semester. Students must dedicate Saturdays (12:00 to 2:00 PM) for this attendance.



**M. BASHIR JANMOHAMMAD
COLLEGE OF COMPUTER SCIENCE
&
INFORMATION SYSTEMS**





COLLEGE OF COMPUTER SCIENCE AND INFORMATION SYSTEMS

BS COMPUTER SCIENCE



The program emphasizes the need for overall development including exposure to an integrated series of courses in technology, methodology, social sciences, liberal arts and management. Project-based software development along with research assignments are also emphasized. These courses seek to impart a broad and deep knowledge of theory, design and application of digital computers and information processing techniques. The curriculum has been designed to prepare students to serve the productive needs of Pakistan's software industry. It requires completion of 138 credit hours of course work. Students are required to take 46 courses, a live project and comprehensive research assignment in order to complete their degree requirements. Students must maintain a CGPA of 2.5 for conferment of the degree.

Foundation Courses

Accounting

ACC101 Introduction to Financial Accounting

Economics

ECO104 Micro and Macroeconomics

Management

MAN101 Principles of Management

MAN411 Project Management

Language

LAN 10* Foreign Language I

LAN 20** Foreign Language II

*1 = Introduction to Arabic

*2 = Introduction to French

*4 = Introduction to German

*6 = Introduction to Italian

*8 = Introduction to Chinese

**1 = Intermediate Arabic

**2 = Intermediate French

**4 = Intermediate German

**6 = Intermediate Italian

**8 = Intermediate Chinese

Communication

COM107 Academic English

COM202 Business and Professional Speech

COM205 Persuasive & Analytical Writing for Bus. Com.

Physics

ENG307 / PHY209 Basic Electronics

Political Sciences

PSC301 Pakistan Studies

Mathematics

MTH107 Calculus and Analytical Geometry

MTH204 Linear Algebra

MTH215 Differential Equations

MTH222 Discrete Structure

MTH224 Multivariable Calculus

MTH405 Numerical Analysis

Statistics

STA203 Probability Theory and Statistics

Religious Studies

REL101 Islamic Studies

Computing (Core Courses)

CSC105	Data Structure and Algorithms
CSC111	Intro. to Info. & Communication Technologies (ICT)
CSC112	Object Oriented Programming
CSC213	Computer Communications and Networks
CSC113	Programming Fundamentals
CSC218	Operating Systems
CSC217	Digital Logic Design
CSC317	Introduction to Software Engineering
CSC220	Introduction to Database Systems
CSC320	Human Computer Interaction
CSC461	Project I
CSC462	Project II

Computer Science (Core Courses)

CSC205	Computer Architecture and Organization
CSC222	Computer Organization and Assembly Language
CSC315	Theory of Automata & Formal Languages
CSC318	Design & Analysis of Algorithm
CSC410	Data Communication and Networking
CSC411	Compiler Construction
CSC412	Artificial Intelligence

Computer Science (Elective Courses)

CSC303	Computer Graphics	CSC305	System Analysis and Design
CSC309	Microprocessor and Applications	CSC345	Digital Image Processing
CSC428	Web Engineering	CSC434	Software Quality Assurance
CSC435	Distributed Systems	CSC443	Mobile Computing
CSC445	Network Security	CSC448	Digital Signal Processing
CSC451	Telecommunication Systems	CSC463	Operations Research
CSC464	Wireless Network	CSC465	Data Warehousing
CSC467	Neural Network	CSC466	Fuzzy Systems

Course Structure

Semester One Intro to Info. & Comm. Technology (2+1) Programming Fundamentals (2+1) Calculus and Analytical Geometry (3+0) Islamic Studies (3+0) Academic English (3+0) Basic Electronics (2+1)	Semester Two Object Oriented Programming (2+1) Discrete Structure (3+0) Multivariable Calculus (3+0) Probability Theory and Statistics (3+0) Persuasive & Analytical Writing for Business Communication (3+0) Micro and Macroeconomics (3+0)	Semester Three Digital Logic and Design (2+1) Data Structures and Algorithms (2+1) Linear Algebra (3+0) Business and Professional Speech (3+0) Numerical Computing (2+1) Intro. to Financial Accounting (3+0)
Semester Four Operating Systems (2+1) Differential Equations (3+0) Intro. to Database Systems (2+1) Data Comm. & Networking (2+1) Computer Org. & Assembly Lang. (2+1) Foreign Language I (3+0)	Semester Five Computer Comm. & Networks (2+1) Theory of Automata & Formal Lang. (3+0) Computer Architecture & Org. (3+0) Intro. to Software Engineering (2+1) Foreign Language II (3+0) Pakistan Studies (3+0)	Semester Six Artificial Intelligence (3+0) CS Elective I Design & Analysis of Algorithms (3+0) CS Elective II Principles of Management (3+0) Human Computer Interaction (3+0)
Semester Seven Project I (0+3) CS Elective III Operations Research (3+0) CS Elective IV Compiler Constructions (3+0)	Semester Eight Project II (0+3) CS Elective V CS Elective VI CS Elective VII Project Management (3+0)	



BS ACTUARIAL SCIENCE AND RISK MANAGEMENT



A BS in the Actuarial Science and Risk Management program is intended to provide students with the tools of risk analysis, transfer and financing that are critical to the operation of private and public institutions, and to prepare them for careers in risk management and insurance. As a risk management major, a student will gain a broad business background with an emphasis on accounting, finance and law, as well as a thorough knowledge of all types of insurance. BS in Actuarial Science and Risk Management is a four year degree program. It requires completion of 144 credit hours of course work and 2 credit hours of internship of at least six weeks in an organization approved by the Institute. Students graduating with a CGPA of 2.5 on the scale of 4 are eligible to apply for MBA program offered by the Institute.

Required Courses

Accounting

ACC101 Introduction to Financial Accounting

Communication

COM107 Academic English

COM205 Persuasive & Analytical Writing for Bus. Com.

Economics

ECO101 Principles of Microeconomics

ECO102 Principles of Macroeconomics

ECO304 Introduction to Econometrics

Finance and Risk Management

FRM201 Principles of Risk Management

FRM202 Life and Other Contingencies

FRM204 Enterprise Risk Management

FRM206 Institutional Investments

FRM302 Computational Methods in Risk

FRM304 Risk Financing Techniques

FRM310 Project

Management

MAN101 Principles of Management

Marketing

MKT301 Principles of Marketing

MKT404 Methods in Business Research

Actuarial Science

ARM201 Introduction to Actuarial Science

ARM501 Stochastic Process/Modeling

ARM601 Models of Financial Economics-I

ARM602 Models of Financial Economics - II

Finance

FIN201 Introduction to Business Finance

FIN406 Financial Econometrics

FIN503 Corporate Finance

FIN507 Portfolio Management

FIN509 Financial Derivatives

Language

LAN 10* Foreign Language I

LAN 20** Foreign Language II

*1 = Introduction to Arabic

*2 = Introduction to French

*4 = Introduction to German

*6 = Introduction to Italian

*8 = Introduction to Chinese

**1 = Intermediate Arabic

**2 = Intermediate French

**4 = Intermediate German

**6 = Intermediate Italian

**8 = Intermediate Chinese

LAW

LAW401 Business Law

Mathematics

MTH104 Calculus I
 MTH105 Calculus II
 MTH204 Linear Algebra
 MTH209 Financial Mathematics I
 MTH210 Financial Mathematics II
 MTH211 Actuarial Mathematics
 MTH405 Numerical Analysis

Political Sciences

PSC301 Pakistan Studies

Religious Studies

REL101 Islamic Studies

Statistics

STA203 Probability Theory and Statistics
 STA210 Sampling Theory
 STA302 Methods of Data Analysis
 STA305 Applied Regression Analysis
 STA309 Loss Models I

STA205 Probability Theory and Statistics II
 STA301 Model and Inferences
 STA303 Time Series Analysis and Forecasting
 STA307 Decision Theory
 STA310 Loss Models II

Elective Courses

Finance and Risk Management

FRM503 Corporate Risk Management
 FRM505 Corporate Treasury and Risk Management
 FRM508 Financial Market Issues and Crisis
 FRM512 International Risk and Financial Reporting
 FRM514 Takaful and Risk Management in Islamic Products
 FRM517 Property Risk Management

FRM504 Theory of Risk and Insurance
 FRM506 Financial Regulation for Risk Management
 FRM510 Energy Risk Management
 FRM513 Project Risk Management
 FRM516 International Financial Reporting and Standards
 FRM518 Management of Insurance Institutions

Computer Sciences

CSC103 Structured Programming Language

Course Structure

Semester One Academic English Principles of Microeconomics Foreign Language I Probability Theory and Statistics Calculus I Islamic Studies	Semester Two Introduction to Financial Accounting Probability Theory and Statistics II Calculus II Principles of Macroeconomics Financial Mathematics I Introduction to Actuarial Science	Semester Three Principles of Marketing Linear Algebra Model and Inferences Introduction to Business Finance Persuasive & Analytical Writing for Bus. Com. Financial Mathematics II
Semester Four Numerical Computing Business Law Introduction to Econometrics Principles of Management Pakistan Studies Method of Data Analysis	Semester Five Financial Derivatives Actuarial Mathematics Principles of Risk Management Stochastic Processes Financial Econometrics Corporate Finance	Semester Six Portfolio Management Life and Other Contingencies Enterprise Risk Management Sampling Theory Models in Financial Economics I Methods in Business Research
Semester Seven Institutional Investments Models in Financial Economics II Applied Regression Analysis Computational Methods in Risk Mgmt. Loss Models I Elective I	Semester Eight Decision Theory Loss Models II Risk Financing Techniques Time series Analysis & forecasting Project Elective II	



BS MATHEMATICS AND ECONOMICS



BS (Mathematics & Economics) is an inter-disciplinary undergraduate program for students with robust mathematical skills and a keen interest in economics. This program is a perfect blend of pure and applied mathematics which does not only ensure a solid quantitative foundation for both disciplines but also provides coverage of Statistics, Actuarial sciences and Finance. The training this degree provides is a unification of critical economic analysis and strong mathematical skills, which can help student pursue an esteemed position in the financial services industry, growth and development centers, business enterprises, as well as the public sector. Graduates with this degree are increasingly valued by employers because of their critical reasoning and sound knowledge as much as for economic theory as currently presented in terms of mathematical models. This opens more career options than the ones traditionally available to either mathematics or economics majors. This degree is also perfect for those who aim at Master/ Doctoral degree in Economics, Finance, Mathematics, Statistics, Actuarial Sciences or other related fields.

The BS (Mathematics & Economics) is a four-year program. Applicants who have successfully completed HSc with a minimum of 55% marks in Pre-Engineering or in General Group (with Mathematics) or A-Levels with a minimum of 2 Cs in three principal subjects (with Mathematics) are eligible to apply for admission. Graduation requirement is the completion of 141 credit hours of course work and 3 credit hours of project approved by college. Students must take a minimum load of 12 credit hours (four courses) or a maximum load of 18 credit hours (six courses) in a semester. In order to obtain the BS degree in four years, a student is required to cover twelve courses in a year. Full load of six courses can be taken each in the Fall and Spring semesters with an option of four courses in the latter and making up for the short fall in summer session. Students must maintain a CGPA of 2.5 for the conferment of degree.

Required Courses

Mathematics

MTH104 Calculus I
MTH105 Calculus II
MTH203 Introduction to Formal Mathematics
MTH204 Linear Algebra
MTH213 Introduction to Computing
MTH224 Multivariable Calculus
MTH251 Number theory
MTH301 Real Analysis I
MTH311 Real Analysis II
MTH344 Introduction to Differential Equations
MTH346 Partial Differential Equations
MTH350 Topics in Mathematical Economics
MTH405 Numerical Analysis
MTH427 Topology
MTH401 Complex Analysis
MTH433 Optimization Techniques
MTH437 Functional Analysis

Economics

ECO101 Principles of Microeconomics
ECO102 Principles of Macroeconomics
ECO103 Intermediate Microeconomics
ECO105 Intermediate Macroeconomics
ECO207 Game Theory
ECO208 Development Economics
ECO301 Managerial Economics
ECO302 International Trade
ECO303 Financial Economics
ECO307 Monetary theory and Policy
ECO402 Pakistan Economic Policy
ECO410 Econometrics I
ECO412 Econometrics II

Management Information System

MIS402 Computer Concepts and Applications



Political Sciences

PSC301 Pakistan Studies

Religious Studies

REL101 Islamic Studies

Statistics

STA203 Probability Theory and Statistics

STA301 Model and Inference

STA302 Methods of Data Analysis

STA303 Time Series Analysis

STA305 Applied Regression Analysis

Communication

COM107 Academic English

COM202 Business and Professional Speech

COM203 Methods in Business Writing

Language

LAN 10* Foreign Language I

LAN 20** Foreign Language II

*1 = Introduction to Arabic

*2 = Introduction to French

*4 = Introduction to German

*6 = Introduction to Italian

*8 = Introduction to Chinese

**1 = Intermediate Arabic

**2 = Intermediate French

**4 = Intermediate German

**6 = Intermediate Italian

**8 = Intermediate Chinese

Elective Courses

Mathematics

MTH211 Actuarial Mathematics

MTH205 Financial Mathematics

MTH207 Stochastic Models and Mathematical Finance

MTH421 Abstract Algebra

MTH423 Combinatorics

MTH430 Operations Research

MTH439 Introduction to Dynamical Systems

Economics

ECO305 Topics in Microeconomics

ECO306 Topics in Macroeconomics

ECO414 Islamic Economics

ECO416 Growth Theories

ECO418 Resource & Environmental Economics

ECOXXX Energy Economics

ECOXXX Public Finance

ECOXXX Economics of Logistics

ECOXXX History of Economics Idea

ECOXXX Agronomics

Course Structure

Semester One Islamic studies Academic English Principles of Microeconomics Calculus I Foreign Language I Computer concepts and applications	Semester Two Pakistan Studies Methods in Business Writing Principles of Macroeconomics Calculus II Foreign Language II Probability & Statistics	Semester Three Business and Professional Speech Intermediate Microeconomics Model and inference Introduction to Formal Mathematics Multivariable Calculus Introduction to Computing
Semester Four Intermediate Macroeconomics Development Economics Game Theory Methods of Data Analysis Number Theory Linear Algebra	Semester Five International Trade Managerial Economics Applied Regression Analysis Topics in Mathematical Economics Real Analysis I Introduction to Differential Equations	Semester Six Monetary theory & Policy Financial Economics Econometrics I Numerical Analysis Real Analysis II Partial Differential Equations
Semester Seven Econometrics II Pakistan Economic Policy Topology Complex Analysis Economics Elective I Mathematics Elective I	Semester Eight Time Series Analysis Optimization Techniques Functional Analysis Economics Elective II Mathematics Elective II Project	



BS DATA SCIENCE



BS (Data Science) has a dual emphasis on the basic principles of statistics and computer science, with foundational training in statistical and mathematical aspects of data analysis. This program is, additionally, based on broad computer science principles, including algorithms, data structures, data management and machine learning. The program is suitable for students interested either in a career in industry or more specialized graduate study. This program will prepare students for a career in data analysis, combining foundational statistical concepts with computational principles from computer science. A major component of this degree is the final year two-semester project that teaches students how to apply statistical and computational principles for solving large-scale, real-world data analysis problems. BS (Data Science) is a four year degree program. It requires completion of 144 credit-hour of course work and 2 credit hours of internship of at least six weeks at an organization approved by the Institute.

Data Science students learn to:

- Define information needs of individuals and organizations;
- Select and transform data to increase usefulness for solving particular problems;
- Analyze and synthesize unstructured data to create actionable information;
- Create information visualizations for data exploration and presentation;
- Manage very large volume data sources from acquisition through disposal;
- Secure and preserve data in ways consistent with legal and organizational considerations.

Learning Outcomes for Data Science students include:

1. Knowledge of how to apply analytic techniques and algorithms (including statistical and data mining approaches) to large data sets to extract meaningful insights.
2. Acquisition of hands-on experience with relevant software tools, languages, data models, and environments for data processing and visualization.
3. Ability to communicate results of analysis effectively (visually and verbally) to a broad audience.

Required Courses

Accounting

ACC101 Introduction to Financial Accounting

Communication

COM107 Academic English

COM202 Business and Professional Speech

COM205 Persuasive & Analytical Writing for Bus. Com.

Economics

ECO104 Micro and Macroeconomics

ECO304 Introduction to Econometrics

Language

LAN 10* Foreign Language I

*1 = Introduction to Arabic

*2 = Introduction to French

*4 = Introduction to German

*6 = Introduction to Italian

*8 = Introduction to Chinese

Management

MAN101 Principles of Management

MAN411 Project Management

Data Science

BDS101 Introduction to Data Science
 BDS201 Business Process Analysis
 BDS301 Data Mining-I
 BDS302 Data Mining-II
 BDS401 Data Visualization
 BDS402 Big Data Concept & Techniques
 BDS403 Big Data & Analytics
 BDS404 Machine Learning

Mathematics

MTH107 Calculus and Analytical Geometry
 MTH204 Linear Algebra
 MTH215 Differential Equations
 MTH222 Discrete Structures
 MTH224 Multivariable Calculus
 MTH405 Numerical Analysis

Statistics

STA203 Probability Theory & Statistics I
 STA204 Probability Theory & Statistics II
 STA301 Model & Inference
 STA302 Methods of Data Analysis
 STA305 Applied Regression Analysis
 STA303 Time Series Analysis

Computer Science

CSC105 Data Structures and Algorithms
 CSC111 Intro. to Information & Communication Technology
 CSC112 Object Oriented Programming
 CSC113 Programming Fundamentals
 CSC205 Computer Architecture
 CSC217 Digital Logic Design
 CSC220 Introduction to Database Management Systems
 CSC315 Theory of Automata and Formal Language
 CSC317 Introduction to Software Engineering
 CSC318 Design & Analysis of Algorithms
 CSC410 Data Communication and Networking
 CSC412 Artificial Intelligence
 CSC428 Web Engineering
 CSC443 Mobile Computing
 CSC445 Network Security
 CSC461 Project I
 CSC462 Project II
 CSC463 Introduction to Data Warehousing

Religious Studies

REL101 Islamic Studies

Political Sciences

PSC301 Pakistan Studies

Course Structure

Semester One Introduction to Data Science Programming Fundamentals (2+1) Probability Theory & Statistics I Calculus and Analytical Geometry Islamic Studies Academic English	Semester Two Multivariable Calculus Object Oriented Programming (2+1) Probability Theory & Statistics II Persuasive & Analytical Writing for Bus. Com. Discrete Structures Pakistan Studies	Semester Three Linear Algebra Intro. to Info. & Comm. Tech. (2+1) Model & Inference Business & Professional Speech OR Foreign Language I Data Structures and Algorithms (2+1) Micro and Macroeconomics
Semester Four Differential Equations Computer Architecture & Org. (2+1) Methods of Data Analysis Business Process Analysis Data Communication & Networking (2+1) Intro. to Database Management Systems	Semester Five Numerical Computing (2+1) Data Mining -I Applied Regression Analysis Intro. to Software Engineering (2+1) Mobile Computing Theory of Automata & Formal Language	Semester Six Principles of Management Introduction to Econometrics Data Mining -II Design & Analysis of Algorithms (2+1) Artificial Intelligence Network Security
Semester Seven Data Visualization Digital Logic Design (2+1) Time Series Analysis Project I Big Data Concept & Techniques Introduction to Financial Accounting	Semester Eight Project II Introduction to Data Warehousing Big Data & Analytics Project Management Machine Learning (2+1) Web Engineering (2+1)	



MS COMPUTER SCIENCE



The Master of Science program in Computer Science provides intensive preparation in the concepts and techniques related to the design, programming and application of computing systems. The program requires students to take a broad spectrum of courses and simultaneously allows for emphasis on the desired areas of specialization. The program is based on HEC guidelines. The program comprises two years of study over at least 4 semesters. It requires completion of 30 credit hours of course work. Students are required to complete 8 courses and a thesis of an equivalent of 6 credit-hour of 2 courses in order to fulfill degree requirements. Students must maintain a CGPA of 3.0 for conferment of the degree.

Eligibility

BS(CS) / MCS / BE in Computer Engineering candidates are required to fulfil the requirement as proposed by the Department Board of Studies. Minimum CGPA of 2.5 on a scale of 4.

MS (Computer Science) program consists of two groups of courses: core and elective.

Core Courses

CSC541	Advanced Research Methodology
CSC543	Advanced Computer Architecture
CSC545	Decision Theory
CSC548	Advanced Analysis of Algorithms

Elective Courses

CSC465	Data Warehousing	CSC561	Advanced Software Engineering
CSC562	Object Oriented Software Engineering	CSC563	Software Quality Assurance
CSC564	Software Requirement Engineering	CSC565	Software Testing Strategies
CSC571	Advanced Database Management Systems	CSC573	Data Mining
CSC574	Distributed Systems	CSC575	Parallel and Distributed Computing
CSC576	Parallel and Distributed Algorithms	CSC578	Communication and Information Policy
CSC467	Neural Networks	CSC582	Pattern Recognition
CSC466	Fuzzy Systems	CSC591/592	Thesis

Course Structure

Semester One Advanced Research Methodology Advanced Computer Architecture Advanced Analysis of Algorithm	Semester Two Decision Theory Elective I Elective II
Semester Three Elective III Elective IV	Semester Four MS Thesis (6 credit hours)



MS MATHEMATICS AND MS STATISTICS (SCIENTIFIC COMPUTING)

The MS programs in Mathematics & Scientific Computing and in Statistics & Scientific Computing prepare students for careers in research, applications, and teaching. Students choose courses from two areas of concentration for their course work: Mathematics and Computations or Statistics and Computations. Students are required to qualify successfully for eight courses (4 compulsory and 4 electives) each of 3 credit hours duration. On successful completion of MS course work students will be allowed to work on a 6 credit hour thesis on a subject of their interest depending on the availability of the faculty. Students will be required to qualify for Final (Comprehensive) Examination, as well as write and defend a thesis. The MS Program takes usually two years to complete and students must pass GRE/NTS exam prior to completion of the degree.

Eligibility

16 Years of education in Computer Science, Engineering, Mathematics or Statistics or any relevant field.

Required Courses

MS (Mathematics & Scientific Computations)

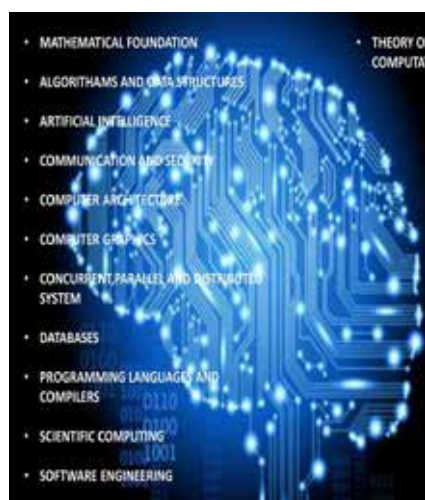
Compulsory Courses (12 credit hours)

- MTS614 Mathematical Statistics
- MTS615 Dynamical System
- MTS617 Advanced Numerical Analysis
- MTS618 Statistical Modeling and Computing

Elective Courses

Mathematics Concentration (6 credit hours)

- MTS610 Calculus of Variation
- MTS612 Numerical Methods for ODEs and PDEs
- MTS620 Asymptotic Analysis
- MTS624 Advanced Fluid Dynamics
- MTS626 Advanced Convex Analysis
- MTS628 Advanced Numerical Optimization
- MTS630 Advanced Mathematical Physics
- MTS632 Advanced Variational Inequalities
- MTS634 Advanced Numerical Linear Algebra
- MTS636 Advanced Hilbert Space
- MTS640 Symmetry Methods for Differential Equations
- MTS641 Continuum Mechanics
- MTS642 Geometric Methods in Mechanics and Physics



Computation Concentration (6 credit hours)

MTS622 Fundamental Algorithms
MTS637 High Performance Computing
MTS657 Machine Learning and Pattern Recognition
MTS691/692 Thesis

MTS635 Information Retrieval and Data Mining
MTS639 Principles in Parallel Computing
MTS658 Production Quality Software

Course Structure

MS (Mathematics & Scientific Computing)

Semester One Mathematical Statistics Advanced Numerical Analysis Dynamical System	Semester Two Statistical Modeling & Computing Mathematics Concentration I
Semester Three Mathematics Concentration II Computation Concentration I Computation Concentration II	Semester Four Thesis (Mathematics Oriented) <i>6 credit hours</i>

MS (Statistics & Scientific Computing)

Required Courses

Compulsory Courses (12 credit hours)

MTS611 Advanced Statistical Inference
MTS614 Mathematical Statistics
MTS617 Advanced Numerical Analysis
MTS618 Statistical Modeling and Computing

Elective Courses

Statistics Concentration (6 credit hours)

MTS647 Advanced Design of Experiments
MTS649 Stochastic Processes
MTS651 Theory and Practices of Forecasting

MTS648 Time Series Analysis
MTS650 Applied Regression Models
MTS652 Statistical Quality Control

Computation Concentration (6 credit hours)

MTS622 Fundamental Algorithms
MTS645 Decision Theory
MTS658 Production Quality Software
MTS662 Principles in Parallel Computing

MTS635 Information Retrieval and Data Mining
MTS657 Machine Learning and Pattern Recognition
MTS661 Simulation and Modeling
MTS691/692 Thesis

Course Structure

MS (Statistics & Scientific Computing)

Semester One Mathematical Statistics Advanced Numerical Analysis Advanced Statistical Inference	Semester Two Statistical Modeling & Computing Statistics Concentration I
Semester Three Statistics Concentration II Computation Concentration I Computation Concentration II	Semester Four Thesis (Statistics Oriented) <i>6 credit hours</i>



MS ACTUARIAL SCIENCE (AS) & COMPUTATIONAL FINANCE (CF)

The MS (AS&CF) degree program is for those candidates who have demonstrated high academic ability at BS level programs in the fields of Actuarial Science, Economics, Mathematics, Statistics, Computer Science, and Physics and are interested in exploring actuarial science, risk management, financial mathematics and computing sciences in insurance and finance. Computational finance along with actuarial science is in demand nationally and internationally in banks, financial institutions and insurance companies.

Eligibility

1. Sixteen years of schooling or 4 year education (130 credit hours) after HSSC/F.A/ F.Sc./Grade 12 equivalent will be required for admission in the MS (AS&CF).
2. Taking the test conducted by IoBM Admission Dept. or some equivalent agency acceptable to HEC (NTS) with a minimum of a 50% cumulative score will be a requirement at the time of admission to MS (AS&CF). The test is valid for a period of two years.

MS (AS&CF)

- For the award of MS (AS&CF) candidates will be required to complete 30 credit hours with 24 credit hours of course work along with a minimum of 6 credit hours for a thesis.
- (*1. 6 credit hours may be exempted only for those disciplines where research is not possible)
- (*2. The HoD may allow students to do course work of 6 credit hours in lieu of 6 credit hours of research work. This exemption can only be allowed if students wish to terminate their course work at MS and not pursue PhD)
- Course work of 12 credit hours has to be completed in two semesters and thesis should be completed within a year after completion of course work. All examinations and grading will be as per the Institute's rules.

Required Courses

Compulsory Courses (12 credit hours)

- ACF601 Financial Mathematics and Computational Finance
- ACF602 Finance and Financial Reporting
- ACF603 Life Insurance Mathematics and Computing
- ACF604 Advanced Life Insurance Mathematics and Computing



Elective Courses (12 credit hours)

Actuarial Science Concentration

- ACF605 Economics of Risk and Insurance
- ACF606 Statistical Methods (for Insurance and Risk Management) with Computing
- ACF607 Stochastic Modeling (for Insurance and Risk Management) with Computing
- ACF608 Survival Models & Theory of Reliability
- ACF609 Risk Theory (for life insurance)
- ACF610 Financial Economics
- ACF611 Introduction to Model Office Building in Life Insurance
- ACF612 Social Insurance in Emerging Markets
- ACF613 Hedge Funds
- ACF614 Risk Assessment and Decision Analysis Using Bayesian Network (BAN)

Computing Concentration

- ACF615 Time Series Modeling & Forecasting
- ACF616 Simulation & Modeling
- ACF617 Machine Learning
- ACF618 Actuarial Computing Using R or Other Software
- ACF619 Financial Soft Computing /Advances in Computational Finance

Thesis Writing and Evaluation (6 credit courses)

Thesis writing and evaluation will be done as per rules of IoBM (BASR). Thesis should be Mathematics of Insurance and Computing oriented.

Course Structure

MS (Actuarial Science & Computational Finance)

Semester One Financial Mathematics and Computational Finance Finance and Financial Reporting Life Insurance Mathematics and Computing	Semester Two Advanced Life Insurance Mathematics and Computing Elective I Elective II
Semester Three Elective III Elective IV	Semester Four MS Thesis (6 credit hours)

PhD (COMPUTER SCIENCE)

PhD (MATHEMATICS & SCIENTIFIC COMPUTING)

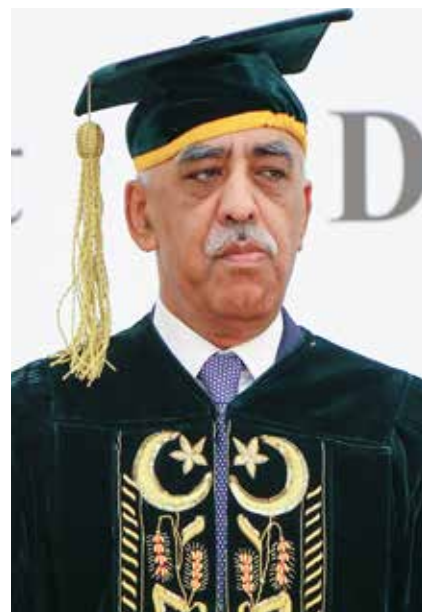
PhD (STATISTICS & SCIENTIFIC COMPUTING)

PhD programs will connect knowledge of three disciplines - mathematics, statistics and computer science - to policy-relevant decision-making in business and government. The program aims to train researchers to contribute to theory, develop inventive and useful models and methods, and conduct applied scientific investigations. Although individual researchers will vary in their emphases, the field includes all these aspects. This program emphasizes rigorous course work and high quality research that should be published in international conferences and HEC recognized journals. Course and research work are arranged as per HEC criteria.

Eligibility

MPhil /MS / in Computer Science related field or equivalent graduates from HEC recognized institutions meeting the following criteria:

- A minimum CGPA of 3.00 on a scale of 4.00 (or overall 60% marks) or equivalent
- A minimum of 18 years of schooling that corresponds to MS / M.Phil or equivalent degree from HEC recognized institutions in a relevant discipline
- GRE subject specific or GAT subject test conducted by the NTS, or equivalent in the relevant discipline. A minimum of 60% (percentage) marks is required
- An interview conducted by the Institute
- All other HEC stipulated requirements



Program Requirements

PhD requires completion of course work and dissertation/thesis. Minimum duration is 3 years and maximum is 5 years:

- PhD course work requirements consist of six graduate level courses (18 credit hours)
- On completion of dissertation/thesis the student is awarded 30 credits

A PhD student must additionally complete the following requirements:

- Comprehensive Exam
- PhD Proposal/Synopsis Development
- PhD Proposal/Synopsis Defense
- BASR Approval of PhD Proposal/Synopsis
- Continuous enrollment in supervised research courses for meeting the full-time residency requirements
- Completion of PhD Dissertation/Thesis
- Selection of External Evaluators by BASR
- Publication of at least one paper in an ISI indexed or an HEC recognized journal or an official acceptance of the paper
- Evaluation of PhD Dissertation by two foreign faculty members from developed countries as per HEC criteria
- Dissertation/Thesis Finalization
- Open defense of PhD dissertation
- Any other HEC requirement
- Final Dissertation/Thesis Submission to BASR



Course Structure

Semesters One to Nine (Select Six courses)

PhD (Computer Science)

- PCS701 Big Data Analytics and Knowledge Discovery
- PCS703 Natural Language Processing Information Retrieval
- PCS705 Advance Theory of Computation
- PCS707 Advances in Machine Learning
- PCS709 Computational Intelligence
- PCS711 Heuristic Search Theory & Methods
- PCS713 Advanced Neural Network
- PCS715 Intelligent Web Technologies
- PCS717 Parallel and Distributed Systems
- PCS719 Formal Research Methods
- PCS723 Computer Vision and Robotics
- PCS725 Temporal and Spatial Database Management System
- PCS731 Advanced Digital Signal Processing
- PCS733 Advanced Decision Support System
- PCS739 Advances in Simulation and Modeling
- PCS743 Fuzzy Topologies with Human Centric Computing
- P CS745 Advanced Algorithm Analysis
- PCS749 Seminar on Logic and Scientific Computing
- PCS751 Seminar on Emerging Computing Technologies
- PCS850 Research Thesis

PhD (Statistics & Scientific Computing)

- PST701 Advanced Statistical Computing and Graphics
- PST703 Regression Modeling and Computing
- PST705 Advanced Mathematical Statistics
- PST707 Advanced Bayesian Inference and Stochastic Modeling
- PST713 Nonlinear and Integer Programming
- PST715 Advanced Design and Analysis of Experiments
- PST717 Advances in Time Series Analysis
- PST719 Advances in Bioinformatics & Biostatistics
- PST721 Statistical Quality Control
- PST723 Stochastic Modeling
- PST850 Research Thesis

PhD (Mathematics & Scientific Computing)

- PMT701 Advanced Numerical Computing
- PMT703 Linear Algebra and Lie Algebra
- PMT705 Applied Matrix Theory
- PMT707 Numerical Methods for PDEs
- PMT709 Topics in Inverse Problems
- PMT711 Topics in Numerical Differential Equations
- PST701 Advanced Statistical Computing & Graphics
- PST703 Regression Modeling & Computation
- PST713 Nonlinear and Integer Programmng
- PMT850 Research Thesis





COLLEGE OF ENGINEERING AND SCIENCES

“Entrepreneurial Engineering with Excellence”

College of Engineering and Sciences (CES) was established to realize IoBM’s mission of creating an impact as a multidimensional institution of higher learning. The college strives to develop entrepreneurial engineers who have the technical skills and confidence to create new engineering technologies and design innovative engineering products and processes.

BE ELECTRICAL ENGINEERING IN ELECTRONICS AND TELECOMMUNICATION



Electrical Engineering graduates are empowered to ensure the growth of the electrical, electronics and telecommunication industry through their technical expertise and entrepreneurial spirit. BE (EE) program is accredited by PEC and students can specialize in either electronics or telecommunication streams.

The program is Pakistan Engineering Council (PEC) approved (see http://www.pec.org.pk/schedule_first.aspx) and designed in close consultation with leading engineering firms and scholars from reputable academic Institutions. The Electrical engineering curriculum is a four-year degree program comprising 8 semesters. The emphasis is on laboratory work, experimental knowledge and innovative teaching methods. One of its special features is an Internship of 6 to 8 weeks in a reputable engineering organization. During the first four semesters, the same courses are offered to all students. At the end of the fourth semester, students are allowed to select either of two of the above-mentioned areas of specialization. The course work offered in the last four semesters is especially designed to enhance students' knowledge of a given area of interest and provide them with a thorough understanding of the advanced subjects.

Completion of course work with 2.5 CGPA and 139 credit hours with internship automatically qualify students for the Master's programs offered by IOBM. They can also proceed further for postgraduate studies or work in the fields of Telecommunication and Electronics at leading universities and organizations throughout the world. IOBM course credits are easily transferable to a number of international universities. BE (EE) program is spread over 18 sessions per semester.

Required Courses

Communication

- COM103 Functional English I
- COM202 Business and Professional Speech
- COM403 Interpersonal Communication Skills

Computer Engineering

- CME102 Fundamentals of Computing
- CME104 Computer Programming and Problem Solving
- CME203 Data Structures and Algorithms
- CME205 Microcontroller and Microprocessor Systems
- CME301 Computer Communication and Networks

Electronic Engineering

- ELE200 Electronic Devices and Circuits
- ELE201 Digital Logic Design
- ELE202 Electronic Workshop Practices
- ELE370 Instrumentation and Measurements
- ELE419 Linear Control Systems
- ELE420 Power Electronics
- ELE450 Senior Design Project I
- ELE451 Senior Design Project II

Electrical Power Engineering

- EPE101 Linear Circuit Analysis
- EPE200 Electrical Network Analysis
- EPE201 Computer Aided Engineering Design
- EPE302 Electrical Machines

Telecommunication Engineering

TCE201 Communication System
TCE204 Electromagnetic Field Theory
TCE205 Signal and Systems
TCE301 Probability Methods in Engineering
TCE321 Wave Propagation and Antennas
TCE404 Digital Signal Processing
TCE450 Senior Design Project I
TCE451 Senior Design Project II

Engineering Management

ENG203 Engineering Economics

Mathematics

MTH107 Calculus and Analytical Geometry
MTH204 Linear Algebra
MTH215 Differential Equation
MTH216 Complex Variable and Transforms
MTH405 Numerical Analysis

Religious Studies / Ethics

REL101 Islamic Studies OR
SSC203 Ethical Behavior

General Sciences

GSC103 Applied Physics

Entrepreneurship

ENT403 Small Business and Entrepreneurship

Management

MAN418 Management and Organizational Dynamics

Political Sciences

PSC301 Pakistan Studies

Community Service

ENT3088 Social Advocacy and Community Service OR
SSC100 Community Service

Inter-Disciplinary Engineering

IDE401 Principles of Applied Mechatronics
IDE402 Renewable Energy Methods
IDE403 Project Management

Course Structure

First two years are common to both Electrical Engineering streamlines (Electronic and Telecommunications)

Semester One Applied Physics (3+1) Functional English I (3+0) Linear Circuit Analysis (3+1) Fundamentals of Computing (2+1) Calculus & Analytical Geometry (3+0) Electronic Workshop Practices (0+1)	Semester Two Linear Algebra (3+0) Islamic Studies (2+0) Business and Professional Speech (2+0) Basic Electronics (3+1) Computer Programming & Problem Solving (2+1) Electrical Network Analysis (3+1)
Semester Three Pakistan Studies (2+0) Digital Logic Design (3+1) Data Structure & Algorithms (3+1) Complex Variables & Transforms (3+0) Computer Aided Engineering Designs (0+1) Electronic Devices and Circuits (3+1)	Semester Four Signals & Systems (3+1) Differential Equations (3+0) Interpersonal Communication Skills (3+0) Electromagnetic Field Theory (3+0) Microcontroller & Microprocessor Systems (3+1)



Course Structure

Stream 1: Electronic Engineering

Semester Five Electrical Machines (3+1) Numerical Analysis (3+0) Linear Control Systems (3+1) Instrumentation and Measurements (3+1) Probability Methods in Engineering (3+0)	Semester Six Elective I (3+1) Engineering Economics (2+0) Communication System (3+1) Digital Signal Processing (3+1) Power Electronics (3+1)
Semester Seven Elective II (3+1) Elective III (3+1) Management and Organizational Dynamics (3+0) Senior Design Project I (0+3) Renewable Energy Methods (3+0)	Semester Eight Elective IV (3+1) Community Service (0+1) Senior Design Project II (0+3) Small Business and Entrepreneurship (3+0) Principles of Applied Mechatronics (3+1)

Elective Courses

ELE415 Opto-Electronics	ELE417 Industrial Electronics
ELE423 Digital Control Systems	ELE422 VLSI Design
ELE429 Introduction to Nano Technology	ELE428 Digital Electronics
ELE433 Artificial Neural Networks	ELE430 Solid State Devices
ELE434 Introduction to Smart Grid Technology	ELE432 Wireless Power Transmission
CME414 Digital Image Processing	CME301 Computer Communication Networks

Course Structure

Stream 2: Telecommunication Engineering

Semester Five Numerical Analysis (3+0) Linear Control Systems (3+1) Electrical Machine (3+1) Computer Communication Networks (3+1) Probability Methods in Engineering (3+0)	Semester Six Elective I (3+1) Engineering Economics (2+0) Digital Signal Processing (3+1) Communication System (3+1) Wave Propagation and Antennas (3+1)
Semester Seven Elective II (3+1) Elective III (3+1) Management & Organizational Dynamics (3+0) Senior Design Project I (0+3) Renewable Energy Methods (3+0)	Semester Eight Elective IV (3+1) Social Advocacy and Community Service (1+1) Senior Design Project II (0+3) Small Business and Entrepreneurship (3+0) Principles of Applied Mechatronics (3+1) OR Project Management

Elective Courses

TCE415 Transmission and Switching Systems	TCE416 Digital Communications
TCE420 Information Theory and Coding	TCE423 RF and Microwave Engineering
TCE424 Radar Systems	TCE425 Telecom Management
TCE426 Electromagnetic Compatibility	TCE427 Antenna Theory and Design
TCE428 Mobile and Pervasive Computing	TCE429 Teletraffic Engineering
TCE430 Satellite Communication	TCE431 Digital Filter Design
TCE432 Optical Networks	TCE433 Multimedia and Optical Fiber
TCE434 Wireless Sensor Networks	TCE461 Wireless and Mobile Communications
TCE471 Optical Fiber Communication	CME414 Digital Image Processing



MS ENGINEERING MANAGEMENT

The MS in Engineering Management degree (MEM) can be either an academic or professional master's degree that bridges the gap between the field of engineering, technology and the field of business by equipping students with the technical expertise and leadership skills required to advance their careers in the fast-paced world of technology. Sound decision-making, information management, project management, quality engineering, design engineering, simulation, facility layout, production system and industrial costing management are some of the core issues addressed for this purpose. MEM graduates can fill this gap.

The need for engineering management is felt at all managerial levels, particularly in the professional management work environment. Also, management is applicable to every aspect of an organization's functions and at all levels of top management, middle management and lower management. Basic and specialized knowledge in the field of engineering management is a crucial need for every engineer and a profitable business.

Engineering management entails planning, organizing, allocating resources, and directing and controlling activities that have a technological component. The course has been designed by engineers and business experts with experience at the International level, keeping in view the requirements of the country.

This is a weekend program with a minimum load of 6 credit hours (2 courses) and a maximum of 9 credit hours (3 courses) in each of the 3 sessions (Fall, Spring and Summer).

Course Contents

Duration:	2 years
Total credit hours:	30
- Teaching:	24
- Thesis/ Project:	6

A minimum of eight courses (500 Level) of 3 credit hours each with individual research project / thesis of 6 credit hours in a relevant area shall be required for the completion of the MS degree in the discipline of Engineering Management. A minimum of four courses from core subjects and four courses from optional subjects are selected.

Entry Test Policy

The admission for MS Program would be based on any one of the following:

Eligibility for entrance to MS-Engineering Management Program:

It is based on any one of the following:

- Sixteen years of education in any engineering discipline with minimum 60% marks in overall academic career or equivalent from HEC recognized Institutes/ Universities having PEC registration status.





I entered IoBM as a shy and introvert girl who had done all her schooling from interior Sindh. On my arrival here, I was nervous to get adjusted in a completely different environment but in no time, IoBM became home away from home for me.

Choosing IoBM for my BBA was the best decision that I ever made in my life. From taking six courses in a semester with different classmates each time, working in groups for projects, joining different societies, arranging events to visiting companies and interviewing managers for project work, IoBM groomed me and prepared me for professional life. From doing my bachelor on merit scholarship, being member of societies related to my field, being a teacher assistant to doing internships in desired companies like PSO, IoBM made me confident and gave me a sense of achievement. Therefore, I owe a lot to IoBM and the teachers who have been helpful throughout the journey.

*Simran
Gold Medalist
Convocation 2017*

In addition:

- Success in aptitude test and interview conducted by IoBM
- Candidates must score minimum 60% marks in exam conducted by IoBM

Compulsory Core Courses (Four Courses)

- MEM501 Project Management (3+0)
- MEM502 Designs, Patents, Contract and Legal Engineering (3+0)
- MEM503 Quality Processes for Design and Production (3+0)
- MEM504 Research Methodology (3+0)

MS Projects (Compulsory)

- MEM600 Thesis / Project (6+0)
- MEM601 Thesis I / Project I (3+0)
- MEM602 Thesis II / Project II (3+0)

Elective Courses (Any Four Courses)

- MEM505 Applied Engineering Analysis (3+0)
- MEM506 Production System Design and Analysis (3+0)
- MEM507 Operations Analysis & Resource Allocation(3+0)
- MEM508 Operation Management (3+0)
- MEM509 Simulation Modeling (3+0)
- MEM510 Production Planning and Control (3+0)
- MEM511 Advanced Practices in Engineering Management (3+0)
- MEM512 Environmental and Safety Management (3+0)
- MEM513 Industrial Costing Management (3+0)
- MEM514 Technology Management (3+0)
- MEM515 Lean Six Sigma & Lean Manufacturing(3+0)
- MEM516 Marketing Management (3+0)

Course Structure

<p>Semester One Project Management (3+0) Quality Processes for Design & Production (3+0) Research Methodology (3+0)</p>	<p>Semester Two Design, Patents, Contract & Legal Engineering (3+0) Elective I (3+0) Elective II (3+0)</p>
<p>Semester Three Elective III (3+0) Elective IV (3+0) Thesis-I / Project-I (2+0)</p>	<p>Semester Four Thesis-II / Project-II (4+0)</p>



MS IN ELECTRICAL ENGINEERING

Electrical Engineering is the largest and most diverse technological field in the world. In the modern world of interconnected devices and there is a need to apply knowledge of mathematics, science, engineering fundamentals to the solution of electrical engineering problems. For those who plan to work in highly technical development or fundamental research, additional graduate study is desirable. Hence, the need for a MS in Electrical Engineering for EE graduates.

The profession of electrical engineering demands a strong foundation in physical science and mathematics, a broad knowledge of engineering techniques, and an understanding of the relation between technology and society. Curricula at IoBM are planned to offer the breadth of education and depth of training necessary for leadership in industry as well as a precursor to further education.

There is a need for an ability to investigate electrical engineering problems in a methodical way including literature survey, design and conduct of experiments, analysis using first principles of mathematics, natural science and engineering sciences, and interpretation of experimental data, and synthesis of information to derive valid conclusions.



Program Scope

In Pakistan, we are seeing a shift towards rapid growth of data networks, as well as a shift towards electronically facilitated services particularly in the public sector. Electrical engineers design develop test and supervise deployment of electrical systems and electric devices. They are expected to work on the design of sub-micron Digital and Analogue Integrated Circuits, Digital Signal Processors, Control System Design and Testing services. The Master of Science (MS) program in Electrical Engineering is designed to prepare students for technically demanding careers in industry as well as for research career in Electrical Engineering or related fields. More specifically:

- It requires students to build depth in an Electrical Engineering specialization, selected from areas such as signal processing and communication, systems and control, electromagnetics and photonics, and material circuits and devices.
- It affords students the opportunity to flexibly choose graduate electives to explore technical or professional interests within engineering.

The MS in Electrical Engineering (MS EE) can be either an academic or professional master's degree that bridges the gap between the field of engineering, technology and the field of business by equipping students with the technical expertise and leadership skills required to advance their career in the fast-paced world of technology.

Program Objectives

The Master program in Electrical Engineering provides students with the latest and in depth knowledge in electrical engineering. Students enrolled in this program have the option of designing their MS studies in a way that facilitates the requirements for the PhD program as well as seek technologically advanced careers. As per HEC guidelines, the MS program in Electrical Engineering comprises of the following 3 streams:

- Stream 1 Power Systems Engineering
- Stream 2 Control and Automation Engineering
- Stream 3 Communication Systems and Networks



Specific objectives include:

- To expand and reinforce their undergraduate knowledge of mathematics, science and engineering in real world
- To inculcate knowledge and skills needed to effectively play a role as team member for larger projects
- To identify engineering ethical and professional responsibilities
- To understand the impact of power, communications and signal processing on engineering solutions in a global, economic, environmental, and societal context
- To improve communication between cross-disciplinary engineering teams and within engineers themselves
- To conduct meaningful research in the area of specialization and disseminate complex ideas
- To present and defend work for peer review

In general following are the prime objectives of MS program:

1. To understand the operating principles of Electrical/Electronic engineering
2. To meet all HEC requirements for the MS program including thesis proposal and implementation
3. To solve real world research problems related to Electrical/Electronic engineering according to the international standards
4. To simulate, design, analyze and implement Electrical/Electronic engineering research projects
5. To communicate effectively in a team and with stakeholders
6. To work independently and conduct lifelong learning and adapt readily to changing situations and manage to demonstrate consistent professional ethics with high integrity.
7. To adapt the research ethics and methodologies to carry out high quality research work

Courses:

MEM504 Research Methodology 3+0

MEM509 Simulation and Modeling 2+1

MEM603 Independent Study 3+0

Stream based Courses Module

Stream 1 Power Systems Engineering	Stream 2 Control Automation Engineering	Stream 3 Communication Systems and Networks	Credit Hours
EPE602 (Core) Power Electronics	ELE602 (Core) Linear Control Theory	ECE602 (Core) Wireless Communication	3+0
Elective Courses			
EPE611 Power System Analysis	CME601 Advanced Digital Signal Processing		3+0
EPE612 Computer Methods in Power System Analysis	ELE612 Detection and Estimation	ECE612 Information & Coding Theory	3+0
EPE613 Power System Reliability	ELE613 Adaptive Control Systems	MTH601 Stochastic System Process	3+0
CME602 Artificial Intelligence and Machine Learning		ECE614 Advanced Communication Systems	3+0
EPE615 Renewable Energy Systems	ELE615 Optimal Control Systems	ECE615 Advanced Computer Networks	3+0
EPE616 Embedded Power Generation	GSC601 Semiconductor Device Physics		3+0
<i>Special topics on Smart Grid (upon the discretion of course tutor)</i>	<i>Special topics on Automation (upon the discretion of course tutor)</i>	<i>Special topics on Communications (upon the discretion of course tutor)</i>	3+0



Course Structure:

Semester One Research Methodology (3+0) Simulation Modeling (2+1) Required Stream based Course (3+0)	Semester Two Independent study(3+0) Elective-I Elective-II Initial Seminar / Symposium
Semester Three Elective-III Elective-IV Thesis (2+0)	Semester Four Thesis (4+0) Final Seminar/ Symposium

Program Summary:

Duration	02 years
Total Credit hours	30 credit hours
Course work	24 credit hours
Thesis	06 credit hours







COLLEGE OF ECONOMICS AND SOCIAL DEVELOPMENT

BS (HONORS) ACCOUNTANCY, MANAGEMENT AND LAW

The College of Economics and Social Development (CESD) is a social science and liberal arts college with graduate and undergraduate programs in the areas of accountancy, management and law, education, economics, media studies and psychology. Research is a core competence of CESD. The program is designed to help students build a solid foundation in general business principles and skills. It requires completion of 144 credit hours of course work and 2 credit hours of internship of at least six weeks in a firm approved by the College. Students may take a maximum of six courses per semester with summer as an optional semester. This program will lead to an MBA or a professional accountancy qualification. The BS (Hons.) Accountancy, Management and Law degree has been accredited by two world renowned accountancy bodies, namely, the Institute of Chartered Accountants of Pakistan (ICAP) and the Association of Chartered Certified Accountants (ACCA), United Kingdom. Students opting for the ICAP qualification may get exemption from all four papers of Assessment of Fundamental Competencies (AFC) and the first four papers of Certificate in Accounting and Finance (CAF). Students opting for the ACCA qualification may get exemption from the following nine subjects:

1. F1-Accountant in Business
2. F2-Management Accounting
3. F3-Financial Accounting
4. F4-Corporate and Business Law
5. F5-Performance Management
6. F6-Taxation
7. F7-Financial Reporting
8. F9-Financial Management
9. F8-Audit and Assurance

Required Courses

Accounting

- ACC102 Introduction to Accounting I (ICAP-CAF-1)
- ACC103 Introduction to Accounting II (ICAP – CAF-1)
- ACC202 Taxation I (ICAP – CAF-6)
- ACC203 Financial Accounting I (ICAP – CAF-5)
- ACC204 Taxation II (ICAP – CAF-6)
- ACC303 Financial Reporting I (ICAP – CAF-7)
- ACC304 Financial Accounting II (ICAP – CAF-5)
- ACC306 Financial Reporting II (ICAP – CAF-7)
- ACC307 Cost and Management Accounting I (ICAP – CAF-8)
- ACC308 Cost and Management Accounting II (ICAP – CAF-8)
- ACC405 Internal Auditing
- ACC414 Auditing I (ICAP – CAF-9)
- ACC416 Auditing II (ICAP – CAF-9)
- ACC418 Performance Measurement and Decision Making
- ACC501 Advanced Financial Accounting
- ACC520 Managerial Analysis and Decision Making

Communication

- COM103 Functional English I (ICAP – AFC-1)
- COM104 Functional English II (ICAP – AFC-1)
- COM105 Business Communication I (ICAP – AFC-2)

Economics

- ECO202 Introduction to Economics & Finance I (ICAP-CAF-2)
- ECO203 Introduction to Economics & Finance II (ICAP-CAF-2)

Finance

- FIN201 Introduction to Business Finance
- FIN202 Financial Management
- FIN511 Analysis of Financial Statements
- FIN601 Strategic Financial Analysis and Design

Entrepreneurship

- ENT403 Small Business and Entrepreneurship

Human Resource Management

- HRM301 Human Resource Management
- HRM502 Industrial Relations and Labour Laws

Management Information Systems

- MIS413 Information Technology I (ICAP-AFC-4)
- MIS416 Information Technology II (ICAP-AFC-4)

Management

- MAN101 Principles of Management (ICAP- CAF-4)
- MAN411 Project Management
- MAN416 Corporate Governance

Social Sciences

- SSC103 Behavioral Studies (ICAP -CAF-4)
- SSC202 Environmental Studies
- SSC401 Business Ethics (ICAP -AFC-2)



Law

LAW105 Mercantile Law (ICAP-CAF-3)
LAW106 Company Law (ICAP-CAF-3)
LAW202 Banking Laws in Pakistan
LAW203 Insurance Laws in Pakistan
LAW301 Intellectual Property, Patents, Copyrights
LAW400 Company Secretarial Practices
LAW404 Arbitration
LAW407 Statutory Compliance

Language

LAN 10* Foreign Language I

*1 = Introduction to Arabic *2 = Introduction to French

*4 = Introduction to German *6 = Introduction to Italian

*8 = Introduction to Chinese

Marketing

MKT301 Principles of Marketing
MKT404 Methods in Business Research

Statistics

STA101 Quantitative Methods-I (ICAP -AFC-3)
STA102 Quantitative Methods-II (ICAP -AFC-3)

Logistics and Supply Chain Management

SCM400 Introduction to ERP Systems

Religious Studies

REL101 Islamic Studies

Course Structure

Semester One Functional English I Quantitative Methods I Information Technology I Introduction to Economics and Finance I Introduction to Accounting I Mercantile Law	Semester Two Introduction to Economics and Finance II Introduction to Accounting II Business Communication Quantitative Methods II Functional English II Behavioral Studies
Semester Three Financial Accounting I Taxation I Financial Reporting I Company Law Cost and Management Accounting I Auditing I	Semester Four Cost and Management Accounting II Financial Accounting II Financial Reporting II Auditing II Information Technology II Taxation II
Semester Five Introduction to Business Finance Banking Laws in Pakistan Principles of Marketing Islamic Studies Intellectual Property, Patents, Copyrights Principles of Management	Semester Six Human Resource Management Financial Management Introduction to ERP Systems* Business Ethics Internal Auditing Advanced Financial Accounting <i>*Includes Introduction to concepts of Supply Chain Management</i>
Semester Seven Company Secretarial Practices Project Management Methods in Business Research Managerial Analysis and Decision Making Insurance Laws in Pakistan Analysis of Financial Statements	Semester Eight Any six of the following: Strategic Financial Analysis and Design Statutory Compliance Arbitration Performance Measurement and Decision Making Industrial Relations and Labor Laws Small Business and Entrepreneurship Introduction to a Foreign Language Corporate Governance Environmental Studies





BS (HONORS) MEDIA STUDIES

The BS (Honors) Media Studies program is designed to provide students with strong grounding in and a broad academic base for pursuing a professional career - institutional or entrepreneurial - in the wider field of media and film arts.

The curriculum that has been regularly updated by refining content and methodology, as well as offering new courses to endow students with deeper insight into the emergent world of media and visual communication through an array of courses in journalism, communication and social sciences, and enhance their creativity through practical hands-on exposure to the art and craft of filmmaking for television and new media. The ultimate objective of the program is to strengthen their prospects in a world where multi-platform communication and multi-format journalism are becoming the norm.

The program owes its success to the support it has received over the years from media experts and practitioners, specialists from the field of journalism and filmmaking, who still make up the bulk of our department's teaching faculty. We have also benefited from the collaboration received from other institutions, and media organizations.

The four-year program requires completion of 144 credit hours of course work, and a compulsory 6-week internship.

Required Courses

Communication

COM111 Critical Reading & Creative Writing

COM112 Appreciation of Literary Text

Economics

ECO106 Basic Economics

Islamic Studies

REL101 Islamic Studies

Language

LAN112 Urdu I

LAN113 Urdu II

Law

LAW405 Media Law & Ethics

Management

MAN305 International Relations



Media Studies

MMM301 Photo Journalism
 MMM304 Media Literacy
 MMM308 Contemporary World Media
 MMM312 Introduction to Advertising & PR
 MMM315 Feature, Article & Column Writing
 MMM318 Business Journalism
 MMM321 Development Journalism
 MMM324 Media Marketing
 MMM328 Methods in Media Research
 MMM330 Appreciation of Vernacular Literature
 MMM333 Sports Journalism
 MMM336 Human Rights & Gender Reporting
 MMM338 Cinematography I
 MMM342 Filmmaking – The Art & Craft I ^(P) **
 MMM345 Screenplay II ^(P)
 MMM354 Introduction to Sound Design
 MMM356 Ad-Film Production
 MMM361 Fashion Journalism
 MMM363 Introduction to Design Tools
 MMM366 Filmmaking – The Art & Craft II (Thesis) ^(P) **
 MMM368 Director’s Toolkit
 MMM370 Introduction to Documentary
 MMM372 Environmental Journalism

MMM302 Logic & Critical Thinking
 MMM307 World Civilization & Culture
 MMM310 News Writing & Reporting
 MMM313 Theater Arts
 MMM316 Sub Editing & Page Design
 MMM320 Editing & Post Production
 MMM322 Current Affairs
 MMM327 Studio Production
 MMM329 Creative Writing Workshop
 MMM332 News Production/ News Anchoring
 MMM335 Magazine Production
 MMM337 Investigative Journalism (Thesis)
 MMM339 Cinematography II ^(P)
 MMM344 Screenplay I
 MMM351 Production Management ^(P)
 MMM355 Advanced Documentary Production
 MMM360 Introduction to Photography
 MMM362 History of Filmmaking
 MMM364 Introduction to Mass Communication
 MMM367 Digital Journalism
 MMM369 Production Design ^(P)
 MMM371 Creative Portfolio Management ^(P)
 MMM373 Content Creation

Political Sciences

PSC301 Pakistan Studies

Statistics

STA100 Basic Statistical Methods

Social Sciences

SSC101 Introduction to Psychology
 SSC104 Principles of Sociology
 SSC302 Important Concepts in Philosophy

Course Structure

Semester One Critical Reading & Creative Writing Urdu I Introduction to Mass Communication Introduction to Psychology Principles of Sociology Introduction to Photography	Semester Two Appreciation of Literary Text Urdu II Islamic Studies Media Literacy Introduction to Design Tools History of Filmmaking
Semester Three Pakistan Studies Basic Economics Important Concepts in Philosophy Basic Statistical Methods News Writing & Reporting Creative Portfolio Management ^(P) Screenplay I	Semester Four International Relations World Civilization & Culture Writing Workshop Appreciation of Vernacular Literature Studio Production Editing & Post-production Screenplay II ^(P)



<p>Semester Five Logic & Critical Thinking Media Law & Business Ethics Current Affairs Introduction to Advertising & PR News Production/ News Anchoring Theater Arts Production Management ^(P) Cinematography I</p>	<p>Semester Six Business Journalism Contemporary World Media Methods in Media Research Sub-Editing & Page-Design Introduction to Sound Design Cinematography II ^(P) Introduction to Documentary</p>
<p>Semester Seven Development Communication Human Rights & Gender Reporting Environmental Journalism Sports Journalism Director’s Toolkit ^(P) Ad-Film Production Filmmaking – The Art & Craft I (6C) ^(P) **</p>	<p>Semester Eight Magazine Production Production Design ^(P) Filmmaking – The Art & Craft II (Thesis) (6C) ^(P) ** Advanced Documentary Production Media Marketing Digital Journalism Photojournalism Investigative Journalism (Thesis)</p>

^(P) Course for students taking Filmmaking – The Art & Craft I & II

** Credit Hours: 6



BS ECONOMICS, LAW & INTERNATIONAL RELATIONS (ELI)

This multidisciplinary undergraduate program combines Economics and International Relations with Law. This can result in a better appreciation of the forces that affect our business and personal lives today. Economics today relies more on mathematical and statistical models for substantiation of its theoretical base. International relations has extended beyond its intellectual parameters to embrace real-world dynamics. The program includes core courses in the respective disciplines as well as current issues and hotly debated topics such as food security, Genetically Modified Organism (GMOs) versus organic farming, political economy issues, trade routes and economic corridors, CPEC, etc. This will not only make the courses interesting but increase the marketability of students. The law courses would equip the students with a working knowledge of the legal issues which they are likely to encounter in their careers. Select law courses would not only give students a strong foundation in legal theory based on traditional mercantile law and company law but also provide them with a working knowledge of such practical areas as patent laws, banking laws, insurance laws and compliance issues.



The BS Economics, Law and International Relations (ELI) program will require students to complete 48 courses i.e. 144 credit hours of coursework. Internship of six weeks duration in a firm approved by the Institute is also obligatory.

Foundation Courses

COM107 Academic English
COM202 Business and Professional Speech
COM205 Persuasive & Analytical Writing for Bus. Com.
PSC301 Pakistan Studies

LAN 10* Foreign Language I

LAN 20** Foreign Language II

*1 = Introduction to Arabic *2 = Introduction to French

*4 = Introduction to German *6 = Introduction to Italian

*8 = Introduction to Chinese

**1 = Intermediate Arabic **2 = Intermediate French

**4 = Intermediate German **6 = Intermediate Italian

**8 = Intermediate Chinese

Core Business Courses

Economics

ECO101 Principles of Microeconomics
ECO102 Principles of Macroeconomics
ECO206 Mathematical Economics
ECO207 Game Theory
ECO301 Managerial Economics
ECO304 Introduction to Econometrics
ECO307 Monetary Theory and Policy
ECO310 History of Economic Thought
ECO314 Contemporary Issues in Macroeconomics
ECO315 Microeconomic Analysis
ECO316 Macroeconomic Analysis
ECO321 General Equilibrium and Welfare Economics
ECO322 Applied Econometrics
ECO323 Development Economics
ECO402 Pakistan Economic Policy
ECO407 Analysis of Pakistani Industries

Mathematics

MTH103 Calculus for Business Decisions

Statistics

STA203 Probability Theory & Statistics
STA402 Model and Inferences



International Relations

- BIR301 Introduction to IR
- BIR302 Political Geography
- BIR303 World Politics
- BIR305 Religion, Culture and International Relations
- BIR306 Borders in a Globalized World
- BIR307 Energy Politics
- BIR308 Peace Building and Conflict Zones
- BIR309 Trade Routes and Economic Corridors
- BIR311 Strategic Studies
- BIR312 Globalization
- BIR313 History and Practices of Diplomacy
- BIR314 Confidence Building Measures

Islamic Studies

- REL101 Islamic Studies

Law

- LAW105 Mercantile Law
- LAW106 Company Law
- LAW202 Banking Laws in Pakistan
- LAW203 Insurance Law in Pakistan
- LAW301 Intellectual Property, Patents, Copyrights
- LAW400 Company Secretarial Practices
- LAW404 Arbitration
- LAW407 Statutory Compliance

Elective Courses

- ECO406 Money and Banking
- ECO415 WTO, Disputes & Settlement
- ECO418 Resources and Environmental Economics
- ECO419 Agriculture and Food Security
- ECO508 Issues and Political Economy
- ECO509 Islamic Economics
- ECO518 Governance and Public Policy
- BIR501 Science and Technology in IR

Course Structure

<p>Semester One Academic English Calculus for Business Decisions Foreign Language I Principles of Microeconomics Introduction to IR Principles of Macroeconomics</p>	<p>Semester Two Persuasive & Analytical Writing for Business Communication Foreign Language II Pakistan Studies Microeconomic Analysis Probability Theory & Statistics Political Geography</p>
<p>Semester Three Business and Professional Speech Macroeconomic Analysis Globalization World Politics Mercantile Law Model & Inferences</p>	<p>Semester Four Development Economics Mathematical Economics Introduction to Econometrics History and Practices of Diplomacy Confidence Building Measures Company Law</p>
<p>Semester Five Managerial Economics Game Theory History of Economic Thought Strategic Studies Islamic Studies Banking Laws in Pakistan</p>	<p>Semester Six Applied Econometrics General Equilibrium and Welfare Economics Contemporary Issues in Macroeconomics Religion, Culture and International Relations Borders in a Globalized World Intellectual Property, Patents and Copyrights</p>
<p>Semester Seven Pakistan Economic Policy Monetary Theory and Policy Energy Politics Peace Building and Conflict Zones Insurance Law in Pakistan Company Secretarial Practices</p>	<p>Semester Eight Analysis of Pakistani Industries Trade Routes and Economic Corridors Statutory Compliance Arbitration Elective I Elective II</p>



BS ECONOMICS, MEDIA & INTERNATIONAL RELATIONS (EMI)

This multidisciplinary undergraduate program combines two key social science disciplines - Economics and international Relations - with Media, adding a third dimension that can result in a better appreciation of forces that affect our business and personal lives today. From an academic standpoint, all three disciplines have evolved significantly in recent years. Economics today relies more on mathematical and statistical models for substantiation of its theoretical base. The discipline of International Relations has extended beyond its intellectual parameters to embrace real-world dynamics and media studies have found an ally in science and technology in this digital age.

The program includes core courses in the respective disciplines as well as current issues and hotly debated topics such as food security, Genetically Modified Organism (GMOs) versus organic farming, Political Economy Issues, Trade Routes and Economic Corridors, CPEC, etc. This will not only make the courses interesting but increase the marketability of the students.

The BS Economics, Media and International Relations (EMI) program will require students to complete 48 courses i.e. 144 credit hours of coursework. Internship of six weeks duration in a firm approved by the Institute is also obligatory.



Foundation Courses

COM107 Academic English
COM202 Business and Professional Speech
COM205 Persuasive & Analytical Writing for Bus. Com.
PSC301 Pakistan Studies

LAN 10* Foreign Language I
LAN 20** Foreign Language II

*1 = Introduction to Arabic *2 = Introduction to French
*4 = Introduction to German *6 = Introduction to Italian
*8 = Introduction to Chinese

**1 = Intermediate Arabic **2 = Intermediate French
**4 = Intermediate German **6 = Intermediate Italian
**8 = Intermediate Chinese

Core Business Courses

Economics

ECO101 Principles of Microeconomics
ECO102 Principles of Macroeconomics
ECO206 Mathematical Economics
ECO207 Game Theory
ECO301 Managerial Economics
ECO304 Introduction to Econometrics
ECO307 Monetary Theory and Policy
ECO310 History of Economic Thought
ECO314 Contemporary Issues in Macroeconomics
ECO315 Microeconomic Analysis
ECO316 Macroeconomic Analysis
ECO321 General Equilibrium and Welfare Economics
ECO322 Applied Econometrics
ECO323 Development Economics
ECO402 Pakistan Economic Policy
ECO407 Analysis of Pakistani Industries

Mathematics

MTH103 Calculus for Business Decisions

Statistics

STA203 Probability Theory & Statistics
STA402 Model and Inferences



International Relations

- BIR301 Introduction to IR
- BIR302 Political Geography
- BIR303 World Politics
- BIR305 Religion, Culture and International Relations
- BIR306 Borders in a Globalized World
- BIR307 Energy Politics
- BIR308 Peace Building and Conflict Zones
- BIR309 Trade Routes and Economic Corridors
- BIR311 Strategic Studies
- BIR312 Globalization
- BIR313 History and Practices of Diplomacy
- BIR314 Confidence Building Measures

Islamic Studies

- REL101 Islamic Studies

Media

- MMM304 Media Literacy
- MMM310 News Writing and Reporting
- MMM316 Sub-Editing and Page Design
- MMM318 Business Journalism
- MMM328 Methods in Media Research
- MMM329 Creative Writing Workshop
- MMM360 Introduction to Photography
- MMM367 Digital Journalism

Elective Courses

- ECO406 Money and Banking
- ECO415 WTO, Disputes & Settlement
- ECO418 Resources and Environmental Economics
- ECO419 Agriculture and Food Security
- ECO508 Issues and Political Economy
- ECO509 Islamic Economics
- ECO518 Governance and Public Policy
- BIR501 Science and Technology in IR

Course Structure

Semester One Academic English Calculus for Business Decisions Introduction to Photography Principles of Microeconomics Introduction to IR Principles of Macroeconomics	Semester Two Persuasive & Analytical Writing for Business Communication Pak Studies Microeconomic Analysis Probability Theory & Statistics Political Geography Foreign Language I
Semester Three Business and Professional Speech Macroeconomic Analysis Globalization Foreign Language II World Politics Media Literacy	Semester Four Development Economics Mathematical Economics History and Practices of Diplomacy Confidence Building Measures Model & Inferences Creative Writing Workshop
Semester Five Managerial Economics Game Theory Strategic Studies News Writing and Reporting Introduction to Econometrics Islamic Studies	Semester Six General Equilibrium and Welfare Economics Religion, Culture and International Relations Borders in a Globalized World History of Economic Thought Contemporary Issues in Macroeconomics Sub-Editing and Page Design
Semester Seven Pakistan Economic Policy Monetary Theory and Policy Energy Politics Peace Building and Conflict Zones Applied Econometrics Business Journalism	Semester Eight Analysis of Pakistani Industries Trade Routes and Economic Corridors Methods in Media Research Digital Journalism Elective I Elective II



BS JOINT (HONORS) IN BUSINESS & PSYCHOLOGY

The BS Joint (Hons) in Business and Psychology program is designed to provide strong foundation in business and to integrate core psychological principles. The main goal of this program is to produce graduates who have the ability to apply science of human behavior to practical business problems. Students learn to apply theories in psychology to business challenges. They learn to analyze business problems through psychological approach, utilizing research skills and developing effective solutions.

The four-year program requires completion of 144 credit hours of coursework, and 2 credit hours of compulsory internship. Students can take minimum load of 12 credit hours (4 courses per semester) or maximum load of 18 credit hours (6 courses per semester).

Entry Requirement: HSSC/F.Sc/FA/A' level

Compulsory Courses

Communication

COM100 Foundation English**

COM107 Academic English (W, R)

COM202 Business & Professional Speech

COM205 Persuasive and Analytical Writing for Business Communication (E, W)

** This non-credit course will be taken by those students who have not been able to reach the desired level of competence in the admission test

Language

LAN 10* Foreign Language I

*1 = Introduction to Arabic

*2 = Introduction to French

*4 = Introduction to German

*6 = Introduction to Italian

*8 = Introduction to Chinese

LAN 20**Foreign Language II

**1 = Intermediate Arabic

**2 = Intermediate French

**4 = Intermediate German

**6 = Intermediate Italian

**8 = Intermediate Chinese

Political Sciences

PSC301 Pakistan Studies

Religious Studies

REL101 Islamic Studies

Social Sciences

SSC104 Principles of Sociology

SSC301 History of Ideas

SSC401 Business Ethics

Statistics

STA201 Quantitative Business Analysis

STA202 Quantitative Skills and Managerial Statistics

Psychology Core Courses

PSY300 Introduction to Psychology

PSY302 Writing Business Psychology Research

PSY304 Experimental Psychology

PSY306 Understanding Individual: Personal Construct

PSY308 Psychological Aspects of Advertising

PSY310 Positive Psychology

PSY312 Psychology Capstone Project

PSY301 Research Methods in Organizational Psychology

PSY303 Introduction to Psychological Testing

PSY305 Contemporary Social Psychology

PSY307 Psychology of Organizational Change

PSY309 Developmental Psychology

PSY311 Consumer Psychology



Business Core Courses

Accounting

- ACC101 Introduction to Financial Accounting
ACC201 Intermediate Financial Accounting

Economics

- ECO101 Principles of Microeconomics
ECO102 Principles of Macroeconomics

Entrepreneurship

- ENT307 Entrepreneurial Leadership and Motivation
ENT308 Social Advocacy and Community Service

Finance

- FIN201 Introduction to Business Finance
FIN202 Financial Management

Management

- MAN101 Principles of Management
MAN302 Organizational Behavior

Marketing

- MKT301 Principles of Marketing
MKT302 Marketing Management

Law

- LAW409 Corporate and Business Law

Elective Courses

Any FIVE courses from each may be opted from the following in the last two semesters.

Elective Psychology

Psychology

- PSY501 Motivation and Attitude
PSY515 Projective Methods
PSY506 Quality of Work Life
PSY507 Cyber Psychology, Behavior and Social Networking
PSY508 Health Promotion in Corporate Setting
PSY509 Psychology of Judgment and Decision

Elective Business

- HRM505 Organizational Change & Development
MAN405 Strategic Management
MKT403 Sales Management
MKT511 Brand Management
FIN511 Analysis of Financial Statements
FIN602 Behavioral Finance

Course Structure

Semester One Foundation English Academic English (W, R) Principles of Microeconomics Principles of Management Introduction to Psychology Principles of Sociology Islamic Studies	Semester Two Introduction to Financial Accounting Principles of Macroeconomics Principles of Marketing Research Methods in Org. Psychology Pakistan Studies Entrepreneurial Leadership & Motivation	Semester Three Intermediate Financial Accounting Persuasive Analytical Writing for B.C (E,W) Writing Business Psychological Research Contemporary Social Psychology History of Ideas Social Advocacy And Community Service
Semester Four Business and Professional Speech Introduction to Business Finance Introduction to Psychological Testing Developmental Psychology Business Ethics Organizational Behavior	Semester Five Language I Psychological Aspects of Advertising Experimental Psychology Quantitative Business Analysis Positive Psychology Quantitative Skills & Managerial Statistics	Semester Six Understanding Indiv.: Personal Construct Language II Psychology of Organizational Change Consumer Psychology Corporate & Business Law Financial Management
Semester Seven Elective I Elective II Elective III Elective IIV Elective V Capstone (Psychology)	Semester Eight Elective VI Elective VII Elective VIII Elective IX Elective X <i>Internship (2 credit hours)</i>	



MBA SPECIALIZATION IN EDUCATIONAL MANAGEMENT

Students selecting the domain based specialization in Educational Management are expected to have completed the 30 credit hours of foundation stage (page No. 57) of the MBA program. Specialization stage consists of 42 credit hours of course work covering strategic and operational areas. These include courses in the area of Marketing Strategy, Strategic Finance, Strategic Management, Leadership, Technology/ Operations, Entrepreneurship, Organizational Processes, Analytics of Decision Making, etc. During the specialization stage, students take 12 credit hours of strategy courses, 9 credit hours of operational level courses, and 12 credit hours of elective courses. The department of Education has developed the strategy, operational and elective courses to help students attain the knowledge and skills required in the leadership and management of educational institutions. In addition students select two real life Capstone Projects (6 credit hours) in their area of specialization during their final year.

MBA track for specialization in Educational Management as well as the foundation stage is only available during the weekends. Candidates must select the specialization at the time of filing the application. The required and elective courses for the entire track are given below:

Required Courses

Accounting

ACC419 Financial Accounting

Educational Management

EDM406 Educational Policy and Economics
EDM415 Educational Philosophy and Ethics
EDM419 Managing Teaching and Learning
EDM420 Academic Writing and Seminar Skills
EDM427 Research Methods in Education II (Qualitative)
EDM429 Research Methods in Education I (Quantitative)
EDM518 Evaluation and Assessment in Education
EDM514 Early Childhood Development*
EDM526 Curriculum Management and Planned Change*
EDM624 Innovations and Technology in Education*
EDM689 Thesis Writing-Capstone Project I*
EDM690 Thesis Writing-Capstone Project II*

Finance

FIN408 Theory and Practice of Financial Management
FIN411 Finance for Entrepreneurial Ventures





My life at IOBM was an amazing rollercoaster ride, filled with ups and downs, nevertheless, each experience whether good or bad taught me a valuable lesson for which I will be eternally grateful. This institute provided me with an opportunity to study in Bilkent University in Turkey, for a semester, and I believe that the international exposure that I gained through exchange helped me in countless ways and made me the person I am today. I met faculty here who became my mentors when I needed one. I have made friends here who will remain friends for a lifetime. Thank You IOBM for giving me wonderful memories and some amazing people.

Sameen Ahmed
Gold Medalist
Convocation 2017

Human Resource Management

HRM410 Managing Human Capital
HRM606 Leadership, Ethics and Change*

Management

MAN418 Management and Organizational Dynamics

Marketing

MKT402 Marketing Management
MKT610 Marketing Strategies and Value Innovation*

Social Sciences

SSC406 Psychology and Learning

**Indicates MBA level courses*

Elective Courses

Educational Management

EDM650 Quality Assurance in Education
EDM652 Knowledge Management
EDM654 Lifelong Learning in Changing Contexts
EDM656 Teacher Education
EDM658 Gender Studies in Education
EDM660 Inclusive Education
EDM689 Thesis Writing (Capstone I)
EDM690 Thesis Writing (Capstone II)

Course Structure

For the details regarding course structure and courses being offered, please contact the relevant department or visit the website.



MSc ORGANIZATIONAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT FOR STUDENTS WITH 16 YEARS EDUCATION

The program is intended for professionals looking for a better understanding of the organization they work for. It is concerned with the social and psychological processes operating in organizations, and how these processes relate to organizational systems and structures.

This two-year weekend program requires successful completion of 72 credit hours of course work, including 23 courses plus a research project of 3 credit hours each spread over six semesters. Students are expected to maintain a CGPA of 3.0 and successfully complete research projects for conferment of the degree. This program combines study in psychology with courses in human resource management, workplace relations, leadership and team dynamics, and management strategy.

Students can take a minimum load of 6 credit hours (two courses) or maximum of 12 credit hours (four courses) in each of the 3 semesters (Fall, Spring and Summer).

Foundation Courses

Psychology

PSY400 Introduction to Organizational Psychology

Management

MAN401 Principles of Management

Human Resource Management

HRM410 Managing Human Capital

Statistics

STA410 Introduction to Behavioral Statistics

Core Courses

Psychology

PSY402 Counseling Psychology

PSY405 Group Dynamics

PSY406 Research Methods in Organizational Psychology

PSY407 Personnel Psychology

PSY408 Consumer Psychology

PSY430 Psychological Testing-I

PSY431 Psychological Testing-II

PSY432 Behavior Modification in Industry

PSY433 Leadership and Strategic Change





Human Resource Management

- HRM408 Human Resource Issues in Pakistan
- HRM409 Organizational Consulting Skills
- HRM501 Recruitment and Selection
- HRM502 Industrial Relations and Labor Laws
- HRM503 Employee Training and Development
- HRM504 Negotiation Skills and Collective Bargaining
- HRM530 Research Practicum in HRM

Elective Courses Courses

Psychology

- PSY501 Work Motivation Attitude
- PSY506 Quality of Work Life
- PSY515 Projective Methods

Human Resource Management

- HRM531 Pay for Performance and Reward
- HRM614 Salary and Compensation
- HRM615 Leadership Studies
- HRM616 Performance Appraisal and Management

Course Structure (Career Option I Majors Psychology)

Semester One Principles of Management Managing Human Capital Introduction to Organizational Psychology Introduction to Behavioral Statistics	Semester Two Group Dynamics Organizational Consulting Skills Psychological Testing-I Human Resource Issues in Pakistan
Semester Three Research Methods Consumer Psychology Recruitment and Selection Industrial Relation and Labor Law	Semester Four Counseling Psychology Personnel Psychology Employee Training and Development Negotiation Skills and Collective Bargaining
Semester Five Psychological Testing-II Behavior Modification in Industry Leadership and Strategic Change Research Practicum in HRM	Semester Six Elective I Elective II Elective III Elective IV

**Note: For the 6th Semester students are required to choose 2 Psychology electives and 2 HRM electives.*



MSc ORGANIZATIONAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT FOR STUDENTS WITH 14 YEARS EDUCATION

The program is geared towards professionals who wish for a better understanding of the organization they work for. It is concerned with the social and psychological processes operating in organizations, and how these processes relate to organizational systems and structures.

This three-year weekend program requires successful completion of 108 credit hours of course work, including 36 courses and 3 credit hours research project each spread over six semesters. Students are expected to maintain a CGPA of 3.0 and successfully complete research projects for conferment of the degree. This program combines study in psychology with courses in human resource management, workplace relations, leadership and team dynamics, and management strategy.

Students can take a minimum load of 6 credit hours (two courses) or maximum of 12 credit hours (four courses) in each of the 3 semesters (Fall, Spring and Summer).

Foundation Courses

Psychology

PSY400 Introduction to Organizational Psychology

Management

MAN401 Principles of Management

MAN402 Organizational Behavior

Entrepreneurship

ENT308 Social Advocacy and Community Service

Human Resource Management

HRM410 Managing Human Capital

Marketing

MKT401 Principles of Marketing

Statistics

STA410 Introduction to Behavioral Statistics

Communication

COM402 Business Communication

COM403 Interpersonal Communication Skills

Social Sciences

SSC401 Business Ethics

SSC407 Principles of Sociology

Management Information System

MIS401 Computer Applications



Core Courses

Psychology

PSY402 Counseling Psychology
 PSY405 Group Dynamics
 PSY406 Research Methods in Organizational Psychology
 PSY407 Personnel Psychology
 PSY408 Consumer Psychology
 PSY430 Psychological Testing-I
 PSY431 Psychological Testing-II
 PSY432 Behavior Modification in Industry
 PSY433 Leadership and Strategic Change
 PSY434 Personality Theories

Human Resource Management

HRM408 Human Resource Issues in Pakistan
 HRM409 Organizational Consulting Skills
 HRM501 Recruitment and Selection
 HRM502 Industrial Relation and Labor Law
 HRM503 Employee Training and Development
 HRM504 Negotiation Skills and Collective Bargaining
 HRM505 Organizational Change & Development
 HRM506 Strategic HRM
 HRM511 Performance Appraisal
 HRM530 Research Practicum in HRM

Elective Courses

Psychology

PSY501 Work Motivation Attitude
 PSY506 Quality of Work Life
 PSY515 Projective Methods

Human Resource Management

HRM531 Pay for Performance and Reward
 HRM614 Salary and Compensation
 HRM615 Leadership Studies
 HRM616 Performance Appraisal and Management

Course Structure

Semester One Intro. to Organizational Psychology Introduction to Behavioral Statistics Principles of Sociology Computer Applications	Semester Two Principles of Management Principles of Marketing Personality Theories Business Ethics	Semester Three Managing Human Capital Organizational Behavior Performance Appraisal Business Communication
Semester Four Social Advocacy and Community Service Group Dynamics Industrial Relation and Labor Law Organizational Consulting Skills	Semester Five Human Resource Issues in Pakistan Psychological Testing-I Organizational Change & Development Interpersonal Communication Skills	Semester Six Research Methods in Org. Psychology Consumer Psychology Recruitment and Selection Strategic HRM
Semester Seven Counseling Psychology Personnel Psychology Employees Training and Development Negotiation Skills & Collective Barg.	Semester Eight Psychological Testing-II Behavior Modification in Industry Leadership & Strategic Change Research Practicum in HRM	Semester Nine Elective I Elective II Elective III Elective IV

**Note: For the 9th Semester students are required to choose 2 Psychology electives and 2 HRM electives.*



MSc IN ENERGY ECONOMICS, ENVIRONMENT AND POLICY

Master's of Sciences in Energy Economics, Environment and Policy program will be offered to two different groups.

Group I: Full-Time Students

The duration for Group I will be 2 years, comprising three semesters and 3 months of dissertation writing.

Group II: Part-Time Students

Students will be given between 2 to 3 years to complete the degree, allowing them to choose their own work load with a minimum of three courses in the first semester and two subsequently. They will also be allowed a period of 3-6 months for completion of their dissertations (though strict compliance with initial deadline submitted by them will be enforced).

Requirements for the Program:

An undergraduate degree in any of the following:

- Economics undergraduate degree in or minor in economics, finance or business
- Science (including Environmental science) and/or engineering

Also, all applicants will be required to fulfil the requirements outlined by the Department of Economics.

Program Objectives:

The program aims to provide:

- A thorough understanding of the economics of energy supply, demand and policy (both in Pakistan and Internationally)
- Technical as well as analytical understanding of the global energy economy and its sectors
- Ability to make complex decisions in the industry, given the environmental constraints and the know-how to resolve problems
- An understanding of different economic, political and policy dynamics of energy and related problems

The program is unique to Pakistan and will focus on the areas that have gained importance in the global energy economic agenda:

- 1- Environment and Climate
- 2- Energy Economics
- 3- Modelling
- 4- Regulations and Policy
- 5- Efficiency and Security

There is a need for specially qualified professionals who have the aptitude required to apply their knowledge and skills to a variety of issues and are able to relate the results to policy making and planning.



Required Courses

Accounting

ACC419 Financial Accounting

Economics

ECO410 Econometrics I

ECO412 Econometrics II

ECO511 Micro and Macro Analysis

ECO512 Quantitative Methods in Economics

ECO513 Research Methods and Dissertation

ECO514 Energy Economics and Technology

ECO515 Theory and Practice of Public Policy

ECO516 Industry Economics

ECO517 Economics of International Energy and Its Issues

Energy Management

EEM403 Energy Sources and Management

EEM510 Economics of Energy Management

EEM511 Energy Regulation and Policy Analysis

EEM601 Environmental Management and Green Technology

Course Structure

Semester One	Semester Two	Semester Three
Micro and Macro Analysis Econometrics I Quantitative Methods in Economics Research Methods and Dissertation Energy Economics and Technology	Econometrics II Theory and Practice of Public Policy Industry Economics Energy Sources and Management Financial Accounting	Economics of Energy Management Energy Regulation and Policy Analysis Environmental Mgmt. & Green Technology Economics of Inter. Energy & Its Issues

Dissertation

Method of Assessment:

Courses related to Energy will consist of 75% written examination and 25% assignment. The rest will follow the same procedure as followed by the Department of Economics. The Research Methods course will consist of 25% assignment and 75% dissertation.



MPhil IN ORGANIZATIONAL PSYCHOLOGY

The MPhil program in Organizational Psychology is designed specifically for the training of professional industrial-organizational psychologists. Students will receive comprehensive training in utilizing psychological knowledge for improving organizational effectiveness and employee satisfaction.

Eligibility

Candidates with 16 years of education holding a master's degree in the relevant subject with 1st division/CGPA with at least 3 on a scale of 4 from an HEC recognized university are eligible for admission to the MPhil program at IoBM.

Program Structure

MPhil is a 30 credit hour program with 8 courses and one thesis of 6 credit hours. Each of the 8 courses will be of 3 credit hours. After successful completion of course work, students are required to undertake research for a thesis under the guidance of a research supervisor assigned by IoBM.

Course Structure

Semester One

MPP601 Qualitative Research Methods in Psychology
MPP603 Quantitative Research Methods in Psychology
MPP605 Psychological Testing and Measurement

Semester Two

MPP607 Independent Study in Organizational Psychology
MPP609 Personnel Psychology at Workplace
MPP611 Human Factors in Work Environment

Semester Three

MPP613 Organizational Conflict & Management
MPP615 Project Practicum in Organizational Psychology

Semester Four

MPP620 MPhil Thesis (6 credit hours)

It is mandatory for research students of MPhil programs to attend at least five sessions of the Psychology Research Seminar Series in each semester.



MS ECONOMICS



This program is proposed for students with 16 years of education as well as for in-house BS Economics and Finance students of IoBM and those with equivalent qualifications. The students enrolled will complete one year of course work of 24 credit hours and six credit hours of thesis writing.

Required Courses

Economics

- ECO601 Microeconomics
- ECO602 Macroeconomics
- ECO603 Econometrics and Research Methods
- ECO607 Development Economics
- ECO606 Financial Econometrics
- ECO608 Theory and Practice of Economic Policy

Elective Courses

Economics

- ECO706 Monetary Economics
- ECO708 Mathematical Economics
- ECO709 Industrial Economics
- ECO710 Mergers, Acquisitions and Restructuring
- ECO711 Taxation and Business Strategy
- ECO712 Trade and Globalization

Thesis writing (6 credit hours)

Course Structure

Semester One

Microeconomics
Macroeconomics
Econometrics and Research Methods

Semester Two

Theory and Practice of Economic Policy
Development Economics
Financial Econometrics

Semester Three

Elective I
Elective II
Thesis Writing (6 credit hours)

It is mandatory for research students of MPhil and PhD programs to attend at least five sessions of the Multi-disciplinary Research Seminar Series in each semester.

MS IN EDUCATION

The MS in Education is specially designed for teachers of all levels in private and public sector institutions as well as administrators who have an interest in research. This is a two-year degree program completed by advanced course work and research. Candidates can enroll for a minimum of one and half year and a maximum of four years. Course work is offered in the first year while the second year of candidature is devoted to thesis writing. At the end of the first year, candidates are required to produce extended research proposals (approximately 2500-3000 words). Upon acceptance of a research proposal, candidates are guided in the conduct of research and are finally examined on the basis of defense of a thesis.

Eligibility

- As per HEC policy 16 years of education in the relevant field of study with 2.5
- CGPA or C-Grade
- Candidates must clear NTS test
- Candidates should have BEd/MEd/Masters in Education/MBA in Education for admission in MS in Education

An MS student must additionally complete the following requirements while at IoBM:

- MS Proposal/Synopsis Development
- MS Proposal/Synopsis Defense
- BASR Approval of MS Proposal/Synopsis
- Continuous enrollment in supervised research
- Completion of MS Thesis
- Selection of External Examiner by BASR
- Open defense of MS Thesis
- Any other HEC requirement
- Final MS Thesis Submission to BASR
- Publication of a research article in HEC recognized research journal

Course Structure

Core Courses

MPE604 Developing a Research Project
MPE608 Readings in Education
MPE610 Philosophical Foundations in Education
MPE615 Qualitative Research Methods in Education
MPE617 Statistical Testing and Inferences in Education
MPE618 Policies and Education in Pakistan

Elective Courses

MPE702 Managing Higher Education Institutions
MPE704 Strategic Management of Schools & Schools Systems
MPE705 Economics of Education
MPE706 Global Issues in Education

Thesis

MPE790 Research Thesis



It is mandatory for research students of MS and PhD program to attend at least 5 sessions of the Multi-disciplinary Research Seminar Series in each semester”.



PHD IN EDUCATION



The aim of a PhD in Education is to promote scholarship, research and service at an academic level. The doctoral program is the highest degree of excellence at the Institute of Business Management for faculty and candidates alike, allowing them to remain updated in research literature and to conduct socially relevant and intellectually competent research in specialized areas. This program will address research competencies with a range of courses in education.

Eligibility

MS or equivalent graduates from HEC recognized institutions meeting the following criteria:

- A minimum CGPA of 3.00 on a scale of 4.00 (or overall 60% marks) or equivalent
- A minimum of 18 years of schooling that corresponds to MS / MPhil or equivalent degree from HEC recognized institutions in a relevant discipline.
- GRE subject specific or GAT subject test conducted by the NTS, or equivalent in the relevant discipline. A minimum of 60% (percentage) marks is required
- An interview conducted by the Institute
- All other HEC stipulated requirements

Program Requirements

PhD requires completion of course work and dissertation/thesis. Minimum duration is 3 years and maximum is 8 years:

- PhD course work requirements consist of six graduate level courses (18 credit hours)
- On completion of dissertation/thesis the student is awarded 30 credit hours

A PhD student must additionally complete the following requirements:

- Comprehensive Exam
- PhD Proposal/Synopsis Development
- PhD Proposal/Synopsis Defense
- BASR Approval of PhD Proposal/Synopsis
- Continuous enrollment in supervised research courses for meeting the full-time residency requirements
- Completion of PhD Dissertation/Thesis
- Selection of External Evaluators by BASR
- Publication of at least one paper in an ISI indexed or an HEC recognized journal on an official acceptance of the paper
- Evaluation of PhD Dissertation by two foreign faculty members from developed countries as per HEC criteria
- Dissertation/Thesis Finalization
- Open defense of PhD dissertation
- Any other HEC requirement
- Final Dissertation/Thesis Submission to BASR



Course Structure

Core Courses

PED701 Methods and Issues in Advanced Qualitative Research
PED702 Advanced Educational Philosophy
PED703 Methods and Issues in Advanced Quantitative Research
PED705 Developing and Conducting Independent Research

Electives

PED810 Planning Developing and Evaluating Curriculum
PED812 Educational Policies and Organizational Development
PED814 Managing Educational Projects and Interventions
PED820 Innovations and Pedagogies in Teacher Education

PED990 Research Thesis

It is mandatory for research students of MPhil and PhD program to attend at least 5 sessions of the Multi-disciplinary Research Seminar Series in each semester.



PHD IN ECONOMICS



The PhD in Economics focuses on providing state-of-the-art teaching and research skills within the broader economics discipline. Students registering for the program should have a thorough knowledge of economic theory, technical and quantitative skills and the ability to apply these to study economic problems. These goals are achieved through teaching, workshops, research seminars, term papers and thesis writing.

Eligibility

MS or equivalent graduates from HEC recognized institutions meeting the following criteria:

- A minimum CGPA of 3.00 on a scale of 4.00 (or overall 60% marks) or equivalent
- A minimum of 18 years of schooling that corresponds to MS / M.Phil or equivalent degree from HEC recognized institutions in a relevant discipline
- GRE subject specific or GAT subject test conducted by the NTS, or equivalent in the relevant discipline. A minimum of 60% (percentage) marks is required
- Pass interview conducted by the Institute
- Meet all other HEC stipulated requirements

Program Requirements

PhD requires completion of course work and dissertation/thesis. Minimum duration is 3 years and maximum is 5 years:

- PhD course work requirements consist of six graduate level courses (18 credit hours)
- On completion of dissertation/thesis the student is awarded 30 credit hours

A PhD student must additionally complete the following requirements:

- Comprehensive Exam
- PhD Proposal/Synopsis Development
- PhD Proposal/Synopsis Defense
- BASR Approval of PhD Proposal/Synopsis
- Continuous enrollment in supervised research courses for meeting the full-time residency requirements
- Completion of PhD Dissertation/Thesis
- Selection of External Evaluators by BASR
- Publication of at least one paper in an ISI indexed or an HEC recognized journal or an official acceptance of the paper
- Evaluation of PhD Dissertation by two foreign faculty members from developed countries as per HEC criteria
- Dissertation/Thesis Finalization
- Open defense of PhD dissertation
- Any other HEC requirement
- Final Dissertation/Thesis Submission to BASR

Required Courses

- PDE701 Advanced Research Methodology
- PDE702 Advanced Applied Econometrics
- PDE703 Development Economics
- PDE704 New Dimensions in Economics and Public Policies

Elective Courses

- PDE711 Industrial Economics
- PDE712 Public Finance
- PDE713 International Trade
- PDE714 Selected Topics in Monetary Economics
- PDE715 Selected Topics in Islamic Economics

Political Economy and Economic Policy Analysis, and (ii) Discourses on Globalization

Course Structure

Semester One

Advanced Research Methodology
Advanced Applied Econometrics

Semester Two

Development Economics
New Dimensions in Economics and Public Policies

Semester Three

Elective I
Elective II

Semesters Four to Nine

PDE850 Research Thesis

It is mandatory for research students of MPhil and PhD programs to attend at least five sessions of the Multi-disciplinary Research Seminar Series in each semester.





EXAMINATION DEPARTMENT
3rd FLOOR

INTERNSHIP AND PLACEMENT PROGRAMS

INTERNSHIP PROGRAM



The Internship & Placement office of IoBM ensures that students get experience in highly competitive organizations. Their fresh ideas, unique perspectives and fundamental knowledge are important assets that can help shape the future of an organization. The Internship Program for interns is designed to provide students with the opportunity to work on meaningful assignments and gain real-world experience. Real-world experience is aligned to the courses studied. Such experience is of vital importance to students in two main areas:

1. Gain Valuable Work Experience in Chosen Field of Interest

An internship is a great way to gain hands-on work experience, develop specific skills and knowledge as well as to network with people from the students' chosen field. Moreover, employers assess the skills and abilities of prospective employees by evaluating their previous experience. Students pursue career-related opportunities prior to graduation, thereby acquiring an edge over other candidates in the highly competitive job market.

2. Decide on Right Careers Prior to Graduation

An internship provides a more accurate picture of what individuals do in certain professions. After experiencing a particular job environment and observing what it entails, students may decide if this is the right career for them. The internship is compulsory for all MBA, BBA, and BS final year students, and has a minimum duration of six consecutive weeks. Executive students are exempted from the internship program.

Eligibility for Internship

MBA: Minimum CGPA = 2.8
BBA / BS (Honors): Minimum CGPA = 2.4

Semesters of Study Completed at IoBM = Two
Semesters of Study Completed at IoBM = Six

- MBA & BBA (Honors) students having completed the Methods in Business Research (MBR) course
- The Institute selects the organization for internship for the student.
- A student has to select and write a case study on an intriguing problem faced by the organization or department where the student interns and suggest workable solutions considering the courses studied.
- Students are required to explain in their report how the internship enriched their learning by identifying theories and concepts studied in class and their application in relation to their experience in the organization of internship. Reports are graded as follows:

A - Grade = 3.89 points

B - Grade = 3.33 points

Grades lower than 'B' are considered 'satisfactory' and are not awarded any marks. Interns who fail to get a passing grade are required to re-write their reports.

- Reports are required to be submitted by an intern within two weeks of completion of the internship.
- All sponsoring organizations are requested to evaluate the intern's performance on a prescribed form which is discussed with the intern so as to focus on his/her strengths and weaknesses.

LIST OF COMPANIES OFFERING INTERNSHIPS TO IoBM STUDENTS

10Pearls	Aman Foundation
14th Street Pizza	American Pacific Enterprises LLC
360 Training	AMFCO International
360Training.com	Amir Adnan
3M Pakistan Pvt. Limited	Amreli Steels Limited
A.F. Ferguson & Co. Chartered Accountants	Anjum Asim Shahid Associates Limited
A.I. MIR LLC	APL Pakistan Pvt. Ltd.
AAJ News TV	Apna Karachi FM 107
Aaj TV	APTECH Computers Education
AASA Consulting (Pvt) Ltd.	Arif Habib Bank Limited
Aba Ali Habib Securities	Arif Habib Limited
Abacus-Global	ARMTECH Business Solutions (Pvt.) Ltd.
ABAMCO Limited	Arpatech Pvt. Ltd.
Abbott Laboratories Pakistan Ltd.	Artal Group of Companies
Abudawood Trading Company	Artistic Milliners
ACCA Pakistan	ARY Communications
Ace Insurance Limited	ARY Digital Television Network
ACM Gold Pvt. Ltd.	AsiaCare Health & Life Insurance
Adam Motor Co. Limited	Asiatic Public Relations Network Ltd.
Adamjee Life Insurance Company	Askari Bank Limited
Adcom Pvt. Limited	Asktourism
ADM Denim	Atco Laboratories (Pvt) Limited
ADVANS Micro Finance Bank	Atlas Honda
Aftab Associates	Attock Cement Pvt. Limited
Aga Khan Education Services	Auspak
Aga Khan Health Services	Automobile Corporation Pakistan
Aga Khan University	Avanza Solutions
Agha Steel	Aventis Pharma Pakistan Limited
Ahmed Foods	Axis Communications
AIG Pakistan	Badar Expo Solutions (BXSS)
Airmen Golf Course & Recreational Park	Bandhani Group
Aisha Steel Mills Ltd.	Bank Al Baraka
Akber Ali & Sons	Bank Alfalah Limited
AKD Commodities	Bank Al-Habib Limited
AKD Securities	Bank Islami Limited
Akhuwat Foundation	Bank of Punjab
Al Marai, Saudia Arabia	Barclays Bank Limited
Al Meezan Investment Management Ltd	BASF Pakistan
Albaraka Bank Limited	Bayer Pakistan
Alfalah Securities	BDO Ebrahim & Co. Chartered Accountants
Ali Asghar Textile Mills Ltd.	BenchMatrix
Ali Gohar & Co. Limited	Bentham Science Publishers
Allianz EFU Health Insurance Limited	Berger Paints Pakistan Limited
Al-Mughal Trading Corporation	Berlitz
Alstom Pakistan (Pvt.) Limited	Beyond Profits
Alternate Research Pvt. Ltd.	Blitz Advertising (Pvt.) Limited



Blue Communications
BMA Capital Management Limited
BOC Pakistan Limited
BOL Network
Boom Group Pakistan
Bosch Pharmaceuticals
Bottomline Pvt. Ltd.
Bounty Studio
Brand Mileage
Brand Synario
Breezecom Pvt. Ltd
Bridgestone Tires Pakistan Limited
Bullseye 360
Burj Bank Ltd.
Business Plus
Business Recorder
Byco Petroleum Pakistan Ltd.
Cadbury Pakistan Ltd.
Calibre Vintage
Candyland Industries Limited
Capital Management (Pvt.) Limited
Carbonated TV
CDC Pakistan
Celentas Digital Solutions
Centegy Technologies (Pvt.) Ltd.
Central Depository Company of Pakistan
CIM Shipping
Citi Security
Citibank N.A.
Citizen Archive of Pakistan
Citizens Foundation
Clariant Pakistan Limited
Classic Designs
Clicktrade
Cloud BPO
Clouds Innovators Solution
CM Pak Ltd.
Coats Pakistan Pvt. Ltd.
Coca-Cola Beverages Pakistan Ltd.
Colgate Palmolive Pakistan Ltd.
Collective Wizdom
Commtel Digital
Contact Plus
Continental Biscuits Pvt. Limited
Contract Advertising
Converge Technologies Pvt Ltd.
Creative Chaos Pvt. Ltd.
Creative Edge Communications
Creative Factor
Creek Developers
Crescent Insurance
Crescent Steel and Allied Products Limited
Crown Group of Companies

Crystal-Lite
Cubix Labs
Cupola Pakistan Limited
Custom HR Solutions
Cybernet
Dadabhoy Investments Pvt. Ltd.
Dadex
Dalda Foods Pvt. Ltd.
DAMCO Pakistan (Pvt) Ltd.
Dany Technologies
Daraz Pakistan
Daraz.Com
Dawlance (Pvt.) Limited
DAWN News
Dawood Hercules Corporation
Deal Club
Deal Today
Dealon
Deloitte Pakistan
Descon Engineering
Deutsche Bank
Dewan Group of Companies
Dewan Mushtaq Trade Ltd.
DG Harbour
DGS Pvt. Ltd.
DHL Global Forwarding
DHL Pakistan Limited
Digital Tribe
Directing Edge
DMK Consultancy
Dollar Industries
Dolmen Group
Dot Images
Drug Information Systems
Dubai Islamic Bank Limited
Duleaf
Dupont Pakistan
EDGE Financials
EFU General Insurance Limited
EFU Life Assurance Limited
Elixir Securities Pakistan Ltd.
Empact
Engage 24X7
Engage Consulting
English Biscuits Manufacturers Ltd.
Engro Corp.
ENI Pakistan Limited
EPFirms
Ephlux
EPlanet Communication
Epoxy Industries (Pvt.) Limited
Escape Advertisement
eSys Pakistan



Etihad Airways
Etilize Pvt. Ltd.
Evaluation Factor (Pvt) Ltd.
Evernew Entertainment
Evolution Advertising
Excelerate
Express News
Express News Tv
Ey Fords
Faysal Asset Management Ltd.
Faysal Bank Limited
Fidelity Insurance
Finja Pvt Ltd
First Capital Equities Pvt. Limited
First Women Bank Ltd.
Fitness Republic
Flight Connections
FM91
Folio 3
Food Connections Pakistan
Forex Financial Products
Forte Pakistan Pvt. Ltd.
Foundation Public School
Freight Systems Co. Ltd.
Friends of Literacy & Mass Education
FYSL Trade
Gatron Industries Ltd./Novatex Ltd.
GEMCO Pakistan Ltd.
General Tyre & Rubber Company Ltd.
Genix Pharma Private Limited.
Getz Pharma
Ghulam Farooq Group
Giga Group of Companies
GlaxoSmithKline Pakistan Limited
Global Food Marketing
Global Securities Pvt. Ltd.
Goodcore Technologies
Greaves Airconditioning (Pvt) Ltd.
Green Cherry Solutions
Green Star Social Mkt. Pvt. Ltd.
Gul-Ahmed Textile Mills Pvt. Ltd.
Gumcorp Pvt. Ltd.
Habib Bank AG Zurich
Habib Bank Limited
Habib Metropolitan Bank Ltd.
Habib Oil Mills Limited
Habib University Foundation
Habitt
Haleeb Foods
HANDS Pakistan
Hasnain Tanveer Associates (Pvt) Ltd.
HBL Asset Management Ltd.

Herbion International Inc.
Hilal Confectionary Pvt. Ltd.
Himont Pharmaceutical Pvt. Ltd.
Hinopak Motors Limited
Hirelabs
Home Express
HR Outsourcing & Consulting
HRS Global
HRS International
HRS Total Solutions
HRSG (PVT) LTD
HSBC Bank Middle East Ltd.
Huawei Internship Program
HUBCO
HUB-PAK SALT REFINERY
HUM Network Limited
Hum TV
Human Capital Solutations
Human Resource Solutions
HURD
IAL Satchi & Satchi
IBEX Global Pvt Ltd
IBL Group
IBM Pakistan
ICE Animation
ICI Pakistan Limited
Icon Global
ICS Group of Companies
Ifrasoft Technology Limited
IGI Financial Services
IGI Life Insurance
IJARA
imrooz.com
Inbox Business Technology
Indus Bank Limited
Indus Motors Company
Industrial & Commercial Bank of China
Industrial Development Bank of Pakistan
Information Technology Services
Inforox Limited
Institute of Chartered Accountants of Pakistan
Intel Pakistan
Interactive Cell
Interactive Health Solutions
Interflow Communications Pvt. Ltd.
International Advertising Pvt. Ltd.
International Asset Management Company Ltd.
International Foundation and Garments (PVT) Ltd.
International Industries Limited (IIL)
Interwood Mobil
INVATERRA
Invest & Finance Securities Limited



Invortex Technologies
 Iris Communication
 Islamic Investment Bank
 Ismail Industries
 Ismail Iqbal Securities
 IT Link Online
 J. Walter Thompson Asiatic (Pvt.) Ltd.
 Jaag Broadcasting Systems Pvt Ltd.
 Jaffer Brothers Limited
 Jahangir Siddiqui & Co. Limited
 Jason Group of Companies
 Jazz Warid
 JCR -VIS
 Jeem Solutions
 Johnson & Johnson Pakistan Ltd.
 Jotun Paints
 JS Bank Limited
 JS Global Capital Limited
 JS Investment
 Junctionz
 KalSoft (Pvt.) Limited
 Karachi Deals
 Karachi International Container Terminal Ltd.
 Karachi Stock Exchange Limited
 Karachi Vocational Training Institute
 KASB Capital
 KASB Funds Limited
 KASB Securities
 K-Electric
 Khaliq Fashion
 Khwaja Ghareeb Nawaz Trust
 KNYSYS
 Kopak Shipping Company
 KPMG Taseer Hadi & Co.
 KZR Associates
 Lakson Group of Companies
 Lalani & Associates
 Land O'Lakes Inc.
 Lane 12
 Lasmo Oil Pakistan Limited
 LGS Matrix
 Liberty Books
 Lilly Pakistan (Pvt) Ltd.
 Linde Pakistan
 Live Securities Pvt. Ltd.
 Lo'real Pakistan
 Logic Information's
 Logicose
 Lootlo.pk
 Lucky Cement Ltd.
 Lucky Knits
 M. Yousuf Adil Saleem & Co. Chartered Accountants
 Maersk Sealand
 Magnus Investment Advisors Ltd.
 Majsons Corporation
 MAL Pakistan Limited
 Manhattan Leo Burnet
 Manzar Pakistan
 Maple Pharmaceuticals Pvt. Ltd.
 Marie Stopes Society
 Markematics Pvt. Ltd.
 Martin Dow Pharmaceutical
 Mass Advertising Pvt. Ltd.
 Mazars
 MCB Bank Limited
 MCB-Arif Habib Savings & Investments Limited
 Meat One
 Media Axis
 Media Max Pvt. Limited
 Media Pulse Pvt. Limited
 Meezan Bank Ltd.
 Mehran Enterprises
 Merck Marker Pvt. Ltd.
 Merit Packaging Pvt. Ltd.
 Meritocracy
 Metro Cash & Carry Pakistan
 Metropolitan Bank Limited
 MGH Group
 Microsoft Corporation
 Midas Safety
 Mindshare Pakistan Pvt. Limited
 Mitsubishi Corporation
 Mobil Askari Lubricants
 Mobilink
 Mobitel, KSA
 Monsieur
 Mother and Child Welfare Foundation
 MS Associates
 MullenLowe & Rauf
 Muller & Phipps Pakistan Pvt. Ltd.
 Multinet Pakistan Pvt. Ltd.
 Mushawar Consulting
 Mustafa & Co. Pvt. Limited
 MWM Studio
 Nabiqasim Industries
 Najmi Bilgrami Collaborative Pvt. Ltd.
 Nanosoft Technologies Pvt. Ltd.
 Narejo Human Resources
 National Bank of Pakistan
 National Clearing Company of Pakistan Ltd.
 National Commodity Exchange
 National Foods Limited
 National Fullerton Asset Management Ltd.
 National Industrial Parks Ltd. (NIP)
 National Insurance Company
 National Investment Company of Pakistan



National Investment Trust
National Marketing Services
Naveena Export Pvt. Limited
Nedo Corporation
Nestle Pakistan
Net Space Systems
New Era Industries
New Jubilee Insurance Co. Limited
Next Degree
Next Generation Innovations
NIB Bank Ltd.
Nielsen Pakistan
Nike Pakistan Limited
Nizami Bijli
Nolin BPO
Novartis Pharma Pakistan Limited
OBS Group
Oceanic Star Line (Pvt) LTD
Oman National Electronics, Dubai
OMD Pakistan
OMV Pakistan Exploration
Oratech Systems Pvt. Limited
Orient Public Relations
Orix Pakistan Limited
Oxford University Press
Oxygene Pakistan
P&O Nedlloyd
Packages Limited
Pak Mediacom Pvt. Limited
Pak Oman Microfinance Bank
Pak-Arab Refinery Limited
Pakistan Institute of Corporate Governance
Pakistan Institute of Management
Pakistan Petroleum Ltd.
Pakistan Refinery Ltd.
Pakistan Services Limited
Pakistan State Oil Company Ltd.
Pakistan Super League (PSL)
Pakistan Telecommunication Co. Ltd.
Pakistan Television Corporation
Pakistan Tobacco Company (British American Tobacco)
Pakistan Vehicle Engineering (Pvt) Ltd.
Pak-Kuwait Investment Co. Ltd.
Pak-Petrochemical
Pak-Suzuki Motors Co. Limited
Parke Davis & Co. Limited
Pastel Communications
Path Group of Companies
PCI Group
Pearl Packages
Pegasus Consultancy (Pvt.) Ltd.
Pfizer Laboratories Limited
Pharm Evo Pvt Ltd

Pharmatec
Philip Morris International
Philip Pakistan
Philips Electrical Co. of Pakistan
PIRANA Group
Pixarch
Pizza Hut
Pizza Hut – MCR (Pvt) Ltd.
Pizza Next - MFC Pvt. Ltd.
Plastech Products (Pvt.) Ltd.
Polaris
Premier Systems Pvt. Ltd.
Prestige Communications Ltd.
Prestige Grey
Price Solution Pvt. Ltd.
Prime HR
Procter & Gamble
Promotech Media Solution (Pvt) Ltd.
Protege Global
Qineqt
Qordata
Qubee
Rain Bargain
Reactivate Pvt. Ltd
Reckitt Benckiser Pakistan Ltd.
Red Tape Media
Resources Linked
Reveal Pakistan
RG Blue Communications (Pvt) Limited
Rhone Poulenc Rorer Pakistan Ltd.
Rising Technologies
Robotics Labs
Roche Pharmaceuticals Limited
Rocket Internet
Rohi International Pvt. Ltd.
Roshan Media
S13 - Systems Innovations Pvt. Ltd.
Sach International
Sagacious Business Consultancy
Salsoft Technologies Pvt. Ltd
Samba Bank Ltd.
Sana Safinaz
Sanofi Aventis Pakistan Ltd.
Sapphire Textile Mills Limited
SBT Japan
Schneider Electric
School of Leadership
SCT Group
Sea Gold limited
Searle Pharmaceuticals
Security Papers Limited
Service Sales Co.
Shabbir Tiles & Ceramics Ltd.
Shafi-Reso Chemicals



Shaheen Air International
Shajar Capital
Shamrock
Shan Foods Pvt. Ltd.
Shangrila Pvt. Ltd.
Sharaf Shipping Agency
Shell Pakistan Limited
SibiSoft Inc.
Sidat Hyder Morshed Associates Private Limited
Siemens Pakistan Engineering Co. Limited
Signium International
Sindh Education Foundation
Singer Pakistan Limited
SKF Pakistan Pvt. Ltd
Small & Medium Enterprise Development Authority (SMEDA)
Snack Bites Company
So Safe Pakistan
Social Sell
Socially Global
Solutionicks
Soorty Enterprises
Spark Communication
SSG Consulting
Stancos Pvt. Limited
Standard Chartered Bank Limited
Starcom Pakistan
Starcrest Communications
State Bank of Pakistan
Statuspro Inc.
STEP Consultants
Stitchers International
Stork Prints Pakistan
Strategic HR Promotion (SHRP)
Streebo
Strongman Medline
Structure Lab Services Pakistan
Sufi Brothers
Sui Southern Gas Company Ltd.
Sukoon.Com
Summit Bank Limited
Sun Consultants
Sun Enterprises
Sun Systems
Super Trading Inc.
Symbios.pk
Synapse Consulting
Sysnet Pakistan Pvt. Ltd.
Systems Limited
Talent Optimizers
Tameer Micro Finance Bank Ltd.
Tapal Tea Pvt. Ltd.
Target Resourcing
Tarzz

Tata Group of Industries
Tata Textile Mills Ltd.
Taurus Securities Ltd.
TBH Employment and Consulting Services
TCS (Pvt.) Limited
TCS E-COM
Teach for Pakistan
Teamants
Teamz International
TeleCard Ltd.
Telemart
Telenor Pakistan Limited
TenPearls
The Bank of Khyber
The Brand Consultant
The Express Tribune
The First Micro Finance Bank Ltd.
The Learning Organisation
The Leatger Grandeur
The Recruiters
The Snack Bites Company
Thinkline
Third Eye Managed Services
Time & Vision Advertising
Times Consultant (Pvt) Ltd.
TIPU Associates
TNI - Worldwide Partners Inc.
Together
Top Boss
Total Lubricants
Touchpoint (Pvt) Ltd.
Toyota Indus Motor Company
TPL Holdings
TPL Trakker Limited
TPS
TradeKey
Transit HR Consulting
Transworld Associates
Travel Mate
Travel Solutions
Travelport
Tri Pack
Triple E Pvt. Limited
TV One - Airwaves Media Pvt. Ltd.
UBL Fund Manager
UBL Insurers
Ufone
Uniferoz
Unilever Pakistan Limited
Unique Pakistan
Unisys Pakistan Pvt. Limited
United Assets Management Co. Ltd.
United Bank Limited



United Consultants Pvt. Limited
United Energy Pakistan Ltd.
United Marine Agencies
United Registrar of Systems Limited
United Sales Pvt. Limited
Unity Foods
Universal Brush Ware Pvt. Ltd.
Universal Brushware
Urbanite
US Consulate, Karachi
USAID Pakistan
Utopia Pvt Ltd
Versa Canada Inc.
Visa International (Asia Pacific) Ltd.
Vision Express
Walnut Communications
Ward Howell International
Warid Telecom
Waterlink Group of Companies
Wavetec Pvt. Ltd.
Weekend World Marketing Limited
Westminster & Eastern Financial Services Ltd.
Winstar Pvt. Ltd.
World Tel
WorldCall Broadband Limited
Wrap n Roll
WWF Pakistan
Xenith Public Relations (Pvt.) Ltd.
Younus Brothers Group
Yunus Textile Mills Ltd.
ZAP Infotech Inc.
ZEPCOM
ZH Technologies Inc.
ZIL Limited
Zishan Engineers Pvt. Ltd
Zong China Mobile
ZRG International



PLACEMENT PROGRAM



IoBM lays tremendous emphasis on its close collaboration with the government, firms, banks and leading HR consultants so as to ensure appropriate induction of its graduates into such organizations. Close links are maintained with CEOs and Heads of Departments in organizations so as to provide graduates with the best possible career prospects. Efforts are made to match the talents of students with the requirements of both multinational and local organizations.

Emphasis is placed on the requirement of career fairs and seminars. These provide a meeting ground between the corporate world and graduates, allowing for the provision of resumes to HR representatives and the possibility of students being selected for jobs on the spot or at a later stage, or at a later stage. It is important that the personal data of students remain readily available to such organizations. In career seminars, graduates are given fresh insights into the corporate world with detailed discussions on the writing of resumes and methods of performing well at interviews.

IoBM's Internship & Placement Department makes a firm commitment to its graduates in relation to the developing of their careers. This begins from the moment at which the student is inducted and continues with a life long partnership. We assist our graduates / alumni in finding their career paths. Some of the activities designed for placing students include but not restricted to the following:

1. On Campus Recruitment Drives

The Internship & Placement Department has been able to develop strong relationships with the corporate sector by signing MoUs for both Internship & Job Placements, co-sponsoring guest lectures and seminars. As a result, companies frequently conduct on-campus recruitment drives. This includes organizations such as Unilever, P&G, ICI, GSK, Engro, etc.

2. Publishing Annual Graduate Directories

MBA graduates are invited to showcase their resumes in IoBM's bi-annual Graduate Directory. This publication is circulated to about 264 national and multinational companies and is an essential tool for being placed in the market. The Internship & Placement department recently conducted a survey to determine the efficacy of this document. It was found that 62% of the respondents were contacted for interviews and 69% of these were able to secure positions.

3. Career Counseling

Guidance and counseling is an extremely important aspect of development for young adults at IoBM. With this in mind, the team in the Internship & Placement Department is constantly engaged in assisting students in the entire process of preparing and actually finding jobs for them.

4. Guest Lectures by Industry Experts

Recognizing the importance of networking and relationship management, the Department frequently invites industry professionals for lectures, conferences and corporate events. Our aim is to provide students with the opportunity to establish a strong and lasting contact base before graduation to ensure that they are able to get positions in industry and business organizations.

5. Career Management Workshops

The department has recently introduced periodic in-house workshops such as interviewing techniques, resume writing, behavior patterns in organizations etc.

6. Career Fair

The department organizes a Career Fair, inviting organizations engaged in their recruitment cycle to make company presentations and answer questions from students. The department envisages this as an annual event not only for interactive sessions between students and the corporate world but also for providing resumes for immediate employment in case jobs are available with the organization concerned or alternatively arranging for resumes to be kept pending by organizations for jobs whenever such an opportunity arises.

7. Job Alerts via Group mail, Notices and Rozeepk.com

IoBM's Internship & Placement Department manages a database of job opportunities in the market. Students are provided opportunities through group mails, notices and an online web portal in collaboration with Rozeepk.com.



LIST OF COMPANIES EMPLOYING IOBM GRADUATES

10Pearl
14th Street Pizza
1LINK (Guarantee) Limited
360 Training
3M Pakistan Pvt. Limited
A.F. Ferguson & Co. Chartered Accountants
A.I. MIR LLC
AAJ News TV
Aaj TV
AASA Consulting (Pvt) Ltd.
Aba Ali Habib Securities Pvt Ltd
Abacus Consulting
Abacus-Global
ABAMCO Limited
Abbott Laboratories Pakistan Ltd.
Abudawood Trading Company
ACCA Pakistan
Ace Insurance Limited
ACM Gold Pvt. Ltd.
Adam Motor Co. Limited
Adamjee Life Insurance Company
Adcom Leo Burnett
Adcom Pvt. Limited
ADM Denim
ADVANS Micro Finance Bank
Aftab Associates
Aga Khan Education Services
Aga Khan Health Services
Aga Khan University
Agha Steel
Agility Logistics Pakistan
Agro Processors and Atmospheric Gases (Pvt.) Ltd.
Ahmed Foods
AIG Pakistan
Airmen Golf Course & Recreational Park
Aisha Steel Mills Ltd.
Akber Ali & Sons
AKD Commodities
AKD Investment Management Ltd
AKD Securities
Akhawat Foundation
Al Marai, Saudia Arabia
Al Meezan Investment Management Limited
Albaraka Bank Limited
Alfalsh Securities
Ali Asghar Textile Mills Ltd.

Ali Gohar and Company (Pvt) Limited
Al-Khair Distributor
Allianz EFU Health Insurance Limited
Al-Mughal Trading Corporation
Alstom Pakistan (Pvt.) Limited
Alternate Research Pvt. Ltd.
Aman Foundation
American Pacific Enterprises LLC
AMFCO International
Amir Adnan
Amreli Steels Limited
Anjum Asim Shahid Associates Limited
APL Pakistan Pvt. Ltd.
Apna Karachi FM 107
APTECH Computers Education
Arif Habib Bank Limited
ARMTECH Business Solutions (Pvt.) Ltd.
Arpatech Pvt. Ltd.
Artal Group of Companies
Artistic Milliners (Pvt.) Ltd
ARY Communications
ARY Digital Television Network
AsiaCare Health & Life Insurance
Asiatic Public Relations Network Ltd.
Askari Bank Limited
Askari General Insurance Co. Ltd.
Asktourism
Atco Laboratories (Pvt) Limited
Atlas Asset Management
Atlas Honda
Attock Cement Pvt. Limited
Auspak
Automobile Corporation Pakistan
Avanza Solutions
Aventis Pharma Pakistan Limited
Axis Communications
Badar Expo Solutions (BXSS)
Bakri Energy (formerly Bakri Pakistan Pvt. Ltd.)
Bandhani Group
Bank Al Baraka
Bank Alfalah Limited
Bank Al-Habib Limited
Bank of Punjab
BankIslami Pakistan Limited
Barclays Bank Limited
BASF Pakistan



Bayer Pakistan
Bays International (Pvt.) Limited
BDO Ebrahim & Co. Chartered Accountants
BenchMatrix
Bentham Science Publishers
Berger Paints Pakistan Limited
Beyond Profits
Blitz Advertising (Pvt.) Limited
Blue Chip FMCG (UAE)
Blue Communications
BMA Capital Management Limited
BOC Pakistan Limited
BOL Network
Boom Group Pakistan
Bosch Pharmaceuticals
Bottomline. Pvt.Ltd
Bounty Studio
Brand Mileage
Brand Synario
Breezecom Pvt. Ltd
Bridgestone Tires Pakistan Limited
British Council Pakistan
Brookes Pharma
Bulls Eye Communications
Bullseye 360
Burj Bank Ltd.
Business Plus
Business Recorder
Byco Petroleum Pakistan Ltd.
Cadbury Pakistan Ltd.
Calibre Vintage
Candyland Industries Limited
Capital Management (Pvt.) Limited
Carbonated TV
Careem Pakistan
Carfirst
Celentas Digital Solutions
Centegy Technologies (Pvt.) Ltd.
Central Depository Company of Pakistan
Charter for Compassion Pakistan
Child Life Foundation
CIM Shipping
Citi Security
Citibank N.A. Pakistan
Citizen Archive of Pakistan
Citizens Foundation
Clariant Pakistan Limited
Classic Designs
Clicktrade
Cloud BPO
Cloud Innovators Solution
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Colgate Palmolive Pakistan Ltd.
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DGS Pvt. Ltd.
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Digital Tribe
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Dollar Industries
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Dubai Islamic Bank Limited
Duleaf
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EFU Life Assurance Limited
 Elahi Group
 Elixir Securities Pakistan Ltd.
 Empact
 Engage 24X7
 Engage Consulting Limited
 English Biscuits Manufacturers Ltd.
 Engro Corp.
 Engro Fertilizer Ltd
 ENI Pakistan Limited
 EPFirms
 Ephlux
 EPlanet Communication
 Epoxy Industries (Pvt.) Limited
 Escape Advertisement
 eSys Pakistan
 Etihad Airways
 Etilize Pvt. Ltd.
 Evaluation Factor (Pvt) Ltd.
 Evernew Entertainment
 Evolution Advertising
 Excelerate
 Express Media Network
 Express News
 EY Ford Rhodes
 Faysal Asset Management Ltd.
 Faysal Bank Limited
 Fidelity Insurance
 Finja Pvt Ltd
 First Capital Equities Pvt. Limited
 First Women Bank Ltd.
 Fitness Republic
 Flight Connections
 Float Securities (Pvt.) Ltd
 Folio 3
 Food Connections Pakistan
 Forex Financial Products
 Forte Pakistan Pvt. Ltd.
 Foundation Public School
 Freight Systems Co. Ltd.
 Friends of Literacy & Mass Education
 Fulcrum Pvt Ltd
 FYSL Trade
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 GEMCO Pakistan Ltd.
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 Gentipak
 Getz Pharma
 GfK Etilize Pakistan
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 Global Securities Pvt. Ltd.
 Goodcore Technologies
 Greaves Airconditioning (Pvt) Ltd.
 Green Cherry Solutions
 Greenstar Social Marketing Pakistan Limited
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 Gul-Ahmed Textile Mills Pvt. Ltd.
 Gumcorp Pvt. Ltd.
 Gwadar International Terminals Ltd
 Habib Bank AG Zurich
 Habib Bank Limited
 Habib Metropolitan Bank Ltd.
 Habib Oil Mills Limited
 Habib University Foundation
 Habitt
 Haleeb Foods,
 HANDS Pakistan
 Hard Howell International
 Hashwani Group of Companies
 Hasnain Tanweer Associates (Pvt.) Ltd
 HBL Asset Management Ltd.
 Herbion International Inc.
 Hilal Confectionary Pvt. Ltd.
 Himont Pharmaceutical Pvt. Ltd.
 Hinopak Motors Limited
 Hirelabs
 Home Express
 HR Outsourcing & Consulting
 HRS Global
 HRS International
 HRSG Pvt Ltd
 HSBC Bank Middle East Ltd.
 HUBCO
 HUBCO Laraib Energy Limited
 Hudson Pharma
 Hum Network Ltd
 Hum TV
 Human Resource Solutions
 Hurd Consultancy
 IAL Satchi & Satchi
 IBEX Global Solutions (Private) Limited
 IBL Group
 IBM Pakistan
 ICE Animation
 ICI Pakistan Limited
 Icon Global
 ICS Group of Companies
 Ifrasoftware Technology Limited
 IGI Financial Services



IGI Life Insurance
 IJARA
 imrooz.com
 Inbox Business Technology
 Indus Bank Limited
 Indus Motors Company
 Industrial & Commercial Bank of China
 Industrial Development Bank of Pakistan
 Information Technology Services
 Institute of Chartered Accountants of Pakistan
 Intel Pakistan
 Interactive Cell
 Interactive Health Solutions
 Interflow Communications Pvt. Ltd.
 International Advertising Pvt. Ltd.
 International Asset Management Company Ltd.
 Interwood Mobil
 INVATERRA
 Invest & Finance Securities Limited
 Invortex Technologies
 Iris Communication
 Islamic Investment Bank
 Ismail Industries
 Ismail Iqbal Securities Pvt. Ltd.
 IT Link Online
 J. Walter Thompson Asiatic (Pvt.) Ltd.
 Jaag Broadcasting Systems Pvt Ltd.
 Jaffer Agro Services
 Jaffer Brothers Limited
 Jahangir Siddiqui & Co. Limited
 Jason Group of Companies
 JCR -VIS
 Jeem Solutions
 Johnson & Johnson Pakistan Ltd.
 Jotun Paints
 JP Coats Pakistan (Private) Limited
 JS Bank Limited
 JS Global Capital Limited
 JS Investment
 Jubilee Life Insurance Pvt Ltd
 Jumani Group of companies
 Junctionz
 Kafi Commodities Private Ltd
 KalSoft (Pvt.) Limited
 Karachi Deals
 Karachi International Container Terminal Ltd.
 Karachi Lubricants Pvt Ltd
 Karachi Stock Exchange Limited
 Karachi Vocational Training Institute
 KASB Capital
 KASB Funds Limited
 KASB Securities
 Kaymu.PK
 K-Electric
 Khaadi
 Khaliq Fashion
 Khwaja Ghareeb Nawaz Trust
 KNYSYS
 Kopak Shipping Company
 KPMG Taseer Hadi & Co.
 KZR Associates
 Lakson Business Solutions
 Lakson Group of Companies
 Lalani & Associates
 Land O'Lakes Inc.
 Lane 12
 Lasmo Oil Pakistan Limited
 Levi Strauss & Co
 LGS Matrix
 Liberty Books
 Lilly Pakistan (Pvt) Ltd.
 Live Securities Pvt. Ltd.
 Lo'real Pakistan
 Logic Information's
 Logicose
 Lootlo.pk
 Lucky Cement Ltd.
 Lucky Knits
 M. Yousuf Adil Saleem & Co. Chartered Accountants
 Maersk Sealand
 Magnus Investments Advisors Limited
 Majsons Corporation
 MAL Pakistan Limited
 Mandi Express
 Manhattan Leo Burnet
 Manzar Pakistan
 Maple Pharmaceuticals Pvt. Ltd.
 Marie Stopes Society
 Markematics Pvt. Ltd.
 Martin Dow Limited
 Mass Advertising Pvt. Ltd.
 Mayfair
 Mazars Consulting
 MCB Bank Limited
 MCB-Arif Habib Savings & Investments Limited
 Meat One
 Media Axis
 Media Max Pvt. Limited
 Media Pulse Pvt. Limited
 Meezan Bank Ltd.
 Mehran Enterprises
 Merck Marker Pvt. Ltd.
 Merit Packaging Pvt. Ltd.
 Meritocracy
 Metro Cash & Carry Pakistan
 Metropolitan Bank Limited



MGH Group
MGH Logistics Pakistan
Microsoft Corporation
Midas Safety
Mindshare Pakistan Pvt. Limited
Minha Soft
Mitchell's Fruit Farms
Mitsubishi Corporation
Mobil Askari Lubricants
Mobilink
Mobitel, KSA
Monsieur
MS Associates
MullenLowe & Rauf
Muller & Phipps Pakistan Pvt. Ltd.
Multinet Pakistan Pvt. Ltd.
Mushawar Consulting
Mustafa & Co. Pvt. Limited
MWM Studioz
Nabiqasim Industries
Najmi Bilrami Collaborative Pvt. Ltd.
Nanosoft Technologies Pvt. Ltd.
Narejo Human Resources
National Bank of Pakistan
National Clearing Company of Pakistan Ltd.
National Commodity Exchange
National Foods Limited
National Fullerton Asset Management Ltd.
National Industrial Parks Ltd. (NIP)
National Insurance Company
National Investment Company of Pakistan
National Investment Trust
National Marketing Services
Naveena Export Pvt. Limited
Nedo Corporation
Nestle Pakistan
Net Space Systems
New Era Industries
New Jubilee Insurance Co. Limited
Next Degree
Next Generation Innovations
NIB Bank Ltd.
Nielsen Pakistan
Nike Pakistan Limited
Nizam Bijli
Novartis Pharma Pakistan Limited
OBS Group
Oman National Electronics, Dubai
OMD Pakistan
OMV Pakistan Exploration
Optimus Capital Management
Oratech Systems Pvt. Limited
Orient Automotive Industries (PVT.) LTD

Orient Public Relations
ORIX Leasing Company
Orix Pakistan Limited
Oxford University Press
Oxygene Pakistan
P&O Nedlloyd
Packages Limited
Pak Mediacom Pvt. Limited
Pak Oman Microfinance Bank
Pak Petrochemical Industries
Pak-Arab Refinery Limited
Pakistan Institute of Corporate Governance
Pakistan Institute of Management
Pakistan Mercantile Exchange Limited
Pakistan Petroleum Ltd.
Pakistan Refinery Ltd.
Pakistan Services Limited
Pakistan State Oil Company Ltd.
Pakistan Telecommunication Co. Ltd.
Pakistan Television Corporation
Pakistan Tobacco Company (British American Tobacco)
Pakistan Vehicle Engineering (Pvt) Ltd.
Pak-Kuwait Investment Co. Ltd.
Pak-Petrochemical
Pak-Suzuki Motors Co. Limited
Parke Davis & Co. Limited
Pastel Communications
Path Group of Companies
PCI Group
Pearl Packages
Pegasus Consultancy (Pvt.) Ltd.
Pfizer Laboratories Limited
Pharmatec
PharmEvo (Pvt.) Ltd
Philip Morris International
Philips Electrical Co. of Pakistan
Philips Pakistan
PIRANA Group
Pixarch
Pizza Hut – MCR (Pvt) Ltd.
Pizza Next - MFC Pvt. Ltd.
Plastech Products (Pvt.) Ltd.
Point Blanc Media
Polaris
Premier Software (Pvt.) Ltd
Premier Systems Pvt. Ltd.
Prestige Communications Ltd.
Prestige Grey
Price Solution Pvt. Ltd.
Price Waterhouse Coopers Pakistan (PWC)
Primatics Financial
Prime HR
Procter & Gamble



Promotech Media Solution (Pvt) Ltd.
Protege Global
Qineqt
Qubee
Rafi Securities
Rain Bargain
Reckitt Benckiser Pakistan Ltd.
Red Tape Media
Resource Linked Private Limited
Reveal Pakistan
RG Blue Communications (Pvt) Limited
Rhone Poulenc Rorer Pakistan Ltd.
Rising Technologies
Robotics Labs
Roche Diagnostics
Roche Pharmaceuticals Limited
Rocket Internet
Rohi International Pvt. Ltd.
Roshan Media
S13 - Systems Innovations Pvt. Ltd.
Sach International
Sagacious Business Consultancy
Salsoft Technologies Pvt. Ltd
Samba Bank Ltd.
Sana Safinaz
Sanofi Aventis Pakistan Ltd.
Sapphire Textile Mills Limited
SASPAK Cargo Pvt Ltd.
SBT Japan
Schneider Electric
School of Leadership
SCT Group
Searle Pharmaceuticals
Service Sales Co.
Shabbir Tiles & Ceramics Ltd.
Shafi-Reso Chemicals
Shaheen Airlines
Shajar Capital
Shajar Capital Pakistan (pvt) Ltd
Shamrock
Shan Foods Pvt. Ltd.
Shandaar Corporation
Shangrila Pvt. Ltd.
Sharaf Shipping Agency
Sheild Corporation
Shekha & Mufti
Shell Pakistan Limited
Shipco Transport Pakistan (Pvt.) Ltd
SibiSoft Inc.
Sidat Hyder Morshed Associates Private Limited
Siddiqsons Limited
Siemens Pakistan Engineering Co. Limited
Signium International

Sindh Education Foundation
Singer Pakistan Limited
SKF Pakistan Pvt. Ltd
Snack Bites Company
So Safe Pakistan
Social Investment Managers and Advisors (SIMA) LLC
Social Sell
Socially Global
Sofcom (Private) Limited
Softech Microsystems
Solutionicks
Soorty Enterprises
South Asia Pakistan Terminals Limited
Spark Communication
SSG Consulting
Stancos Pvt. Limited
Standard Chartered Bank Limited
Starcom Pakistan
Starcrest Communications
State Bank of Pakistan
Statuspro Inc.
STEP Consultants
Stitchers International
Stork Prints Pakistan
Strategic HR Promotion (SHRP)
Streebo
Strongman Medline
Sufi Brothers
Sui Southern Gas Company Ltd.
Sukoon.pk.com
Summit Bank Limited
Sun Consultants
Sun Enterprises
Sun Systems
Super Trading Inc.
Symbios.pk
Synapse Consulting
Sysnet Pakistan Pvt. Ltd.
Systems Limited
Talent Optimizers
Tameer Microfinance Bank Limited
Tapal Tea Pvt. Ltd.
Target Resourcing
Tarzz
Tata Group of Industries
Tata Textile Mills Ltd.
Taurus Securities Ltd.
TBH Employment and Consulting Services
TCS – E Com
TCS (Pvt.) Limited
Teach for Pakistan
Teamants
Teamz International



TeleCard Ltd.
Telenor Pakistan Limited
TenPearls
Thal Ltd
Thatta Cement Company Limited
The Arkadians, AKD Group
The Bank of Khyber
The Bank of Tokyo, MUFG
The Brand Consultants (TBC)
The Citizen Foundation
The Express Tribune
The First Micro Finance Bank Ltd.
The Hub Power Company Ltd
The Learning Organisation
The Leatger Grandeur
The Recruiters
The Searle Company Ltd
The Snack Bites Company
Thinkline
Third Eye Managed Services
Time & Vision Advertising
Times Consultant (Pvt) Ltd.
TIPU Associates
TNI - Worldwide Partners Inc.
Top Boss
Torque Corporation Pvt. Ltd
Total Lubricants
Touchpoint (Pvt) Ltd.
Toyota Indus Motor Company
TPL Holdings
TPL Trakker Limited
TPS
TradeKey
Transit HR Consulting
Transworld Associates
Travel Mate
Travel Solutions
Travelport
Triple E Pvt. Limited
TV One - Airwaves Media Pvt. Ltd.
Uber
UBL Fund Manager
UBL Insurers
Ufone
UNDP Pakistan
Uniferoz
Unilever Pakistan Limited
Unique Pakistan
Unisys Pakistan Pvt. Limited
United Assets Management Co. Ltd.
United Bank Limited
United Consultants Pvt. Limited
United Energy Pakistan Ltd.

United Marine Agencies
United Registrar of Systems Limited
United Sales Pvt. Limited
Unity Foods
Universal Brush Ware Pvt. Ltd.
Urbanite
US Consulate, Karachi
USAID Pakistan
Versa Canada Inc.
Visa International (Asia Pacific) Ltd.
Vision Express
Vivo Mobile Pvt Ltd
Ward Howell International
Warid Telecom
Waterlink Group of Companies
Wavetec Pvt. Ltd.
Weekend World Marketing Limited
Wemsol Pvt. Ltd (KEENU)
Westminster & Eastern Financial Services Ltd.
Winstar Pvt. Ltd.
World Tel
WorldCall Broadband Limited
Wrap n Roll
WWF Pakistan
Xenith Public Relations (Pvt.) Ltd.
Younus Brothers Group
Yunus Textile Mills Ltd.
ZAP Infotech Inc.
ZEPCOM
ZH Technologies Inc.
ZIL Limited
Zishan Engineers Pvt. Ltd
Zong China Mobile
ZRG International





ENTREPRENEURSHIP & MANAGEMENT EXCELLENCE CENTER

OFFICE OF RESEARCH INNOVATION AND COMMERCIALIZATION (ORIC) and ENTREPRENEURSHIP & MANAGEMENT EXCELLENCE CENTER (EMEC)



The Office of Research, Innovation & Commercialization (ORIC) supports IoBM's vision of lifelong learning as well as its long term goal of seeking AACSB's accreditation and subscribes to innovation, engagement and impact. ORIC works as a bridge between the university and the private as well as international not-for-profit sector so as to engage its faculty, staff and students in research, capacity development and commercializing IoBM's initiatives.

ORIC-EMEC Mission

Synonymous with IoBM's mission of lifelong learning, the work of ORIC-EMEC is devoted to building the capacity of faculty, staff and management and utilizing such capacity to work on the consultancy and training projects of the corporate, private, not-for-profit and public sectors of the country. Under the aegis of ORIC-EMEC, IoBM pursues the following ventures:

1. Research Consultancy
2. Capacity Building Training Consultancy for NPOs
3. Proposal Writing Capacity Building for IoBM faculty and students
4. Open enrolment training programs for the corporate sector as well as IoBM staff and faculty
5. Tailor-made training programs for the corporate sector as well as IoBM staff and faculty



HR Diploma at IoBM entails a diverse and in-depth perspective of the human resource function with respect to the practices prevailing in the market. The courses have interactive based learning and instructors are well informed. I would recommend people to take this program if they want to pursue HR as a career.

Asfandyar Maniar
Associate Consultant
Excelebrate Pvt. Ltd

USAID - GEP Project

In order to strengthen the capacity of Aurat Foundation sub-grantees for USAID's Gender Equity Program (GEP), ORIC-EMEC conducted ten six-days workshops titled "Institutional Strengthening of GEP implementing Partners" with the support of USAID. The total number of participants trained across Pakistan was 238. Two sessions were conducted in Islamabad and one in Lahore. Participants from all four provinces of Pakistan and Gilgit Biltistan and Azad Jammu & Kashmir attended the workshops. The training sessions started on December 26, 2016 and the project was closed on February 28, 2017. The participants were trained in Project Cycle Management, Financial Management, Gender Sensitization and Women Friendly Laws, GEP Specific Reporting, Branding & Marking Guidelines and Introducing Fundraising Techniques.

Management Course for Organizational Development

In order to enhance the capacity of Not-for-Profit Organizations in Pakistan and bridge the gap between citizens and government for the promotion of good governance, the United States Agency for International Development (USAID) awarded a contract under the aegis of The Citizen's Voice Project (CVP). This project was undertaken by a consortium of the Trust for Democratic Education & Accountability (TDEA), The Asia Foundation (TAF), and Grant Thornton - Anjum Asim Shahid Rehman (GT-AASR).



EMEC conducted two five-days Management Courses for Organizational Development in April and May 2017. Each course was a five-day residential training program comprising five (5) compulsory modules. The participants are trained in Strategic Planning, Financial Management, Leadership, Human Resource Management and Procurement Rules & Regulations.

ORIC-EMEC Signed MoU with MAP

EMEC-IoBM Signed a Memorandum of Understanding (MoU) with Marketing Association of Pakistan (MAP) in order to foster executive education by offering quality and specialized learning workshops in joint collaboration. The workshop designed and offered under this agreement was a Consultative Simulation Workshop on Value Innovation facilitated by Mr. Javaid Ahmed on February 21, 2018.



When I decided to appear for my IELTS exam, IoBM was my first choice for preparation as I am an ex alumni. I know the quality of education imparted here and knew that I was in safe hands. Alhamdulillah, under the able guidance of our teachers, I was able to prepare well for the exam and achieved a score of 8.5 in my first attempt. This was all possible due to the hard work and dedication of our teachers and the easy and comprehensive course design.

Asifa Ali

Manager Product development and local production
DyStar Pakistan



I secured an overall 7.5 band in my IELTS. Thanks to the well organized classes I attended at EMEC-IoBM that provided lots of practice helping me to get my desired score. Got a whopping 8.0 in listening and 8.0 in speaking!

Sarah Asghar



Participating Leading Change in HR was a great learning experience for me as the workshop provided practical knowledge on HR & Change Management.

Saad Ahmed

Associate Manager HR
Pfizer Pakistan Limited



Activities at EMEC

Workshops:

- Aligning HR with Business Strategy, HR Diploma Module, August 2017
- Recruitment, Interviewing & Selection, HR Diploma Module, September 2017
- Competency Based People management, HR Diploma Module, October 2017
- Compensation & Benefits, HR Diploma Module, December 2017
- Capacity building session on “Writing Research Proposal & Potential for Research Funding from Various Sources” by Mr. S.M. Nawab on December 16, 2017
- Diploma in Marketing (3rd cycle), 2017
- Leading HR Change, HR Diploma Module, January 2018
- Introduction to Design Thinking by Mr. Furqan Qureshi January 2018
- Developing Talent Management & Employer Branding Strategy, HR Diploma Module, February 2018
- 4 Day SSK Faculty Excellence Program by Dr. Gazan Bozai February 2018
- Introduction to Systematic Reviews by Dr. Ather Akhlaq, February 2018
- Diploma in Marketing (4th cycle), 2018
- Consultative Simulation Workshop on Value Innovation in collaboration with Marketing Association of Pakistan (MAP), by Mr. Javaid Ahmed, February 2018
- Developing Leadership Excellence, HR Diploma Module, March 2018
- IELTS preparatory classes at IoBM

Conferences:

- 2nd IoBM-AMDIP Faculty Colloquium, held on 20– 21 September 2017
- International Conference on Experiential Learning (ICEL), held on 21– 22th October 2017
- 11th International Conference on Mathematics, Actuarial Science, Computer Science and Mathematics (MACS-11) Computational Intelligence, held on 28– 29th October 2017
- International Conference on Islamic Banking & Finance (ICIBF), held on 29-30 November 2017



Pakistan Business Review (PBR)

Pakistan Business Review (PBR) is the Institute of Business Management (IoBM's) multidisciplinary journal in continuous publication since April 1999. It is Pakistan's first refereed academic business research quarterly. PBR is also an HEC approved 'X' category journal. It is abstracted and indexed by the American Economic Association in the ECONLIT and the Journal of Economic Literature, USA. It is supervised by an International Advisory Board of Business Academics from national and international organizations such as the University of Malaya, the International Burch University, the University of Brescia, the University of Rostock, the University of Kelaniya, the University of Karachi, the University of Malaga, the Columbia University, the University of Chittagong, the Kathmandu University. All full-time faculty members at IoBM contribute research papers on a regular basis.

Pakistan Journal of Engineering, Technology & Science (PJETS)

In 2010, the College of Computer Science & Information Systems (CCSIS) was asked to add value in its programs and come up with innovative ideas. The faculty of CCSIS, after a few brainstorming sessions decided to launch a new journal to publish original research in the fields of Science and Engineering. CCSIS started working on this project and started a bi-annual, peer reviewed, journal by the name PJETS (Pakistan Journal of Engineering, Technology & Science). PJETS is published in June and December of each year. The Editorial Board consists of two groups, the Editorial Advisory Board (EAB) and Editorial Review Board (ERB). ERB consists of scholars with a good academic background and proven research interest from reputed institutes. Many ERB members are associated with universities/institutes abroad, e.g. Malaysia, US, Canada, UAE, and Oman. The mission of this journal is to promote innovative ideas and original research in the fields of Science and Engineering. This journal aims at publishing authentic research papers to create a culture of innovation and scientific development.

Journal of Education and Educational Development (JoEED)

The Journal of Education and Educational Development (JoEED) is a bi-annual peer reviewed journal published by the Department of Education, Institute of Business Management. It publishes local, national, and international research papers: empirical researches, action researches, case studies, research briefs, critical reviews, debates, and book reviews focused on interdisciplinary themes of education and educational development. The objective of this journal is to publish original and unpublished contributions that focus on both theoretical and applied research studies in education and related disciplines, offering diversity and variety to its readers. The journal in each issue aims through publishing difference articles, case studies, book reviews, and critical reviews to present its readers with interdisciplinary themes on education and educational development. JoEED is an HEC approved 'Y' category Journal.

External Research

Consultancy work has been undertaken for the Federation of Pakistan Chambers of Commerce and Industry, the Aga Khan Education Service, Karachi, the Institute of Bankers in Pakistan, Deloitte, Touche International Chartered Accountants, the United Nations Industrial Development Organization, Vienna, SBP, Doha Bank FPCCI, TDAP, UNDP, the Government of Sindh. Research papers from IoBM are regularly presented at the annual meetings of the Pakistan Society for Development Economics, Islamabad.

Online Accessibility

IoBM subscribes to the Business Collection of JSTOR, an online access to a vast collection of business academic journals. It allows access to 46 multidisciplinary and discipline specified collections. In addition, the HEC has allowed us online access to almost 5000 research journals. These publications carry theoretical and applied research findings in fields such as Accounting, Business, Computing, Economics, Engineering, Finance, Law, Management, Marketing, etc. The fast internet link of IoBM provides easy access to articles and research reports. Students are encouraged to avail of the borrowing facility available on campus. The faculty are also encouraged to use these research journals, give assignments and group discussion exercises based on the articles of specific fields.

PERN2

IoBM is now connected with Pakistan Education & Research Network (PERN2) which is a high speed dedicated National Research & Education Network (NREN) for universities/institutes and other academic sectors of Pakistan. This will provide students, faculty members and researchers a fully integrated and dedicated communication infrastructure using advanced Information & Communication Technologies. This NREN is being established to achieve true collaborative research, knowledge & resource sharing and distance learning. PERN2 is also aimed to have connectivity to other NREN(s) of the world including APAN (Asia), Internet2 (USA), GEANT2 (Europe), etc.



Center for Islamic Business and Finance (CIBF)

Growth of Islamic banking and financial institutions in Pakistan and around the world has increased the demand for business managers with expertise in Islamic business and finance. To address this demand, the Center for Islamic Business and Finance (CIBF) at IoBM offers specially designed certificate courses, post-graduate diploma programs and degree specializations. The center has developed a strong research culture around committed MPhil and PhD students working on state-of-the-art issues of Islamic business, Islamic finance, and economics under the supervision of highly qualified faculty. The Center organizes conferences, workshops, and research seminars to support and strengthen the research and innovation at IoBM. A specialized research group in Islamic Business, Finance and Economics led by Dr. Imamuddin is now working with several students that meet regularly to discuss and deliberate on research ideas and publications.

Multidisciplinary Research Seminar Series (MRSS)

MRSS is a multidisciplinary platform where researchers share their research findings, methodologies, tools and experiences to encourage students and faculty to pursue high quality research. It helps to make research accessible and productive for scholars from different backgrounds. MRSS actively organizes weekly sessions on research presentations, case studies, research training and workshops, and motivational talks. It also facilitates in the organizing of open defenses and seminars for MPhil and PhD synopsis/proposals and final theses/dissertations. Over the last two years, MRSS has emerged as an interactive platform that provides opportunities to faculty, researchers, students as well as practitioners to present their researches and exchange ideas with a view to making the research relevant to our organizations, industry and economy. The MRSS team also organizes annual conferences such as the International Conference on Experiential Learning (ICEL).



QUALITY ENHANCEMENT CELL (QEC)

QEC is an independent department at IoBM established in 2008 under the directive of the Higher Education Commission (HEC) and is headed by a Director. The purpose of QEC is to implement the guidelines provided by the HEC. It is also involved in planning, guiding and monitoring quality assessment and enhancement activities.

QEC has been successfully functioning over the last eight years with an excellent record from its inception, QEC was able to contribute to the implementation of qualitative and quantitative data of several academic programs.

QEC has consecutively been in W category for the last eight years. In the recent ranking, QAA of HEC has awarded QEC of IoBM score of 100% which is a strong reflection of Quality Assurance System at IoBM.

QEC monitors plagiarism policy provided by HEC and serves as a focal point for the implementation of HEC quality criteria. All research papers are checked by software on plagiarism and reported to HEC on regular basis.

QEC is rated very highly by the Asia Pacific Quality Network (APQN). It has received best Internal Quality Assurance Award from APQN. APQN has recognized QEC designed post graduate diploma of Quality Assurance in tertiary education which can be conducted locally and internationally. QEC is an active member in IoBM linkage with APQN, AMDISA, CHEA, ASQ, INQAAHE, the Tallories network, etc.

QEC is responsible for setting up Systems, Applications and Products (SAP) university alliance linkages with an Australian University with the help of German experts and is among the few institutions in the world to be providing SAP training to its students in the area of Supply Chain, Human Capital Management, Finance and Accounting, Material Management, Production Planning, Project Management, etc.

QEC, was focal agency to coordinate in acquiring accreditation by NBEAC for IoBM's BBA and MBA programs, accreditation by Pakistan Engineering Council (PEC) for its BS-Industrial Engineering and Electrical Engineering programs, and is assisting in acquiring AACSB accreditation and in QS ranking.

QEC is also responsible for developing policy, procedure and its revisions. HEC utilizes the services of QEC in its assessment of Institutional Performance Evaluation of other HEIs on a regular basis. QEC is also conducting workshop on areas of quality and preparation of self-assessment reports of the programs of other institutions. Uploading of all IoBM programs on E Portal (PQR) of HEC has been done successfully by QEC.

QEC is now engaged in moving towards ISO-21001 Management Systems for educational organization and in setting up of IoBM Center of Excellence for Quality Management for continuous quality improvement in areas of Engagement, Innovation and Impact.





ADMINISTRATIVE AND ACADEMIC REQUIREMENTS

COMPREHENSIVE EXAMINATION



After completion of their MBA program, all students are required to pass a comprehensive examination conducted by the Institute. The comprehensive examination provides students an opportunity to integrate, synthesize and apply the various aspects of academic achievements and overall work done in their chosen majors and the core courses studied during their MBA. Preparation for the comprehensive examination would develop a broader understanding of the significance of the major chosen by the students within the framework of their overall educational experience.

Structure

The comprehensive examination is of a 3 hour duration divided equally into three segments and consisting of three case studies, each of a one hour duration.

The case studies/questions are related to all majors available to MBA students.

1. To pass the comprehensive examination, a student must get satisfactory grades in one of his/her majors and in one non-major. The examination is to be conducted thrice a year in the months of January, May and September. Students will be charged Rs. 5,000 as comprehensive examination fee. Passing the comprehensive examination is a mandatory requirement for obtaining the MBA degree.
2. Students are allowed a maximum of two attempts to qualify for the comprehensive examination. A third attempt may be availed only after the Dean's permission. The comprehensive examination is taken only after the student has completed all course requirements and attained a CGPA of at least 3.0 in his/her program.
3. A refresher course will be arranged by EMEC in the month of August for students who will appear in the comprehensive exam in September and will be conducted by faculty from within IoBM or hired from outside. Students will be charged a nominal fee for attending the refresher course.

PROCEDURE FOR SUBMITTING MS, MPhil & PhD THESIS

MS / MPhil Thesis

- Candidates must pass NTS (50% or more marks in General Exam) or equivalent test taken by IoBM / GRE
- Candidates must pass 08 courses (24 credit hours) with a minimum CGPA of 3.0. D grades will not be considered
- Qualified candidates to inform MPhil program coordinator/ HoD to decide on a specialized area for research
- Candidates to suggest supervisor as per relevant area of interest
- BASR decision to be shared with the candidate and supervisor in writing
- Candidates to submit thesis on a CD for plagiarism (19% acceptable) check to the program BASR Office (Reference section to be excluded from thesis)
- After Plagiarism check, candidates will submit four copies of final thesis to the BASR
- BASR to approve the examiners' names: 2 for Thesis Evaluation and 1 for Thesis Defense (equal number of alternative names will also be shared with the BASR) which will be provided by the supervisor
- Reports from the examiners to be directed to the respective Deans
- Dean to submit the report to BASR for recommendations (if any)
- Final copy of the thesis to be submitted to BASR for thesis defense
- Supervisor, coordinator, respective Dean, external examiner, relevant department faculty to form the thesis defense committee
- Candidates to defend the thesis through powerpoint presentation
- Viva report to be submitted to the respective dean
- Dean to forward the examiner's report to BASR for the final approval of degree
- The Rector to confirm the award of the degree

PhD Thesis / Dissertation

For prescribed forms and details, refer to PhD manual for students

- Candidates must pass NTS (60% or more marks in subject exam) or equivalent test i.e. GRE or by IoBM
- Candidates must pass 06 courses (18 credit hours) with a minimum CGPA of 3.0. D grades will not be considered
- Qualified candidates to inform PhD program coordinator/HoD to decide on a specialized area for research
- Candidate to suggest supervisor as per relevant area of interest
- BASR decision to be shared with the candidate and supervisor in writing
- Candidates to submit thesis on a CD for plagiarism (19% acceptable) check to the BASR Office (Reference section to be excluded)
- After Plagiarism check, candidates submit four copies of final thesis to the BASR Office
- BASR to approve the examiners' names: Two international thesis evaluators and one national evaluator (equal number of alternative names will also be shared with the BASR committee members) which will be provided by the supervisor
- Reports from the examiners to be directed to the respective deans
- Dean to submit the report to BASR for recommendations (if any)
- Final copy of the thesis to be submitted to BASR for thesis defense.
- Supervisor, coordinator, respective dean, external examiners, relevant department faculty to form the thesis defense committee
- Candidates to defend the thesis through powerpoint presentation
- Examiners report to be submitted to the respective dean
- Dean to forward the examiner's report to BASR for final approval of degree
- The Rector to confirm the award of the degree



TEACHING AND LEARNING AT IOBM

IoBM has been, and continues to aim at harnessing the best researched and the most widely implemented methods of dissemination of information to support excellence in teaching, learning and research. Multifaceted teaching strategies at IoBM include experiential learning, cooperative learning, directed class discussions and activities in critical thinking.

- Experiential learning methodology enables industry engagement through “learning by doing” approach. Adoption of experiential learning in all programs is a strategic initiative of IoBM.
- The case method of instruction continues to be a significant classroom teaching strategy at IoBM with a view to integrating the best practices with management theory.
- Field-based learning encourages students to complement their conceptual knowledge with off-campus learning experiences that deepen their understanding of business issues.
- Research-based assignments under the supervision of trained faculty aim to hone the research skills of students and maximize participant-centered learning experiences by exploring specific topics of interest related to real business situations.
- Specially-designed classrooms reinforce instruction through multimedia technology.
- Understanding being the purpose of instruction, the process of assessment at IoBM is more than just evaluation. It is a substantive contribution to learning that aims to identify gaps in student learning. IoBM’s approach to learning is rooted deeply in assessment that fosters understanding and is more than an end-of -the-semester test. It informs students and faculty about what students currently understand and how to proceed with subsequent teaching and learning.



Performance Evaluation and Standards

The performance of students is constantly evaluated through surprise quizzes, hourly examinations, assignments throughout the semester, submission of term reports, presentations and final examinations at the end of the semester. The grades awarded are as follows:

Grade	Marks	Grade Points
A+	96-100	4.00
A	91-95	3.89
A-	87-90	3.78
B+	84-86	3.67
B	79-83	3.33
B-	74-78	3.00
C+	68-73	2.75
C	65-67	2.67
C-	62-64	2.50
D	60-61	1.75
F	<60	0.00

Grade points are assigned to the given grades for calculation of the cumulative Grade Point Average (CGPA).

'I' Grade

The grade of 'I' (incomplete) may be recorded to indicate that, while the requirements of a course may have been substantially completed, a small component of work (final examination) remains, for a legitimate reason, to be completed and the record of the student justifies the expectation that he or she will obtain a passing grade upon completion. The instructor should be notified of the reason for the non-completion of work in order to ascertain the legitimacy of the reason in question and in turn to grant an incomplete grade.

In order to complete "I" grade, students must appear in the final examination in the following semester. Failure to do so will result in an 'F' grade. The incomplete grade is not counted in the computation of the CGPA for the semester in which the incomplete grade was permitted. The instructor, assigning an incomplete grade, files a signed form indicating the reason for the incomplete grade with the Dean.

Weightage

A student can apply for weightage for a course after fulfilling the following criteria.

If he/she misses any of the two hourly exams for a course due to a genuine reason such as, serious illness/death in immediate family or important official assignment, he/she may apply for weightage within a week from the date of the missed hourly paper, after submitting sufficient documentary evidence in support of his/her request. Weightage applicability will be determined on the basis of at least 60 percent marks secured in the final exam of the course. No request for weightage will be entertained after one week of the date of the paper.

Rechecking (Scrutiny) of Final Exam Script

After the final exam results have been posted, a student can apply for rechecking of his answer script in the final exam or term project if he/she has any doubt about the marking of the said answer script/term project by his faculty member.

Leave for Absences

A student shall apply for leave for his/her absence from class in advance, duly supported with concrete evidence, for approval of Rector.

Following tables shows the approved absences for a course during a semester.

Regular Semester:	Approved Absences:
Weekdays	4 days
Weekend	2 days

Summer Semester:	
Weekdays (Crash)	3 days
Weekend	2 days

The above absences are allowed on account of serious illness or emergencies and after approval by the Rector.

If a student accumulates more than the approved number of absences in a course, he/she will automatically be awarded an "F" grade in that particular course.

A student will not be eligible to apply for weightage or "I" grade in case the absences exceed the allowed limit.

In case of a severe constraint, a student may apply for condoning of excess absences supported with concrete evidence to Academics Officer, who will forward the application along with evidence and attendance record duly verified by him, to Rector for approval. After Rector's approval, the student will have to sign an attendance undertaking.



DISCIPLINE



IoBM stands out among other universities for its special emphasis on maintaining good order and discipline among its students. It reserves the right to prescribe such regulations from time to time as may be considered expedient for effectively maintaining the highest standards of conduct. The regulations set out below are IoBM's General Regulations for discipline.

The General Regulations provide that: No student of IoBM shall

1. disrupt the activities and functions of the Institute;
2. damage any property of the Institute or of any faculty member, visitor or an employee of the Institute or knowingly misappropriate such property;
3. forge or falsify any certificate/degree issued by IoBM or knowingly make false statements concerning standing or results obtained in examinations;
4. engage in violent, indecent, disorderly, threatening, or offensive behavior or language;
5. engage in the harassment/disrespect of any faculty member, peer, visitor, employee of the Institute;
6. exhibit behavior that is inappropriate in terms of the norms and cultural values of the Institute and society in general;
7. engage in any political activity while enrolled at IoBM;
8. disrespect/disregard any guidelines/instructions prescribed by faculty and management of the Institute;
9. assist or encourage directly or indirectly any person to act in breach of the above mentioned regulations.

No student of IoBM shall breach any regulation

- a) relating to the use of the libraries or the information and communication technology facilities at IoBM;
- b) relating to conduct in examinations;
- c) assist or encourage directly or indirectly any person or persons to act in breach of the above mentioned regulations.



The Disciplinary Committee

The Disciplinary Committee, IoBM, comprises a Chairman, Executive Director Administration, Academic Heads of Departments, Controller of Examinations, and other members notified by IoBM. If the Disciplinary Committee is satisfied that a student is guilty of breach of conduct it may:

1. impose a fine of such amount as it thinks fit;
2. order the student to pay compensation to any person or body suffering injury, damage, or loss as a result of the student's conduct;
3. make an order banning the student from specified premises or facilities for a certain period or on such terms as it thinks fit;
4. rusticate the student for such period as it thinks fit;
5. expel the student;
6. ask the parents of the student to give an undertaking that henceforth their wards will not get involved in any activity warranting disciplinary action and should any such incident occur, the Disciplinary Committee reserves the right to expel him/her permanently from the Institute without even asking him/her to appear before the Committee for the consideration of his/her case.



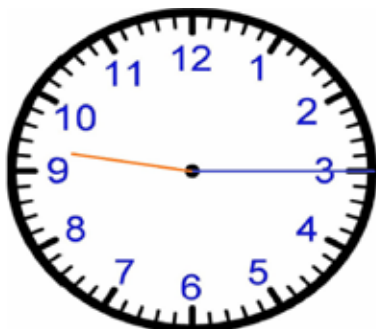
If the Disciplinary Committee is satisfied that a student has committed a breach of the disciplinary regulations relating to plagiarism it may:

- (i) exclude any part of the work submitted from assessment;
- (ii) award no mark / reduce or disregard any piece of work;
- (iii) permit a student to re-sit an examination or resubmit a piece of work on such conditions as it thinks fit.

Appeal / Review of the decision:

The review of the decision taken by the committee shall rest with the President, IoBM.

ATTENDANCE POLICY



Ensure 100% attendance for each course. 20% absence is permissible, only in case of illness, or emergencies. Absences have to be approved by the Management. Approval is contingent upon the evidence provided. 20% means that a student is allowed a maximum of four approved absences in a course during a regular semester and two in a course offered on weekends. If a student accumulates more than the allowed number of absences, he/she will automatically be awarded an 'F' grade in that particular course.

In case of a severe condition, a student may apply for condonation of excess absences supported with concrete evidence to Academics Officer, who will forward the application along with evidence and attendance record duly verified by him, to the Rector for approval. After the Rector's approval the student will have to sign an attendance undertaking. For detail visit the link: <http://www.examination.iobm.co/>

DRESS CODE POLICY

Appropriate attire enhances the personality and contributes to successful nonverbal communication in the workplace.

IOBM expects its students to reflect its values & standards in every way, and especially in the way they dress and conduct themselves. This will enable them to make a positive impression and project a professional image wherever they go.

In order to achieve the above stated objectives, the following guidelines must be strictly observed:

- All clothing worn by students should be well laundered.
- Clothes should be inoffensive in terms of cuts and style, or by way of messages printed on them.
- Female students may only wear jeans provided their tops are of mid-thigh length. They should also be modest and avoid transparent materials and short lengths for sleeves and trousers/shalwars.
- Only light make-up jewelry and perfume is permitted.
- Male students are only allowed full length trousers and jeans. For footwear, they must wear dress shoes, moccasins, joggers or sandals with back straps.
- Male students should maintain proper haircuts and refrain from piercing their ears and faces.

No variation or violation in all of the above will be permitted and students doing so will be marked absent in their respective classes.



EXAMINATION NORMS

Each semester has two hourly exams (6th & 11th week) & one final exam in the 15th week. Mark distribution is explained to the students at the beginning of the semester. Traditionally, 15 marks are given for each hourly exam and 40 marks for the final exam. 30 marks are assigned for quizzes and assignments. In some cases, there might be a slight variation if the concerned faculty so desires.

In its pursuit of excellence, IoBM believes in providing a congenial atmosphere to the students during exams in order to get them to perform at an optimum level. However, there are certain norms which the students are expected to be aware of and observe both in letter and spirit. These norms as follows:

- Impersonation may lead to permanent expulsion from the Institute.
- Cell phones are strictly prohibited in the exam hall/ room. Defying this rule may result in confiscation or a fine of Rs. 1000/=.
- Valid college ID card is mandatory for entry to the exam room/hall. There is absolutely no relaxation in this rule.
- Punctuality is most important at all times. Students are expected to check their exam location and be seated at least 10 minutes prior to the exam time. Late comers will be made to wait for 5 minutes in case of hourlies and 15 minutes in the final exam before they are allowed entry. Students arriving late by more than 15 minutes will not be allowed to appear in the exam.
- As per Institute's policy all question papers are to be returned along with answer scripts.
- Students are required to bring their own stationary and calculators as no lending or borrowing is permitted during examinations.
- Programmable calculators or other kinds of electronic devices are strictly prohibited inside the exam area.
- Indiscipline in the exam hall/room will not be tolerated. Such cases are to be reported to the controller of examinations immediately for appropriate action.
- Possession of any written material related to the subject or communication with their fellow students will result in disciplinary action through the decision of the Disciplinary committee.



Mid-Term Policy

Students are required to take two mid-terms and one final examination. There would be no N-1 given to a student. All students must take both the mid-term exams, as the aggregate of these would be included in the final grade. The Institute does not exempt students from completing course requirements on medical grounds nor is leave granted for any personal reasons. This is to ensure the market credibility of the Institute's teaching programs and degrees.

Policy for Course Repetition

Student failing a course twice will not be allowed to register for a third attempt. If it is a compulsory course, a second failure will lead to failure in the degree and withdrawal from the Institute.



Grade Improvement

The Institute provides an opportunity to students for improvement of their CGPA if it is below 2.5 in the undergraduate and 3.0 in the Graduate program. A student wishing to improve his grade in any course is eligible to reappear in that course with exemption in attendance provided he has secured at least C- in that course in the undergraduate and C in the graduate program. Only courses for which grades C, D or F are received may be repeated for credit. Only one repetition is permitted, unless authorized in writing by the Dean. On repetition of a course, credit hours are applied towards a degree only once.

BBA (Honors) and BS students must maintain a minimum CGPA of 2.0 on a cumulative basis in order to maintain good standing. Any deficiency should be made up in the following semester. Otherwise, the concerned student may be dropped from the rolls of the College. A CGPA of 2.5 is required for conferment of the degree.

MBA and MPhil students are expected to maintain a CGPA of 2.5 to remain in good standing. Any deficiency should be made up in the following semester; otherwise the concerned student may be dropped from the rolls of the College. The cumulative GPA should be 3.0 in order for a student to receive the degree. MBA and MS students are required to repeat those courses in which they receive F and D grades.

Umrah Leave

Dates of hourly and final exams are announced in the catalog well in advance for subsequent semesters. Students should not plan their personal events including Umrah during these dates. Weightage requests will not be entertained for missing hourly or final exam on such pretext.

Umrah leave of two weeks (four absences) for weekdays and (two absences) for weekend are allowable for a course on production of sufficient evidence, and are subject to the approval by the Rector. Total absences, however, should not exceed the allowed absence.

Hajj Leave

Hajj leave of three weeks (six absences) for weekdays and (three absences) for weekend are allowable for a course on production of sufficient evidence, and are subject to the approval by the Rector.

Below Good Standing Policy

As per Institute of Business Management (IoBM) Policy, admission will be cancelled on the following grounds:

- Bachelor's students scoring a CGPA below 2.00 for two consecutive semesters and Summer Crash in an academic year
- Master's (Regular Program) students scoring a CGPA below 2.5 for two consecutive semesters and Summer Crash in an academic year
- Master's Weekend and Evening Program students scoring a CGPA below 2.5 for three consecutive semesters in an academic year (which includes three regular semesters)

Please note that if you have a below good standing CGPA, you cannot take semester gap/s unless approved by ED / Registrar.



Academic Dishonesty

To maintain credibility and uphold its reputation, the Institute has certain procedures to deal with academic dishonesty which are uniform and should be respected by all. Violations of academic integrity include:

- Unauthorized assistance during an examination
- Falsification or invention of data
- Unauthorized collaboration on an academic exercise
- Plagiarism

Definition of Plagiarism

Students are required to submit original work. Papers and/or projects submitted as part of a group effort must be clearly identified, with the team members specifically acknowledged. Ideas, data, direct quotations, paraphrasing, or any other indirect incorporation of the work of others must be clearly referenced to avoid plagiarism. Examples of plagiarism include:

- Direct quotation or paraphrasing from published sources that are not properly acknowledged;
- The use of other persons or services to prepare work that is submitted as one's own;
- The use of previously submitted papers or work, written by other students or individuals;
- Misappropriation of research materials;
- Any unauthorized access to an instructor's file or computer account;
- Any other serious violations of academic or moral integrity as established by the instructors of the Institute;
- Conduct during examinations.

Cheating is unacceptable. Examples of cheating are:

- Any written or oral communication among students during an examination
- Providing information about the content of an examination
- Impersonation by another student during an examination
- Using cell phones, programmable calculators or any other kind of electronic devices during an examination
- Using cheat sheet during an examination
- Material written on palm, hand or any other part of the body

IoBM is a no smoking campus. Any violation of this rule can lead to serious consequences. The penalty for this can amount to the extent of cancellation of registration. Use of drugs is a serious offense and any student found guilty will be rusticated permanently.





ADMISSION AND FINANCE

ADMISSION POLICY



Admission to IoBM is on a highly competitive basis, and only those who compete successfully on merit are selected for admission. They come from a variety of backgrounds. After joining IoBM, students continue to pursue their studies with a high level of competitiveness aimed at professional development. The admission criteria for the Institute's academic programs are described below:

Eligibility for entrance to Bachelor's Programs:

The admission for Bachelor's Programs would be based on any one of the following:

- A Higher Secondary School (HSC) Certificate with at least *55% marks awarded by a recognized Provincial Intermediate Board
- 3 A-Levels with a minimum of *two Cs, preferably in business related subjects, excluding General Paper and Urdu or an American High School Diploma with CGPA 2.5 or equivalent
- Recognized Overseas Equivalence Diploma
- Any other qualification if an authority has issued an equivalence certificate
- IBCC equivalence will be required for A-Level and other foreign qualifications

In addition:

- Atleast 5C's in O-Level exam or minimum 55% marks in SSC or equivalent
- Success in aptitude test and interview conducted by IoBM

**Subject to revision by the IoBM Management*

Eligibility for entrance to Engineering Programs:

The admission for Engineering Programs would be based on any one of the following:

- A Higher Secondary School (HSC) Pre-Engineering Certificate with at least *60% marks awarded by a recognized Provincial Intermediate Board
- American High School Diploma with CGPA 2.5 or any other qualifications
- Any other qualification if an authority has issued an equivalence certificate
- 3 A-Levels with a minimum of *one C, in Mathematics, Chemistry and Physics
- IBCC equivalence certificate will be required for A-Levels and other foreign qualifications

In addition:

- Success in aptitude test and interview conducted by IoBM

**Subject to revision by the IoBM Management*

Eligibility for entrance to two year Master's Programs:

The admission for Master's Programs would be based on any one of the following:

- A four year Bachelor's degree in Arts, Science, Law, Commerce, Engineering, Medicine, Pharmacy or any other degree with high second division or equivalent from HEC/Provincial Government approved Institutes/Colleges/Universities in Pakistan.
- A final qualification examination of a professional body recognized by the Higher Education Commissions of Pakistan, for example, ACMA, CA, ACCA (HEC equivalence certificate required)
- Four years overseas bachelor's degree or equivalent recognized by HEC

In addition:

- Minimum 55% marks in overall academic career in annual examination system or 5C's in O-Level and 3 A-level with minimum 2C's excluding General Paper and Urdu or equivalent
- Minimum CGPA 2.5 on a scale of 4 in semester system
- Success in aptitude test and interview conducted by IoBM

**Eligibility criteria is subject to revision by the IoBM Management.*

Eligibility for entrance to two year MBA (Regular) Weekend / Evening Programs:

The admission for MBA (Regular) Weekend Program would be based on any one of the following:

- A four year Bachelor's degree in Arts, Science, Law, Commerce, Engineering, Medicine, Pharmacy or any other degree with high second division or equivalent from HEC/Provincial Government approved Institutes/Colleges/Universities in Pakistan
- A final qualification examination of a professional body recognized by the Higher Education Commissions of Pakistan, for example, ACMA, CA, ACCA (HEC equivalence certificate required)
- Four years overseas bachelor's degree or equivalent recognized by HEC
- Students with 2/3-year Bachelor's degree are eligible only for MBA Evening (3-year) program

In addition:

- Minimum one-year post qualification work experience in Multinational or domestic corporation is required (only for MBA Regular on Weekend). Candidate must be working while applying online for admission and also during the period of study. Experience in unknown or unregistered companies will not be considered.
- Minimum 55% marks in last qualification in annual examination system
- Minimum CGPA 2.5 on a scale of 4 in semester system
- Success in aptitude test and interview conducted by IoBM

**Eligibility criteria is subject to revision by the IoBM Management*

Eligibility for entrance to MS/MPhil Programs:

It is based on any one of the following:

- Sixteen years of education in relevant field with high second division or equivalent from HEC recognized Institutes/Universities in Pakistan
- OR
- Four years overseas bachelor's degree or equivalent recognized by HEC

In addition:

- Minimum 55% marks in overall academic career in annual examination system or 5C's in O-Level and 3 A-level with minimum 2C's excluding General Paper and Urdu or equivalent
- Minimum CGPA 2.5 on a scale of 4 in semester system
- Success in aptitude test and interview conducted by IoBM
- Candidates must score minimum 50% marks in exam conducted by IoBM OR in GAT



Admission Requirements for PhD Programs:

- Candidate having 18 years of education from an HEC recognized university is eligible to apply. For admission into the PhD minimum CGPA 3.0 on scale of 4 or First Division in MPhil/MS/ degree is required
- Minimum CGPA 3.0 is required for candidates having MBA or equivalent degrees. Students with Master's degrees will have to do pre-requisite courses recommended by the committee (HEC equivalence certificate required)
- Students with HEC recognized professional degrees i.e., ACMA, CA, ACCA may also apply subject to equivalence certificate issued by the HEC

In addition:

- Success in interview conducted by IoBM
- Candidates must pass NTS (60% or more marks in subject exam) or equivalent

Programs Duration:

Program	Credit Hours	Minimum Years	Maximum Years	
All Undergraduate Programs		4	6	In special cases IoBM has the right to grant additional extension which will be decided on case to case basis.
Graduate Programs	108	3.5	5	
	72	2	5	
	36	1.5	3	
Postgraduate / MS / MPhil		1.5	4	
Postgraduate PhD		3	8	

Transfer of Credits

Students desiring credit transfer in a specific degree program will be required to submit application along with their transcripts and course outlines/descriptions soon after their admission formalities have been completed. The equivalence committee will examine such cases and decide accordingly, keeping in view the following:

- All requests must be for same level of program. Courses completed in Bachelor's program cannot be considered for Master's program
- Transfer application can be submitted once and in the first semester, late applications for transfer of credits will not be considered
- Student must have secured B or better grade as per IoBM grading plan in each course meant to be transferred and the course title /outline must match with IoBM course plan
- Maximum of 3 courses can be transferred in MPhil/PhD program as per the procedure mentioned above
- Courses of two semesters can be accepted in bachelor's / master's program from highly reputed and HEC recognized institutes of Pakistan and abroad. However, each case will be reviewed separately and the decision will be taken considering the grades and the reasons for transfer

Re-Admission and Continuation Policy

- Students who stop attending classes at the Institute, for any reason, without informing the concerned authorities about their absence for more than one semester, their admission shall be suspended.
- Admissions can be deferred for maximum of two semesters with justification and approval of the Executive Director Admissions. Any relaxation not beyond two years is subject to approval of Executive Director Admissions.
- Students who complete their Bachelor from IoBM are eligible to register for MBA. However, if Security Deposit has been withdrawn, candidates may apply for restoration of admission to office of the Executive Director.
- Students dropped due to below good standing (for Master's program below 2.5 CGPA and for Bachelor's below 2 CGPA) may also apply for re-admission and to qualify both the entry test and interview.
- Students dropped out from the Institute for any reason will not be considered for enrollment as an external candidate
- On successful completion of readmission process in undergraduate and graduate program: the degree/transcript section will consider transfer of previous courses completed in IoBM based on grades and their relevancy.
- If a MPhil/PhD student dropped due to below good standing / time barred or absent for more than two years and CGPA is below 3.00 may also apply for readmission and to qualify both the entry test and Interview.
- After readmission, the student will follow current program structure and obsolete courses will not be considered. However, the Program Head and OGS Office may recommend transfer of previous courses having minimum C+ grades to degree/transcript section for consideration.



SCHOLARSHIPS AND FINANCIAL ASSISTANCE PROGRAMS

Internal

IoBM has established a financial assistance fund for students who are unable to afford the financial costs associated with an academic program. Assistantships and financial assistance are provided to students on the basis of merit and need. Currently, about 25% of the students are receiving some form of financial aid.

External

Following external financial assistance are being provided to students:

- HEC - Japanese Scholarships
- HEC - French Scholarships
- Endowment Fund - Education Department, GOS
- IoBM Endowment Fund
- Shahjehan Karim & Family Endowment Fund
- Janmohammad Dawood Trust
- Tabba Foundation
- Endowment Fund - Shan Foods
- Sui Southern Gas Company Ltd. Scholarships



Scholarships are also available on reciprocal basis to:

- Bilkent University, Turkey
- International Burch University, Bosnia
- University of Florence, Italy
- Vytautas Magnus University, Lithuania
- Hanyang University, South Korea
- Guilin University of Technology, China
- Erfurt University, Germany



FEE STRUCTURE*



IoBM operates on a self-financing basis as a non-profit institution. All students are required to pay a one-time CAUTION MONEY of Rs. 15,000.00 which is refundable only as per the policy.

The fee structure for various degree programs, per semester, is as follows:

	Registration Fee	Tuition Fee* (per course)	Fee on the basis of Per Credit Hour	Tuition Fee Full Load**	Total Fee* (per semester)
All Bachelor's Programs	10,000.00	15,900.00	5,300.00	95,400.00	105,400.00
All Master's (Regular) Programs	10,000.00	17,100.00	5,700.00	102,600.00	112,600.00
All Master's (Specialized / Weekend) Programs	7,000.00	17,100.00	5,700.00	68,400.00	75,400.00

* Subject to change

** Six courses for regular, four courses for weekend / evening programs and three courses for MS/Phil or PhD programs

Note:

Rs. 26,500/- will be additional Lab Charges for BE Electrical Engineering in Electronics and Telecommunication program.

Rs. 20,000/- will be charged for MBA Boot Camp (Page No. 74) for MBA students joining IoBM for the first time.

The summer session fee is charged on the basis of courses taken. A convocation fee of Rs. 12,500.00 is charged on completion of the degree program, inclusive of degree charges of Rs. 4,000.00. MBA executive and weekend students, planning to take less than a full load, would be charged registration and tuition fees accordingly. However, caution money will remain the same.

Post Graduate Programs	Registration Fee (1-2 Courses)	Tuition Fee Per Course	Thesis, External Examiner, Viva Voce, Exam, Supervisors and Foreign Examiner Fee
MS / MPhil Programs	3,500.00	11,500.00	63,000.00
PhD Programs	5,000.00	12,500.00	325,000.00

The registration duration of thesis is one year (3 consecutive semesters) after 3rd semester. Students will be required to get themselves re-registered in thesis by paying registration fee and one course fee for the subsequent semesters.

Note:

5% advance tax as per section 236I of the Income Tax Ordinance 2001 will be collected in addition to fees. Further, tax collected under above section shall be adjustable against the tax liability of either of the parents or guardian making payment of the fee.

Fee Refund Policy

Interpretation

1. In this Policy reference to the masculine includes the feminine.

Caution Money (Security deposit)

2. Students are eligible to claim refund of caution money:
 - a. after completion of their respective programs or
 - b. upon cancellation of admission by the student or by IoBM if claimed within six months of such cancellation.
3. Any amount receivable from a student for whatsoever reason will be deducted from the amount due to that student on account of caution money.
4. Without prejudice to the above, both provisional students and deferred candidates (details for both appear below) are entitled to be refunded security deposits in accordance with the terms of this Policy if any have been collected.

Registration Fee

5. Registration fees paid is nonrefundable and nontransferable.

Continuing students

6. In case a course or courses are dropped during any given semester, and provided that such course or courses had been dropped without penalty, the tuition fee of such course or courses
 - a. shall be fully refunded if the course or courses had been dropped within 7 days of commencement of classes.
 - b. refunded 50% if dropped after 7 but within 15 days of commencement of classes.
 - c. shall not be claimed from the 16th day of commencement of classes.
7. Provided that the refund in clause 6 above shall be made only after completion of program or Admission cancellation.
8. Tuition fees for students suspended for one semester shall also be refunded as per clause 6 above.
9. Tuition Fees for courses dropped after the due date (with penalty) will be forfeited.

Fresh Entrants

10. If after securing admission, a fresh entrant decides to withdraw from the Institute, the tuition fees paid will be refunded as per Higher Education Commission (HEC) refund policy outlined hereunder:

%age of Tuition Fee	Timeline for Semester System
Full (100%) Fee Refund	up to 7th day of commencement of classes
Half (50%) Fee Refund	From 8th-15th day of commencement of classes
No Fee (%) Refund	From 16th day of commencement of classes



Provisional Admission

11. Candidates the results of whose last required qualification are awaited shall be provisionally admitted provided that they qualify in the written test as well as the interview. If such a candidate fails to meet the set admission criteria after declaration of the last required results, he will be refunded the tuition fees and the caution fees provided that an application for refund is submitted within seven days of declaration of results/grades (along with a copy of result/grades) failing which the tuition fee shall stand forfeit whereas the caution fee shall remain payable till six months from the date of application for refund upon expiry of which the caution money will also stand forfeit. This is without prejudice to the other terms of this Policy.

Deferment of Admission-Fresh Entrants

12. If, for whatsoever reason on the written request of a candidate the Institute defers the admission of the candidate till a coming semester, after completion of the necessary documentation the paid tuition fee shall be carried forward to that semester.
13. If a candidate of the nature in clause 12, later decides not to join and informs the Institute of his withdrawal after admissions close and the semester has begun, the tuition fee shall stand forfeit provided that
 - a. Clause 10 will always apply after commencement of classes notwithstanding the other contents of clauses 12, 13 and 14; and
 - b. the Institute and candidate were otherwise agreed upon admission in the current semester i.e. were agreed upon admission in the current semester but for the candidate's withdrawal.
14. Notwithstanding clause 12 above, if any deferred candidate decides to withdraw from admission at any time, the security deposit, if collected, shall be fully refunded and shall remain payable till six months from the date of intimation of withdrawal from the Institute upon expiry of which period the security deposit shall also stand forfeit.
15. If any candidate is allowed a second attempt to improve his grade/percentage/results in order to qualify for the admission, he must sign an affidavit stipulating the matters stated in this Policy and duly notarized. If the candidate fails in the second attempt or does not avail the opportunity of second attempt
 - a. caution money, if collected, will be fully refunded and shall remain payable till six months from the date of intimation of the final refusal of admission from IoBM upon expiry of which period the caution money shall also stand forfeit,
 - b. the tuition fee shall stand forfeit provided the Institute and candidate were otherwise agreed upon admission in the current semester but for the candidate's failure to achieve the results required by the Institute.
16. A candidate will retain his status as candidate until completion of the formalities provided herein.

Dispute

17. In case of any dispute/disagreement regarding interpretation of any clause of this Policy, the decision of the IoBM management shall be final and binding.

Amendment

18. This Policy may be amended or changed at the discretion of the management provided always that any amendment or change may only take place at the start of every semester and that such amendment or change must be incorporated in all new admission letters from the semester in which the amendment or change takes place onwards.



ORGANIZATION



Board of Governors

The Board of Governors exercises the powers to hold, control and administer the property, funds and resources of the Institute. It also approves the Annual Report, Plan of Work, Statements of Accounts and the Annual Budget Estimates as recommended by the Executive Council. It is also responsible for ensuring the effectiveness of the Institute's operations and the continuity and preservation of its autonomy.

Members of the Board of Governors (listed on Page 13)

Executive Council

The Executive Council is responsible for formulating and approving the principles, policies and plans governing the activities and operations of the Institute so as to facilitate teaching and other academic work. It can appoint faculty, researchers and officers on the recommendation of the Selection Board. It can also create new components of the Institute such as faculties/departments/college, and constitute standing committees, subcommittees, councils, and other administrative or academic advisory bodies, if necessary. It can undertake initiatives to ensure efficient and effective management and functioning of the Institute. It proposes plans of work for the approval of the Board of Governors.



Members of the Executive Council

- Mr. Basheer Janmohammad, Chairman
- Mr. Talib Syed Karim, President IoBM
- Mr. Justice Irfan Saadat Khan
- Chairman Higher Education Commission
- Additional Chief Secretary, University and Boards Department, Govt. of Sindh
- Dr. Sarosh Hashmat Lodi
- Mr. Salahuddin Qureshi
- Mr. Muhammad Ali Tabba
- Mr. Masood Hashmi
- Deans of respective Colleges
- Mr. M. W. Jahangir, Secretary

Academic Council

The Academic Council is responsible for:

- Advising the Executive Council on academic matters
- Regulating the conduct of teaching, research, publications and examinations
- Regulating the admission of students to courses of studies and examinations at the Institute
- Regulating the conduct and discipline of the students of the Institute
- Regulating award of financial assistance, exhibitions, medals and prizes
- Formulating courses of study, syllabi and outlines of all examinations conducted by the Institute

External Members of the Council:

- Mr. Mazhar ul Haq Siddiqui
- Ms. Rukhsana Asghar
- Mr. Khalid M. Nagra



Board of Advanced Studies and Research

IoBM has a Board of Studies which reports to the Academic Council. It supervises teaching research and academic discipline. It has three sub-committees on curriculum, resources and discipline. External members on the Board of Studies are:

External Members of the Board:

- Dr. Muhammad Saleem
- Dr. Abuzar Wajidi

Board of Studies

The following departments exist in the Institute:

College of Business Management (CBM)

Communication, Management, Marketing, Human Resource Management, Health & Hospital Management, Accounting and Finance, Environment & Energy Management, Risk Management, Industrial Management, Advertising & Media Management and MPhil Business Management

College of Computer Science and Information Systems (CCSIS)

Mathematics and Statistics, Computer Science & MIS and Actuarial Science

College of Economics and Social Development (CESD)

Economics, Commercial and Professional Studies, Media Studies, Education, Policy & Area Studies, Business Psychology, Social Sciences and Organizational Psychology

College of Engineering and Sciences (CES)

Electronics & Telecommunication

HoDs report to the Dean and the academic work of each department is governed by a departmental board of studies consisting of both internal and external members.

Foundation for Higher Education

Foundation for Higher Education was established in 1994 under the Societies Registration Act, 1860 as a non-profit institution committed to the provision of quality education in Pakistan. IoBM is the first educational institution established by the Foundation. Following are the members of the Foundation:

- Mr. Talib Syed Karim, President
- Ms. Sabina Mohsin, Vice President
- Dr. Mehtab S. Karim
- Mr. Sani Ahmed
- Dr. Musarrat Hasan, Honorary Secretary
- Mr. Mohsin Furqan, Honorary Treasurer
- Dr. Ahmer S. Karim
- Mr. Mehboob S. Karim
- Mr. Talha S. Karim
- Mr. Nabhan Shah Karim, Honorary Joint Secretary
- Mr. M.W.Jahangir, Secretary





FACULTY

Rector



Dr. Ejaz Ahmed, Rector, IoBM and Dean CCSIS, has done his PhD in Statistics from the University of Strathclyde, Glasgow, UK and MSc in Statistics from the University of Karachi. He has published many research articles in renowned national and international journals. He has over 40 years of teaching experience at the University of Karachi and IBA. He is a member of the American Statistical Association (ASA) and American Society for Quality (ASQ).

College of Business Management (CBM)

The Dean



Prof. Dr. Irfan Hyder, Dean CBM and CES, holds a PhD and MS from the University of Texas at Austin, USA. In addition, he holds an MBA from IBA and BE-Electronic from DCET/NED. He has a wide experience in academic leadership, consultancy, entrepreneurial ventures, training, teaching, research, as well as the design and implementation of innovative programs and motivational talks. He provides consultancy for entrepreneurial and personal visions, students/parental counseling and education. In his career spanning over 18 years, he has worked in leadership positions at various organizations. He was Deputy Director at IBA and Dean and VP of PAF-KIET. He has extensive industry consultancy experience for private and public sector organizations such as Oxford University Press, Trade Development Board (EPB), Pakistan Ordnance Factories, Pakistan Steel, Ministry of Science and Technology, etc. His entrepreneurial ventures include E-Patterns Software Solutions, Ahsan Memorial (AEF) & L2L Academy.

Advisor



Dr. Ahmer S. Karim, Advisor, College of Computer Science and Information Systems (CCSIS), has a PhD and a Master's degree from Arizona State University, USA, preceded by MIS and Bachelor of Science in Finance from the University of Arizona, USA. He has over nine years of teaching experience at the University of San Diego, USA. He has published in Decision Sciences, Information and Management and also other academic conference proceedings. Dr. Karim has also published several academic books on Information Systems.

Accounting and Finance



Tazeen Arsalan, Assistant Professor and Head of Department, Accounting and Finance hold MPhil in Business Administration as well as Master's and Bachelor's degree in Business Administration from Institute of Business Management. She is currently pursuing PhD in Business Management. She has over seventeen years of experience in corporate sector and academia. She worked for Saudi Pak Leasing, SMEDA and various reputed business schools as visiting faculty before joining IoBM as permanent faculty. Besides teaching Accounting & Finance courses, she is also actively involved in capstone projects where she has supervised more than twelve projects related to Financial Institutions and Markets. She is also faculty advisor of Finance Society of IoBM and has been performing the duties of the Coordinator-BBA program for the last five years.



Dr. Muhammad Mahmud, Senior Fellow has served at the Institute of Business Administration (IBA), Karachi for twenty-four years in various capabilities (teaching, research and administrative). Dr. Mahmud has PhD degree in Business Administration from the University of Malaya, Kuala Lumpur, Malaysia and MBA from IBA Karachi. His main area of interest is finance. He has published more than 24 articles in reputed local and International Journals. When serving at KASBIT he organized many seminars and workshops for students and faculty members. He was awarded third prize in 2002 and fourth prize in 2003 in a research essay competition by the Institute of Bankers of Pakistan.

H. Jamal Zubairi, Senior Fellow (Accounting and Finance), is an MBA from IBA, Karachi and a BE from the Dawood College of Engineering & Technology. He also holds a banking diploma (DAIBP) from the Institute of Bankers of Pakistan. He possesses over 35 years of professional experience, mainly as a development banker with the National Development Finance Corporation and has also worked for other leading financial institutions such as ORIX Leasing. He has taught core as well as elective courses in Accounting and Finance for over 25 years, both as visiting and full time faculty. His research interests are in the areas of Banking, Risk Management and Corporate Finance. He has presented research papers at more than ten international conferences in a number of countries and has also co-authored a book ‘Financial Management in Pakistan’ published by Oxford University Press, Pakistan in the year 2005.



Sharique Ayubi, Associate Professor of Finance and Accounting, holds a Master in Business Administration (MBA) from IBA, Karachi and another Master’s degree in Economics from the University of Karachi. He also holds a Banking Diploma from the Institute of Bankers, Karachi. Currently, he is enrolled in the MS/PhD program. His experience in industry has been in the National Development Finance Corporation, where he worked for 14 years. He has been teaching courses in Finance, Accounting and Management for over 12 years at various universities and business schools. His research interests are Corporate Governance; Regulation of Banking and Securities Markets; and Comparative Management.



Dr. Imam Uddin, Associate Professor of Finance and Accounting is an active academician and a researcher in the field of Islamic Banking & Finance. He has more than ten years of experience in teaching, research, product development, product management and Sharia’ compliance and has authored many books as well as numerous research papers that have been published in the International Journal of Islamic Finance recognized by the AAOIFI, IRTI, and IDB, etc. He holds a PhD in Islamic Banking & Finance from the University of Karachi, doctoral degree in Islamic Jurisprudence from Jamia Darul Uloom, Karachi, LL.B in International Law & PGD in Islamic Banking & Finance from Center for Islamic Economics (CIE). He has served the Islamic Banking Division (IBD) of the National Bank of Pakistan (NBP) as Vice President in the capacity of a member, Sharia’ committee.



Tauseef A. Qureshi, Assistant Professor in Finance, holds an MBA from the Institute of Business Administration. He has a unique blend of industry and teaching experience and has held senior management positions in Pakistan, USA and Canada.



Mehboob Moosa, Assistant Professor, Accounting, is a fellow member of ICMAP. He has also qualified in CA final group-II. His 30 years’ experience includes working with national and multinational companies like BOC (Pakistan) Ltd., Al-Futtaim Engineering, Dubai, Habib Group, World Group of Companies (Automobiles), Liberty Textiles, etc. as well as audit firms like KPMG Taseer Hadi, Sidaat Hyder, Rahim Jan and educational institutions of UK and Pakistani education streams.





Dr. Kashan Pirzada, Assistant Professor, Accounting and Finance, holds a PhD in Accounting from Faculty of Business and Accountancy, University of Malaya, Malaysia. In addition, he holds MS from SZABIST and MBA from Bahria University. He has more than 9 years of research, teaching, training and consultancy experience. He has been involved in an extraordinarily diverse range of University programmes and conferences, editorial activities, international study, and professional internships. Dr. Pirzada has earned much expertise by supervising a number of research students and acted as a reviewer and a lead guest editor of Elsevier Procedia, Pertanika Journals, IJEM, GBER and of the founding editor of GATR Journals which provided an immense service for emerging scholars. He has published in many International academic journals, such as Elsevier Journal of Social and Behavioural Sciences, British Accounting and Finance; Polish Journal of Management Studies; Pertanika Journal of Social Sciences and Humanities, and International Journal of Economics and Management. Dr. Pirzada's research has focused on many accounting and finance issues in Asia, Australia and USA. He is currently working on a number of projects.



Muhammad Arsalan, Assistant Professor, Finance is a Chevening Scholar (2014-15), with an MS in Islamic Finance with distinction, from Durham University, UK. Previously he has worked with FAST-NUCES in the same capacity. He has seven years of Corporate Banking experience working with Allied Bank and Bank Alfalah Limited. He received an MBA from the Institute of Business Administration Karachi and Bachelor of Engineering from NED University. He also holds Diploma in Islamic Finance from CIMA, UK. He has served as an Adjunct faculty and corporate trainer in premier organizations. He has delivered international and domestic training programs on Islamic Banking, Islamic Accounting Standards, Credit Analysis, Corporate Banking and Corporate Finance etc. He has contributed articles in renowned practitioner's publications and newspapers. He teaches Finance Courses, such as Financial Management, Islamic Finance, Financial Institutions, etc.



Kamran Rabbani, Senior Lecturer, Finance and Accounting, is an MBA in Finance. He has working experience of 20 years mainly in the banking sector, where he trained Saudi Bankers in the area of small and medium enterprise financing. He has four years of teaching experience as a visiting faculty.



Misbah Iqbal, Senior Lecturer in Accounting and Finance, holds a MBA degree and BBA (Honors) from the Institute of Business Management and is currently pursuing her MPhil in Business Management to be followed by a PhD in Finance. She has been teaching Finance and Accounting courses for 11 years, and also has professional experience as an Investment Analyst (covering the Cement, Tractors, FMCG and Automobile sectors). She has been quoted on various national and international magazines on these subjects. Her research papers have been published in the Pakistan Business Review and presented in the International Sindh Conference'12. Her research interests are behavior of Capital Markets, Financial Management Techniques, evolution of Shariah Financing and the Development & History of Sindh.



Muhammad Asim Khan, Senior Lecturer in Accounting and Finance, received his MBA from the Karachi University Business School, MCom from the University of Karachi and is currently pursuing an MPhil leading to a PhD program. He has served with Siemens Pakistan, Shaheen Air International and Aga Khan Education Service Pakistan in commercial, corporate planning and education management capacities for more than fourteen years. He had also been associated with several prestigious institutions as a visiting faculty member. His areas of interest include management accounting practices and diversifying learning strategies.



Najeha A. Bela, Lecturer, Accounting & Finance, holds an MBA and BBA in finance from the University of Karachi, and has a teaching experience of two years. She is currently pursuing an MPhil in Business Management from CBM, and has research interests include contemporary accounting and finance.



Ali Sajid, Lecturer for Accounting and Finance, CBM, holds an MBA Finance from Bahria University and an MBA from Coburg University Germany, with specialization in Financial Management. He has worked for four years for diversified sectors in Pakistan, UAE and Germany, before joining the institute, full time in 2017. He teaches Accounting, Finance and Treasury Management courses and has a keen interest in integrating the course outlines with industrial practices. His research areas include Crowdfunding, IFRS and Value added Accounting.



Communication

Dr. Mehvish Saleem, Assistant Professor and HoD, Department of Communication and Languages, has completed her PhD in the field of English and American Studies from the University of Graz, Austria and holds a Master's degree in English Linguistics from the University of Karachi. She has been teaching since 2005. Her professional experience includes teaching varied English language and Communication courses in diverse higher education contexts. She was a committee member of the IATEFL ReSIG and worked as the Joint Events Coordinator. Her key academic and professional achievements include receiving a PhD fellowship from the HEC, Pakistan, working as an editor, ELT Graz Working Paper at the University of Graz, Austria, working as a support teacher trainer for EDLINKS-USAID and studying as a visiting postgraduate student at the University of Warwick, UK. Her research interests include psychology of language learning and teaching, Complex Systems Theory and teaching English in 'difficult circumstances'.



Dr. Fauzia Shamim PhD, is a Senior Fellow, Department of Communication and Languages. Till recently, she was working as Professor and Coordinator, female section, in the English Language Centre of Taibah University, Saudi Arabia. Dr. Shamim has vast experience of teaching ESL/EFL to diverse groups of learners in Pakistan and Saudi Arabia. She has also developed and taught Applied Linguistics and Research methodology courses at both undergraduate and post-graduate levels at the University of Karachi, and the Aga Khan University's Institute of Educational Development (AKU-IED) in Karachi, Pakistan. Dr. Shamim has also been involved in training of English language teachers in a variety of settings in Pakistan and internationally. Dr. Shamim is a founder member of the Society of Pakistan English Language Teachers (SPELT), and Pakistan Association for Research in Education (PARE). Currently she is serving as the incoming chair of the TESOL Research Professional Council (USA). Dr. Shamim has presented at several national and international conferences as an invited speaker and published five books and many articles and book chapters on issues in Applied Linguistics and English language teaching. Additionally, she serves as a peer reviewer for six international journals. Her honors and awards include: Award for 'Scholarship of Teaching', AKU-IED (2004), Outstanding paper on NNEST issues (TESOL 2014), and Leadership Development award from TESOL International (2016).



Muhammad Asif Khan, Assistant Professor, Department of Communication and Languages, is an MPhil from Iqra University, MBA from IoBM and an MA in English Literature and Linguistics from the University of Karachi. He has a rich experience of teaching English and communication related subjects to various categories of students ranging from intermediate and A-Levels to BBA and MBA. His areas of interest include TESL, Business Communication and Interpersonal Skills. He is also a contributor to the Pakistan Business Review (PBR), where his interviews with prominent personalities of the corporate world are published.





Muhammad Irfan Sheikh, Assistant Professor, Department of Communication and Languages, holds an MPhil. He earned his Master's degree in English Literature and Linguistics from the National University of Modern Languages (NUML) and his Bachelor of Commerce from the University of Karachi, Bachelor of Education from Hamdard University and 'Training to Teach English for Specific Purposes' (TTESP) from the Aga Khan University. He is a member of PARE (Pakistan Association for Research in Education) and SPELT (Society of Pakistan English Language Teachers). He has developed a website "Webell" for ELT and research purposes.



Shumaila Omar, Assistant Professor, Department of Communication and Languages, is a CELTA and IELTS qualified teacher and a trainer, holds an MPhil (Linguistics) from Hamdard University, MA in English Literature and MA in Linguistics from Karachi University. Currently, she is enrolled in the PhD program (Linguistics) at Hamdard University. She has a diverse and rich teaching experience in Academic English and Business Communication. In addition to teaching, she has held workshops in ELT across UAE Universities and was working part-time at Collegiate American school, Dubai. She is a member of TESOL (Teaching English to Speakers of Other Languages) International and Arabia, IATEFL (International Association of English as a Foreign Language) and SPELT (Society for Pakistan English Language Teachers) and her research interests are 'Motivational strategies in the classroom,' 'Learners' Autonomy' and 'Language Assessment'



Aliya Sikandar, Assistant Professor, Department of Communication and Languages, holds a Master's degree in TESOL from the Institute of Education, University of London, UK, and a Master's degree in English Literature from the University of Karachi. Currently, she is a PhD scholar, and her area of specialization is Academic literacies, and Critical Discourse analysis. She also has an RSA certificate in Teaching of English (COTE) from University of Cambridge. She has worked for the Aga Khan University for almost 24 years as Assistant Professor and Head, Centre of English Language, before joining the Institute full time in 2013. Currently, she is engaged in teaching and researching in the area of Business Communication courses. Her areas of interest are Business Writing and Speech, Critical Discourse Analysis, Academic Literacies and Spoken Discourse. She contributes effectively in the enhancement of knowledge and skills of IoBM's Business and Media Studies learners through use of the most effective and latest strategies. Her academic and professional career is evident of intellectual contribution to teaching, research, and scholarship, in the form of intensive and extensive nation-wide research studies, classroom research, and qualitative exploratory research that are directly related to her academic and professional pursuits. In recognition of her research and professional pursuits she has been awarded with various distinction awards. The impact of these scholarly endeavors is evident in her teaching, writing and research, and is aligned with IoBM's mission to enhance research and scholarship.



Syed Muhammad Sajid Siraj, Senior Lecturer, Department of Communication and Languages, holds a Master's degree in English Linguistics from University of Karachi and is currently enrolled in MS Applied Linguistics program at NED University of Engineering and Technology. He has also earned CELTA certification from University of Cambridge and ESP certification from Aga Khan University. He has worked locally and internationally at different reputable organizations as a teacher, lecturer, trainer in ESL, ESP and EAP contexts. He is an active member of Society of the Pakistan English Language Teachers (SPELT) and Cambridge English UK. He has presented at International EFL conference and has been associated with British Council programs.



Sheba R. Sultan, Lecturer, Department of Communication and Languages, holds Master in English Linguistics from the University of Karachi and Master in Religious Studies from the Malaysian Theological Seminary. She has Bachelor of Arts and Bachelor of Education from the University of Karachi, the International Post-Graduate Certificate in Education from the Australian Catholic University and the Certificate in Further Mission Studies from The College of the Ascension, Birmingham, England. She has been associated with reputable private sector educational institutions since 2005. She has conducted extensive training sessions for the Teaching of English in association with the Australian Catholic University through their partner institute in Karachi. She has provided mentoring and consultation to trainee teachers since 2005. Her work experience also includes the heading of O Levels private schools since the past two years. Her writings have been published by various organizations including UNESCO, SPELT, Academy Bazyaft and USPG (England). She is author of The Room in the Mausoleum, a collection of short stories published by Academy Bazyaft. Her literary interests include writing short stories in English and Urdu, and writing and presenting critical opinion through reviews and presentations.



Roshana Kamran, Lecture, Department of Communication and Languages, holds a Master's Degree in English literature from Karachi University and is Aptis qualified. Currently she is pursuing her MPhil in English Literature from Iqra University. She has worked in various private universities and O Level schools as senior Language teacher and facilitator. She is currently engaged in teaching Business Communication courses at IoBM. Her area of interest is teaching different strategies of business writing.



Akhlaq Ghouri, Senior Lecturer, Department of Communication and Languages, holds a Master's degree in International Relations from Karachi University and completed his MPhil course work at ASCE Karachi. He has done a two-year Diploma in French Language from University of Karachi. He also obtained DELF-Diplôme d'études en langue française from République Française Ministère de l'Éducation Nationale. He has a vast experience of teaching French language. His areas of interest include Communication Skill and playing table tennis. In the near future he plans to pursue his MPhil and PhD in Applied Linguistics.



Pir Muhammad, Lecturer, Department of Communication and Languages, holds a Master's degree in Arabic and Islamic Studies from the University of Karachi, and another Master's degree in English Literature and Applied Linguistics from the National University of Modern Languages (NUML). He completed his Dars-e-Nizami (Aalim-e-Deen) course of eight years and one year specialization course in Islamic Jurisprudence from Jamia Darul Uloom Karachi. He has an MPhil and is currently working on his research thesis. He is also a student of PGD in Islamic Banking and Finance at CIE Karachi. He had been teaching at IoBM as a visiting faculty since 2012 before joining the Institute as a full time faculty.



Environment and Energy Management

Dr. Shahid Amjad, is a Professor and Head of the Department, Environment & Energy Management and Industrial Management. He has a PhD from School of Ocean Sciences, University of Wales, UK. His MS is from the University of Oslo Norway in Benthic Ecology. He has completed courses in Management of R&D Institutes from University of New South Wales, Australia. He has been associated with the National Institute of Oceanography as Director General and with various top universities of Pakistan as Acting Vice Chancellor and Professor. He has also been associated as a visiting faculty with NED and the University of Karachi since 2005.



Dr. Abdulrauf Farooqi, PhD, is a Professor with 30 years post-doctorate experience in teaching, research & development, and humanitarian assistance. He has held the positions of Professor and Chairman of the Department of Environmental Science at Allama Iqbal Open University and International Islamic University (IIU) Islamabad, as appointed by the HEC. He provided seasoned leadership and academic expertise towards directing and advancing academic research, training, and quality educational programs in Environmental Sciences, Agricultural Sciences, and Youth Studies. Dr. Farooqi holds 22 years of extensive field experience with the World Bank and the United Nations High Commissioner for Refugees (UNHCR) in leading through a collaborative international effort to protect and assist refugees.



Entrepreneurship



Omar Javaid, Coordinator Entrepreneurial Initiatives, Senior Lecturer & PhD fellow at IoBM, has an MS in Management Sciences, an MBA from IoBM with major in Marketing and a BE in . He has a total of 11 years of experience of working in corporate, non-profit and education sector. His core competence is mentoring new startups and ventures. Since 2010 he has helped hundreds of students in their entrepreneurial ambitions. He has also been empowering students to setup micro businesses for poor unemployed persons. He has also published various research articles and editorials in various journals, magazines and news papers and is a reader of Islamic economics & finance, micro-finance & entrepreneurship, social entrepreneurship, political theory & philosophy, and philosophy of economics and business management. Apart from teaching at IoBM he is also responsible for mentoring IoBM students for the setting up of entrepreneurial ventures and the development of an entrepreneurial ecosystem within the institute. He is also a member of the executive committee of OPEN Karachi.



Noman Mahmood, is a full-time Faculty and PhD Research Scholar in Entrepreneurship department at IoBM. He did his MBA from PAF-KIET and is currently pursuing PhD in Business Management from IoBM. He played an intrapreneurial and instrumental role in the diversification of IoBM by developing an entirely new BS Entrepreneurship and BS Social Entrepreneurship degree programs. Over a number of years he has facilitated numerous socially deprived people, mentored aspiring and existing entrepreneurs by helping them setup their own small businesses or by helping them enhance their already existing business setups through strategic and tactical counselling. He currently teaches Small Business, Guerrilla Marketing, Design Thinking, Entrepreneurial Leadership and Social Advocacy. Previously he was involved in the Marketing Department of IoBM as a Research Fellow. His research interests include Entrepreneurial Strategies, Social Entrepreneurship and Innovation, Community Operations, Language Strategies, Work-Life balance, Creativity and Design Thinking.

Health and Hospital Management



Dr. Asima Faisal, Assistant Professor and Head of Health & Hospital Management Department, is an MPhil in Business Management, PhD Scholar and an MBA (Health & Hospital Management) graduate of IoBM. She did MBBS from Sindh Medical University (now JSMU). She has more than 20 years of experience in the health industry serving diverse areas of Health Management in Pakistan. She served as Director Media, Marketing and afterwards Director Programs for Institute of Health Management (IHM) at DOW University of Health Sciences (DUHS). She was associated with Sind Education Foundation, where she arranged health camps and health Trainings of Teachers (TOTs) all over Sind for more than 900 underprivileged schools. Dr. Asima Faisal has been actively involved in CSR activities like free Health camps, flood relief, disaster management activities and conducting TV shows on various medical and health management issues of the society. She is a member of the subject committee for pharmaceutical representatives training and assessment from the National Testing Service (NTS). Being a Certified Master Trainer, Dr. Asima Faisal has been conducting GlaxoSmithKline Continuing Medical Education programs (CME) for health care professionals, all over Pakistan. Added to her credentials, on an academic front, Dr. Asima Faisal has presented at various National and international conferences and forums in Italy, USA, India, Japan and France. She has authored and co-authored more than 17 published research papers and supervised more than 35 MBA thesis in the field of Health Management. She was sent by British High Commission as a Counselor to the Universities in the United Kingdom for pursuing avenues of internationalization of higher education between the two countries. She was also affiliated with South City Hospital in sharing her expertise in managerial and administrative areas.



Dr. Ather Akhlaq has done his PhD in eHealth (Health Informatics) from the University of Edinburgh, Scotland UK. He is currently working at IoBM as an Assistant Professor of eHealth in the department of Health and Hospital Management. He did his MPhil in Management (digital commerce) and also received a Master's degree in Computer Sciences from IoBM. At IoBM, he is teaching Advanced Qualitative Research and Health Management Information Systems to PhD, MPhil and MBA students. His research interests include health information technology (HIT) / eHealth and telehealth to enhance safety, efficiency and quality of healthcare.

Dr. Humeira Jawed, holds an MBA (Health Management) from IoBM and MBBS from Sindh Medical University. She has worked in the Clinical Trial Unit of the Aga Khan University Hospital and Glaxo Smith-Kline in the area of Product Management. She is also the former President of CBM Society of Health Managers (CSHM). Dr. Humeria is a Certified Master Trainer in Faculty Professional Development Program (MT FPDP) from the Higher Education Commission, Pakistan and under the same, she has also been certified from Asian Institute of Technology, Bangkok, Thailand for an advanced program on “Ensuring Training effectiveness for MT FPDP”.



Abdur Rahman Aleemi is Senior Lecturer and Research Consultant to the MHM Research Cell (MRC) in the department of Health & Hospital Management. He holds an MPhil from IQRA University and MBA from Virtual University of Pakistan in Finance. He is also pursuing his PhD in Business Management from IoBM, where his research interests fall in the area of amalgamation between Prospect Theory and Portfolio Theory. He has more than seven years of diversified experience and has served both in academia and industry in different positions for various projects and responsibilities. He is an experienced researcher and consultant in the field of Islamic and Conventional Finance, Economics, Management, Operations and Health Management. He has published several research papers in HEC recognized peer reviewed journals and has also presented his research work at several national and international conferences. He is also leading Capstone Projects.



Management and HRM

Dr. Gazan Bozai, Head of Management and HRM Department, and Director, Emotional Intelligence, Engagement, and Leadership Research Center, holds a PhD degree in Organization Development from Auburn University, USA. Dr. Gazan Bozai has been an executive coach, an advisor to CEOs and leadership and engagement consultant in North America for the last 25+ years. As the CEO of Soft Skills Development Institute International (SSDII) based in Washington D.C., he has provided coaching, consulting and management training to a broad spectrum of companies and organizations ranging from multinationals to public/government entities. Dr. Bozai has held faculty positions at The University of Oklahoma (USA), Colorado State University (USA), and East Carolina University (USA). He was the Chancellor’s Leadership Fellow and the Director of Human Factors Lab at East Carolina University where he was instrumental in designing leadership program for various divisions and the development of a student leadership program for the high achievers (Honors class). Dr. Bozai has held executive positions in the corporate sector and was the Senior Vice President for a large engineering firm in USA.



Abdul Qadir Molvi, Associate Professor, has specialized in sales management training, marketing and strategy for corporate clients. He has earned an MPhil from IoBM, professional diploma in International Trade and Commerce from UC Berkeley, (USA), MBA (IBA), and BSc from the University of Karachi. He has over 33 years marketing experience of pharmaceutical and consumer products with leading MNCs. He was elected to the Council of the Marketing Association of Pakistan (1996-98) and served as its Vice President in 1998. He has also been invited to lecture on international marketing to the classes of Brand Management at Fullerton College, California, USA.



Dr. Fazal Anwer Khalidi, Assistant Professor of Management, has 24 years of consultancy and senior management experience with multinational pharmaceutical companies. He has also been associated with leading business schools of Karachi as adjunct faculty. His qualifications include MSc Marketing from Salford University, UK; MBA from IBA; and MBBS from Dow Medical College. He was awarded a Chevening Scholarship by the British Council to pursue a Master’s program at Salford University. He has also attended an executive development program at the Thunderbird School of Global Management, Arizona, USA.





Javaid Ahmed is Senior Fellow Strategy and Marketing and has been Chairperson of the departments of Marketing and Management-HRD at CBM from 2003 to 2015. He is a (IFC) Certified Board Director, FCMI-Fellow of the Chartered Management Institute (UK), FCIM-Fellow of the Chartered Institute of Marketing (UK), Member of Mensa and a UK Chartered Engineer. He has MBA with Distinction from Lancaster University Management School where his empirical research was awarded 1st prize by the now Chartered Management Institute, and a BSc Engineering from King's College, London. He brings to academia over 28 years of a successful top management career with the multinational health care industry including over a decade in Switzerland, Malaysia and the Philippines. He is the recipient of the 2013 Faculty Excellence Award of the International Association of Universities Presidents and has served on the Jury of the Prime Ministers' Corporate Award of Excellence. Javaid Ahmed is case research active in competitive strategy and value innovation, has supervised CBM's MPhil research and taught the pre-doctoral course on strategy and governance at IoBM. He has written two research based dissertations, published nineteen papers and cases and delivered twenty one selected professional presentations and workshops. Javaid Ahmed says he is a facilitator, not a teacher nor an entertainer. A believer in collaborative learning, his sessions engage participants in reflection and action leading to practical knowledge and skills.



Shagufta Rafif Ghauri, Assistant Professor in Management and HR, holds an MPhil degree in Business Management from the Institute of Business Management and is currently pursuing her PhD in Business Management. She has worked with different business universities and has been associated with IoBM for the past nine years, teaching Management courses and has been involved with curriculum development and training manuals. Her research interest areas are Organization Behavior, Job satisfaction, Contemporary issues in Management; Leadership styles, Motivation and Creativity, and has several research publications and conference presentations. She is also the faculty advisor of Strategic Human Resource Society at IoBM and has organized the Zenith Leadership & Development Conference on an annual basis since the last six years.



Shiraz Ahmed, Assistant Professor in HRM, holds MPhil in Management. He has received training from master trainers from the UK, Africa and Pakistan. He has been trained by foreign faculty of the British Council for their Global Leadership Development Program. He is also a British Council Trained Management Trainer and a Certified HR Professional as well. He has spoken at and facilitated sessions for local and foreign dignitaries including a British Foreign Minister, British High Commissioner, Global CEO and Regional Directors. Managers from junior to senior positions including Head of Departments and Directors have attended his workshops. People from Nokia, Siemens, RBS, Shell, Wal-Mart, Emirates Airline, ICI, Haier, Engro, Coca Cola, AC-Nelson, B Braun, Bayer, Mobilink, Byco, Descon engineering, Toyota Indus Motors and many more have benefited from his workshops. He has been visiting faculty in leading business schools.



Zafar Mehdi, Assistant Professor, is perusing PhD from IoBM. He has worked in several business institutions before joining IoBM. He has also worked in multinational culture and executed responsibilities as Administrative Manager and Director on 'Japan –Turkey-Mitsubishi joint venture' in UAE. Locally, he worked as an Administrative officer in Inter Cable Communication (Business Partner, Paktel)-Karachi. Mr. Mehdi worked as term paper and assignment supervisor as well as online tutor for the students of the London School of Economics and Political Science, University of Leeds, University of Nottingham and London Metropolitan University. ICMAP rewarded him four 'Roll of Honour' awards on producing the best results on national and international level. The areas of the research interests/publications of Mr. Mehdi are political economy, training and development, human and organizational development, globalization and labor governance. He contributed 120 research-based articles in Daily Dawn, the News International, Daily Jang Newspaper and Management Accountant Journal, Daily Jung and Family Magazine on the topics of "business economy and international relations.



Afshan Rauf, Senior Lecturer Management and HRM, holds a Master's Degree from Edge Hill University, UK in HRM and Master's in Economics from Karachi University. She has worked for diversified industries both local and abroad mainly FMCG, Telecom, Brokerage and Retail for almost eight years both in Customer Services and HR. She became academician by choice and is currently pursuing her Doctorate from Iqra University.



Juveria Baig, Senior Lecturer in Human Resource Management has more than six years of diversified experience in the areas of Project Management, Recruitment, Training, Coaching and Mentoring and Performance Management. Her qualifications include an MBA from Hamdard University, a Master in Human Resource Management from the University of New South Wales, Sydney, Australia and BSc (Hons) from the Textile Institute of Pakistan. After working with a Swiss Multinational and USAID, she turned her focus to academia and taught at her alma mater in Sydney, Australia. She is seriously committed to pursuing a career in research, learning & development and teaching. Her research focus lies in the areas of Knowledge Management and Workforce Development.



Saba Gulzar, Lecturer in Human Resource Management, holds MS degree in Human Resource Management from PAF-KIET Karachi. She has eight years of teaching, research and consultancy experience in different Organizations of Karachi and also holds experience of multiple managerial positions in academics. Her area of interest includes Academics, Training, Coaching, Leadership, Business Education, Research, and Organizational Development. Her main focus is research work and development of innovative tools to increase the efficiency of Human Resource professionals in various industries.



Farheen Khalid is currently working as Lecturer in Management & HRM Department. She completed her MBA & BBA from IoBM as well. Currently she is enrolled in PhD Business Management Program. Before that Farheen has worked at Allied Bank (Corporate Investment Banking), Continental Biscuits, Dewan Mustaq Group and Brand Image. Her main interest of research areas are Neuro Marketing, Consumer Behavior, Experiential Learning, and Strategic Marketing & Branding.



Marketing

Mohammad Ekhlaque Ahmed, Assistant Professor, Head of Department and Lead Capstone Course Projects. He holds a Master's degree in Business Administration from the Institute of Business Administration, Karachi. He has over 30 years of working experience in the Corporate Sector at various Senior Management positions in both multinational and local companies. He worked for Philips, Osram, Dadabhoj Cement and Rajby Industries before joining IoBM as permanent faculty. Besides basic marketing courses like Marketing Management, Principles of Marketing, Sales Management, he has also been teaching Strategic Marketing Planning, Marketing Strategies and Value Innovation, Distribution and Channel Management. Currently he is pursuing his MPhil in Business Management from IoBM. He is also a corporate trainer in the field of Marketing & Management. He has been instrumental in bridging the gap between academia and the corporate world by implementing experiential learning programs at IoBM.





Kausar Saeed, Associate Professor, Marketing, holds MS in Management Sciences from SZABIST, has over 28 years of diversified experience of the corporate, academic, entrepreneurial and developmental sectors. She has served with various organizations in different positions these include the Aga Khan Foundation, Interflow Communications and Gtz (Deutsche Gesellschaft für Internationale Zusammenarbeit – a German NGO). She teaches various courses of marketing and management at undergraduate, graduate and executive level. She is an experienced academician, researcher and consultant in the field of marketing and management. She has presented research papers at several International Conferences and has the credit of several published papers. Currently, she is pursuing her PhD degree in the area of Management Sciences.



Saeed-ur-Rehman, Senior Fellow, Marketing, holds an MA in Political Science from the University of Karachi. His experience in Sales as a senior manager and executive is spread over a period of 34 years. His association with highly reputed multinationals such as Cyanamid and Gillette has helped hone his management, leadership, and communication skills. He has also been involved in conducting sales training at a national level.



Saadiyah Said, Assistant Professor has an MBA from IBA, Karachi. She has over 30 years of Academic, Marketing and market research experience, having worked in organizations such as Johnson and Johnson and as Executive Director for Aftab Associates. She has also worked as a marketing consultant for Ferozesons Laboratories, Pakistan Ltd and Shazeb Industries. In addition, she has been actively involved in marketing management training programs for various organizations and has undertaken several market research projects at a national level.



Dr. Syed Amir Saeed, Assistant Professor, Marketing, has completed his PhD in Marketing from the Institute of Management Sciences, Peshawar. He has done MPhil in marketing and MBA from the University of Peshawar. Subsequently, he joined Gulf Ship Chandlers Dubai, where he was responsible for managing marketing activities and supplies to United Arab Shipping Corporations. He has executed multiple research projects in collaboration with Gallup Pakistan. Clients for those projects include the World Bank and British Council. He has also provided advertising consultancy services to different national and multinational brands.



Nawaz Ahmad, Assistant Professor & Research Consultant, is pursuing PhD in Management Sciences. He has done MPhil in Management Sciences, Master in Finance and Bachelor in Commerce. He started his teaching career in 1999 and research career in 2006. He has been associated with different universities during the tenure, and also worked as Principal Consultant with a research firm for three years. Also, he is Editorial Board member of leading National and International Journals. He has 121 research publications in national and international reputed journals and conferences and 188 citations on Google Scholar with 9.4 Impact Factor. He is leading IFJ (impact factor journal) Publication Consultancy Support Center and editing IJELCS – International Journal of Experiential Learning & Case Studies.



Dr. Muhammad Adnan Bashir, Assistant Professor, Marketing has done his PhD in Marketing from the Institute of Business Management and an MPhil & MBA from Iqra University, Karachi. He holds BSc (Hons) & MSc degrees in Microbiology from the University of Karachi. He has over 6 years of work experience in both multinational and national pharmaceutical companies. He has worked for GlaxoSmithKline, Atco Laboratories and Novartis Pharma Pakistan. Research area includes Branding and Customer Engagement through Online Social Media.



Dr. Amber Raza, Assistant Professor, Marketing holds a PhD in Business Management, an MPhil and MBA from IoBM. She has worked with AKESP in the field of Education Research in Pakistan, and was part of the team that developed evaluating and monitoring instruments for the project QUAID (Quality Advancement through Institutional Development). She has 10 years of teaching experience at University level; supporting, 100 plus, students in their research projects which were based on diverse topics with focus on Management and Marketing.



Fareen Razzak, Assistant Professor, Marketing, has done her MBA from IBA and is currently pursuing her MPhil from IoBM. She teaches Consumer Behavior, Brand Management and Marketing Management. She has a corporate experience related to Brand Management in Colgate Palmolive and Candy Land. She is also the founding partner in an entrepreneurial venture called Rashk Fashions, a designer brand which sold premium designer wear in various high end multi -designer stores in Dubai, Toronto, Bangladesh and Chicago with branches in Karachi including Brand just Pret, The Designers, Shabis and Labels.



Muhammad Tabish, Lecturer, Marketing, holds an MBA in Marketing and Finance from MA Jinnah University. He has five years of academic and professional experience. He is currently pursuing his PhD in Business Management Sciences from IoBM. Research area includes Consumer Behavior and Brand Management.



Marium Mateen Khan is currently a Lecturer Marium has taught Marketing courses as a visiting faculty at PAF KIET to BBA, BS and MBA level students. She has also supervised BBA Final Year Projects (Research Theses). Marium has also worked at Askari Bank Ltd. and Metaphor consultancy. She has five years of research experience. She also has freelance working experience of academic writing, creative writing and graphic designing. Seeing the gaps and issues in the current academic environment made her pursue a career in academia. Marium is currently enrolled in the PhD (Business Management) program at IoBM having specialization in Marketing. She did her MBA and BBA (Honors) both in Marketing from Karachi Institute of Economics and Technology (PAF-KIET). She has been a scholarship holder since her first semester throughout her BBA and MBA. She graduated in both programs with Summa Cum Laude honor. She has a number of international and national research publications in Scopus, X category and Y category research journal. Research interests include Consumer Animosity, Design Thinking, Consumer Behavior, Neuromarketing, Branding, Small Enterprises and Microfinancing.



College of Computer Science and Information Systems (CCSIS)

Rector and The Dean

Dr. Ejaz Ahmed, (See Profile on Page No. 188)

Computer Science and MIS



Dr. Muhammad Mansoor Alam, Associate Professor, has 19 years of research and teaching experience in Canada, England, France, Malaysia, Saudi Arabia and Bahrain. He has the honor of working as an online laureate (facilitator) for the MSIS program run by Colorado State University, USA and Saudi Electronic University, KSA. He has also engaged in research collaboration with the Universiti Kuala Lumpur (UniKL) and Universiti Malaysia Pahang (UMP). Currently, he is supervising six PhD students at UniKL and UMP. He holds a PhD in Computer Engineering, a PhD in Electrical and Electronic Engineering, an ME in Systems Engineering and MSc in Computer Science. He is an active researcher in the field of Telecommunication and Network. He has authored more than 60 research articles published in ISI indexed journals, as book chapters and in peer reviewed conferences. He is also an author of the book “Study guide of Network Security” copyrighted by Open University Malaysia and Open University Hong Kong. He is also an active reviewer of ISI indexed journal “Pertanika Journal of Science and Technology (JST)”.



Dr. Tariq Rahim Soomro, Professor of Computer Science, has received his PhD (1999) in Computer Applications from Zhejiang University, Hangzhou, China, MSc and BSc (Hons) degrees in Computer Science from University of Sindh, Jamshoro, Pakistan. He has more than 23 years of extensive and diverse experience as an administrator, computer programmer, researcher and teacher. As an administrator, he served as Coordinator, Head of Department, Head of Faculty, Dean of Faculty and Head of Academic Affairs. Having wide experience in accreditation related matters, he has also worked with ABET, HEC Pakistan and Ministry of Higher Education and Scientific Research, United Arab Emirates (UAE). His research focuses on GIS, IDNS, Distance Education, E-Commerce, Multimedia, UNICODE, WAP, P2P, Bioinformatics, ITIL, Cloud Computing, Green Computing, Big Data, IoT, Quality of Software, Telemedicine, VoIP, Databases, Programming and Higher Education. He has published in these areas with over 70 peer-reviewed papers. He is actively involved in community services in the research field. He is Member Editorial Board “Journal of Geosciences and Geomatics” and “Journal of Software Engineering” also is Member Advisory Committee “Journal of Information and Communication Technology” (HEC recognized Journal). He also served as Technical Program Committee Member of several International conferences and Journals.



Dr. Fatima Riaz, Assistant Professor of Mathematics, holds a PhD degree in applied mathematics in the field of fluid dynamics which she received from the University of Karachi in 2016. She has almost 12+ international publications to her credit. She had been made presentations in national and international conferences and workshops. She has almost three years of experience in teaching at university level.



Syed Farhan Mazhar, Assistant Professor in Computer Science, is a professional educator with over 10 years of experience in the educational and professional services industry including national and international organizations; some of these being: NED University, Concordia University College, Canada, Capital Health, Edmonton, Canada. He received his M.Eng degree in Software Engineering and intelligent system from the University of Alberta, Edmonton Canada. He also holds an MSc in Applied Physics with specialization in electronics from University of Karachi, He has also completed his MPhil course work from Department of ISPA, University of Karachi. His areas of interest are Software Engineering, Semantic Web, Data Mining, ERP, Database Management System and Project Management.

Dr. Adeel Ansari Assistant Professor, holds a PhD in Information Technology from Universiti Teknologi PETRONAS, Malaysia. He has done MS in Software Engineering, MBA in Management Information Sciences and his BSc (Hons) in Computing with First Class Honors from Staffordshire University, in the United Kingdom. He has had diverse work experience, as a Software engineer at Siemens Pakistan for one year, as an Assistant Quality Assurance Manager for two years (for Consumer Credit Card products) and Assistant Policy Manager (for Consumer Personal Loan products) at Habib Bank Limited. He has worked as an Associate Consultant in the IT Assurance and Advisory at A. F. Ferguson & Co, a member firm of Price Waterhouse Coopers, UK. He has taught programming languages and software development related subjects for three years at the Universiti Teknologi PETRONAS, Malaysia. He has also presented research papers at various International and national conferences and also has publications in high impact factor, IEEE and Springer journals.



Engr. Muhammad Asghar Khan, Assistant Professor with a Master's degree in Network and e-business centered computing from University of Reading (UK), an MBA and Master of HRM from the Australian Catholic University (Aus), MS in Computer Software Engineering from NUST and BS Computer Engineering from Sir Syed University. He has seven years of teaching and industrial experience of various national and international organizations. His areas of interest are Cyber Security; Open Source ERP and IS Audit. He is a member of many professional bodies such as Pakistan Engineering Counsel, Australian Endeavour Network, ISACA and Australian Human Resources Institute.



Sheikh Muhammad Ali, Senior Lecturer in Statistics, earned his MSc in Statistics from the University of Karachi. He has been involved in research and teaching in Mathematics and Statistics. He has almost eighteen years of teaching experience at various institutes. His areas of interest are Quantitative Analysis for Business and Management, Statistical Inference, Advanced Quantitative Methods, College Algebra, and Calculus for Business Decisions.



Khalid Bin Muhammad, Assistant Professor has a degree of MS in Computer Science (Data Mining) from IoBM. He completed his Master in Computer Science from University of Karachi and an MBA in Banking & Finance from M.A. Jinnah University with first class first position. He also holds a Bachelor of Engineering from NED University of Engineering & Technology and is a lifetime member of Pakistan Engineering Council. He is a senior member of IEEE and Rapid Miner Community. His research interests include Data Mining, Big Data, Fuzzy Logic, Human Centric Computing, Image processing and Machine Learning. He has proficiency in Programming Languages specially Object Oriented Programming (Java and C++), Computer Graphics, Engineering Drawing, Computer Aided Designing, Multimedia Technologies, Relational Database Management System and Customer Relationship Management. He has a mix of over seventeen years of experience working in industry including Dawlance (Pvt) Ltd and Pakistan Petroleum Ltd.



Najmus Saher Shah, Senior Lecturer in Computer Science is currently enrolled in MS (Computer Science) at IoBM. She holds a Master's degree in Computer Science and secured 2nd position in her BSc(Hons) in Economics from University of Karachi. She has ten years of teaching experience. Her research interests focus on areas such as Data mining, Forecasting, Artificial Intelligence, and Database Management System.



Muhammad Waqar Khan, Senior Lecturer Computer Science, has Master in Computer Science, a Bachelor of Engineering degree from the NED University of Engineering & Technology and is a member of Pakistan Engineering Council. He also has a post graduate diploma in Computer and Information Sciences from Karachi University. He is doing Master in Engineering from Usman Institute of Technology, Hamdard University. He has proficiency in Data Communication and Networking, Digital Communication, Programming Languages, System Analysis and Designing, Information Management System, E- Commerce, Mobile Communication System, Satellite Communication, Signal Processing, Relational Database Management Systems and communication networking related courses.





Asim Iftikhar, Senior Lecturer in Computer Science, holds a Master's degree in Computer Science and is currently enrolled in MS program leading to a PhD. He has also done Microsoft Certified Professional Systems Engineer (MCSE). He has eight years of teaching experience in computer related courses. His areas of interest include Digital Communications, E-commerce & Web Development and Graphics Designing.



Sobia Younus, Senior Lecturer, Computer Science, holds an MSC in pure Mathematics and BSC Honors in Mathematics from the University of Karachi. She is currently enrolled in an MS program leading to PhD Mathematics from KU. She has two international publications in the International Journal of Applied Mathematics and Mechanics, India. She has also taught at NUST as visiting faculty.



Syed Mubashir Ali, Lecturer of Computer Science and MIS holds Master's degree in Information Technology from SZABIST Dubai and a Bachelor's degree in Computer Engineering from FAST-NUCES Karachi. He is currently pursuing his PhD in Computer Science from IoBM. Prior to joining IoBM as a full time lecturer, he worked as an IT Administrator and Computer Teacher at American International School, Dubai. He has published 10 research papers in various national and international conferences and journals. His research interests are in the areas of Information Technology Standards, Electronic Commerce, Big Data, Ubiquitous Computing, Internet of Things and Gamification.



Azam Hashmi, holds Master's degree in Statistics from Karachi University and a MBA from Institute of Business Administration, Karachi. He has passed ISO 9000 Lead Auditor Course conducted by British Standard Institution. He has attended six-week management training program at Ashridge Management College, England. Prior to joining IoBM in 2002 he was working at a public sector Management Training and Development Institution. He has over 30 years experience in teaching, training and management consulting services. Presently, he is teaching Statistics and Mathematics courses to MBA and BBAH students.



Muhammad Tariq is Lecturer & Coordinator-Office of Research Innovation & Commercialization. He is pursuing PhD (Management Science-Finance) from Iqra University. He has more than five years' experience of academia, research and industry. His contribution to academia and research includes: author of more than 12 research papers, organizer of several research conferences and workshops, presenter of research papers in various national and international conferences, thesis supervisor of more than 12 MS Students. His area of research includes capital structure and dividend policies, Capital Market Development, Financial Sector Development, Knowledge Economy.

Mathematics and Statistics



Dr. Syed Iftikhar Ali, Senior Fellow with the rank of Professor, holds PhD and MS from England. He has a vast teaching experience and has worked for SUPARCO, University of Benghazi (Libya), FAST Institute of Computer Science (Karachi) and Yanbu Industrial College, Saudi Arabia. He is a chartered Physicist and Member of Institute of Physics (London). His main interests are in the areas of Mathematics, Physics and Numerical Analysis.



Dr. Massarrat Ali Khan, Senior Fellow with the rank of Associate Professor holds a PhD from Hamdard University, MBA from IBA and MSc in Statistics majoring in Operations Research from the University of Karachi. He has 16 years of professional experience in private sector industries in Pakistan and abroad in which he worked with companies such as Philips Electric Company of Pakistan, Al-Futtaim Group of Companies, Juma Al Majid Establishment in UAE and NMC(National Management Consultant) Pakistan. He also has more than 19 years teaching experience in different universities and colleges. He taught at IBA, Hamdard University, ICMAP, Bahria University, CAMS, Textile Institute of Pakistan and has been associated with IoBM for 14 years as visiting faculty before joining the Institute on a permanent basis. He has conducted several marketing research and business development studies in Pakistan and abroad. His areas of interests are Operations Research for Management, Operations and Production Management, Quantitative Analysis for Business and Management, Statistical Inference and Mathematics.



Laiq Muhammad Khan, Senior Fellow, Statistics, holds a degree of MSc in Statistics from the University of Karachi. He has over 43 years experience of teaching Statistics. His research interests are Statistical Modeling and Inferential Statistics. He has published research work in many national journals. He has taught as visiting faculty at FAST, Institute of Computer Science (Karachi) for the period 1995-2001. He has been associated with IoBM as visiting faculty since August 2000. In February, 2009, he joined IoBM as full time faculty.



Dr. Tajuddin Islamuddin is an Associate Professor at IoBM since September 2014. He received his PhD in Statistics from the University of Windsor, Canada in 1984. He has taught for about eight years at the University of Karachi and IBA and over 30 years outside Pakistan. He received number of merit scholarships throughout his academic career. He has to his credit a number of publications in reputed international journals and has developed a new measure of skewness. He has refereed a number of papers for well known international journals.



Dr. Muhammad Danish, Assistant Professor, Mathematics, holds PhD from Lahore University of Management Sciences, MSc in Mathematics from Federal Urdu University and BS in Computer Science from Petroman Training Institute. He has taught at Lahore University of Management Sciences, Lahore School of Economics and University of Punjab prior to joining IOBM. Dr. Danish has several publications in leading international journals.



Wajahat Ali, Senior Lecturer in Mathematics, has an MSc from the University of Karachi. He has been involved in research and teaching in Mathematics and Statistics.



Rizwan Ahmed, Senior Lecturer in Mathematics and Statistics, has done his MSc in Statistics and MPA (Finance) from the University of Karachi. He has also done his MAS (Applied Economics) from Applied Economics Research Center, University of Karachi. He has six years of teaching experience at various institutes. His areas of interest are Quantitative Analysis for Business and Management, Statistical Inference, Macroeconomics, Mathematical Economics and Business Finance.



Hina Samreen, Senior Lecturer in Mathematics holds an MSc in Applied Mathematics and Master in Applied Economics from the University of Karachi. She has been actively involved in research related work and assisted Pakistan Institute of Education and Research in the development and preparation of various policy papers in labor management and allied subjects.





Dr. Sumaira Khan, Assistant professor, Mathematics holds PhD in Applied Mathematics from University of Karachi. She also holds MSc and BSc (Hons.) in Applied Mathematics from University of Karachi. She is a professional educator with over ten years of teaching experience. She has taught at NUST-PNEC, Iqra University and FAST-NUCES prior to joining IoBM in 2012. She also conducted workshops on Military Operations Research, Operations Research and its applications in defence, etc. Her areas of interest are Operations Research, ODE's and PDE's, and Numerical Methods.



Attra Ali, Lecturer in Mathematics, has an MSc in Mathematics from Federal Urdu University. She received 3 gold medals, for departmental position, being the highest achiever in the university. A BSc (Hons) in Mathematics from Federal Urdu University, she joined IoBM, after teaching for 2 years at NUST Karachi campus. In addition, she has done an Educational Development course from PNS BAHADUR and actively attended many workshops related to teaching and education.

Logistics and Supply Chain Management



Muhammad Moin Uddin Ali Khan, Associate Professor cum Head of Logistics & Supply Chain Management program is scholarly practitioner. He has done MS in Engineering from University of Missouri, USA and BSc and BE degrees from University of Karachi. He has been trained in fields of Operations Management, Quality Assurance, Environmental Management, Supply Chain Management and Technology Management from USA, Japan, UK, South Korea, Sweden, Russia, Brazil and Australia. He has been associated with the industry and education for over 40 years. He is certified lead Auditor ISO 9000 QMS & ISO 22000 Food Safety Management System and is actively involved in developing Quality Enhancement activities at IoBM in close coordination with the HEC of Pakistan as a result of which IoBM was awarded score of 100% in QEC scorecard by QA of HEC. His research interest is in areas of Food Supply Chain, High strength steels, Quality Management, Enterprise Resource Planning Solutions, Climate change & Supply Chain, Energy management etc. He has conducted Institutional Performance Evaluation of several universities and is an active member of APQN, AMDISA, INQAAHE, CHEA and SEPA. His previous assignments includes Principal of Institute of Materials Sciences & Research Pakistan Steel. He has a Blog on "Happiness."



Actuarial Science and Risk Management

Dr. S. M. Aqil Burney is Professor at College of Computer Science and Information Systems and heading AS & RM Dept. and member BASR –IoBM. He holds PhD (Mathematics) from Strathclyde University, Glasgow-UK along with many courses in Population Studies of UN and Computing, MPhil (Risk Theory and Insurance - Statistics) and MSc (Statistics). He has taught for more than 45 years at UoK and extensively delivered lectures at other institutions and universities of Pakistan and abroad and is attached with IoBM since 2013. He also holds extensive experience of academic management and organization as Provost, Registrar, Project Director Development of Computer Science and Institute of Information Technology and founding Director of Main Communication Network of University of Karachi. Dr. Burney was Meritorious Professor at Dept of Computer Science University of Karachi and headed the Computer Science Dept. three times, prior to joining at IoBM. He has published more than 150 research papers and 7 books nationally and internationally in ICT, Mathematics, Statistics and Computer Science. He has supervised 15 PhD and 10 MS/MPhil in Mathematics/Computer Science/Statistics as approved HEC Supervisor. Dr. Aqil Burney has more than 730 citation on his research work and frequently delivers invited lectures on ICT/CS/ASRM and Data Science and Computational Intelligence & Finance, Machine Learning and Fuzzy Logic and Information Systems. He is Chairman(elect) National ICT Committee for Standard PSQCA- Ministry of Science & technology Govt. of Pakistan(2013- Cont.) and member National Computing Education Accreditation Council (NCEAC) (2013-2017), Member IEEE(USA), Member ACM(USA) and was Fellow Royal Statistical Society UK for 30 years. He is editor of Pakistan Journal of Engineering and Technology of IoBM, International Journal of Information Systems (OJIS), Open Journal of Information Systems (OJIS) (www.ronpub.com/ojis) Germany, Member editorial board of University of Sindh Journal of Information and Communication Technology(USJICT) and reviewer of journal of Nural Computing And Applications and many other journals.



Sohail Ahmed Khan, Assistant Professor holds an MS in Finance (specialization: Financial Mathematics) from Germany and also holds MSc in Applied Mathematics from University of Karachi. He has worked for five years at P3 Communication GmbH and LogicaCMG GmbH & Co. KG in Germany. He has also served as cooperative lecturer at the department of computer science, University of Karachi. His research interests encompass Computational Finance, Application of Methods from Financial Mathematics in Insurance, Interest Rate Modeling.



Steve James, Assistant Professor in Actuarial Sciences & Risk Management, joined the Institute in August, 2013. He holds an MS in Financial Mathematics from Technical University Kaiserslautern, Germany. He has more than five years of teaching experience at PAF KIET. He has also worked at Daimler (Germany).



Mushtaq Ahmad Khan Barakzai holds MS in Actuarial Science from Heriot Watt University, UK. He also holds a Master's degree in Statistics from University of Peshawar. He is also a member of the Society of Actuaries, USA and Institute and Faculty of Actuaries, UK. He has a mix of professional and teaching experience. He has worked at the prominent organizations of the country such as Ministry of Finance, Securities & Exchange Commission of Pakistan and State Bank of Pakistan in the capacity of Senior Actuary, Assistant Director Insurance and Statistical Officer respectively. Before joining IoBM, he was working as Actuary at Ministry of Finance. In addition to his professional work, he has taught courses of Actuarial Science & Risk Management at University of Karachi and University of the Punjab. He has a great interest in carrying out research in the field of Actuarial Mathematics and Risk Management. He is also a PhD Scholar at IoBM.



College of Engineering and Sciences (CES)

The Dean

Prof. Dr. Irfan Hyder, (See Profile on Page No. 188).

Electrical Engineering & Telecommunication Management



Seema Ansari is the Head of Electrical Engineering Department. She is a PhD scholar in Telecommunication Engineering at the University of Malaga, Spain. She did her MS-CS / Telecommunication from University of Missouri Kansas City, USA and BE in Electronics from NED-University of Engineering & Technology. Her research includes publications in JCR Impact factor journals, international journals & Conferences and book chapters. She contributed chapters in books titled: “Wireless Sensor Networks and Energy Efficiency: Protocols, Routing and Management” and “Handbook of Research on Trends and Future Directions in Big Data and Web Intelligence,” both published by IGI GLOBAL, USA in 2011 and 2015 respectively. She is associated with the R & D research groups, TIC102 and TIC128, ETSI Telecommunication, University of Malaga Spain. Her research area is Underwater Communications, Analytical Analysis of MAC protocols for Underwater Acoustic Wireless Sensor Networks.



Dr. Muhammad Imran Majid, Associate Professor, Electrical Engineering Department, has a PhD in Electronics from University of Surrey, UK, MSc in Space Engineering from Umea University, Sweden and BSc in Electrical Engineering from UET Lahore. He is a Commonwealth Academic Fellow 2017, a Commonwealth PhD Scholar 2006-2010. Dr. Imran has about 10 years experience in industrial consultancy, teaching and mentoring young professionals in high technology sector. He has worked for Telenor, SSBV, Surrey Satellite, MVCE, Space Flight Laboratory, OCE, BeneFACT and various consultancies during the course of his career. He was awarded the Commonwealth Scholarship towards his PhD in Frequency Planning for Clustered Cellular Multiple Access Channel at the prestigious Centre for Communication Systems Research (now 5G Innovation Centre), University of Surrey, UK. After his PhD, Imran consulted and later worked at University of Toronto Canada as Optics Team Lead for two of Canada’s most advanced remote sensing satellites, NEMO-AM and NEMO-HD. He is also currently involved with Ontario Centre of Excellence as Technical Reviewer and Consultant for BeneFACT Consulting Group. Most recently Dr. Majid was appointed as Honorary Research Fellow, School of Engineering, University of Warwick, UK.



Dr. Zeeshan Shahid, Assistant Professor, has a PhD and MSc degrees in Electrical and Electronics Engineering from International Islamic University Malaysia. He obtained his BE from Usman Institute of Technology (UIT) in 2009. He has published several articles in high quality international scientific journals and conference proceedings. He has number of years experience in industrial and academic field. His research interest is in power engineering specialized in grid-tied inverters, multi-level inverters, DC-DC converters, Integration of renewable energy sources (RES) with utility grids and Power quality improvement.

Dr. Sayed Fayaz Ahmad, Assistant Professor, holds a PhD in Engineering Management from Gomal University (GU) and MS in Telecommunication Engineering Management from University of Engineering and Technology (UET) Peshawar. In addition, he holds BS-Telecommunication Engineering from Baluchistan University of Information Technology, Engineering and Management Sciences (BUITEMS) Quetta. He has a vast experience in research and has conducted many researches in Public and Private Sector organizations of Pakistan. In his Doctorate research, he created a Model for Knowledge Management and Strategically Suitable Decision Making in Telecommunication Sector Organizations. Furthermore, he has also designed a theoretical framework for the regulation of Telecommunication Industry and has also constructed a framework for the convergence of Information and Communication Technology of Pakistan.



Dr. Muhammad Ibrahim, Assistant Professor, holds a PhD degree in Engineering Management from Gomal University, DI Khan and received MSc in Telecommunication Engineering Management from University of Engineering and Technology (UET) Peshawar. Prior to joining the Institute of Business Management IoBM, he taught at the Bahuddin Zakriya University and other universities across the country. In addition to his academic work, he has vast technical/industrial experience as working with PTCL for seven and half years. At IoBM, he has taught undergraduate, MS Engineering Management and MBA courses. He is currently serving as Assistant Professor at Engineering Management Department and the PhD Research Coordinator in the College of Business Management CBM.



Osama Mahfooz, Lecturer, Electrical Engineering, holds an MBA degree in Telecommunication Management from the Institute of Business Management and BE degree in Electronics from the PAF-Karachi Institute of Economics & Technology. He has completed a CCNA Exploration certification from Aptech. He also has four research publications in journal recognized by HEC, that is, PJETS (Pakistan Journal of Engineering Technology & Science).



Industrial Engineering



Dr. Shahzeb Malik, Assistant Professor and Head of Industrial Engineering and Management Department at IoBM. He has recently established Risk and Innovation Research Centre at IoBM, a multidisciplinary research Centre and a knowledge hub aimed at helping organizations to have better understanding of various business risks. Dr. Malik holds PhD in Information Systems from Manchester Business School (MBS), University of Manchester, UK. He is a proficient researcher and technical expert with several years of experience in working on various academic and commercial projects. He has been associated with the area of Risk Management (with special interest in Cyber Security Risk) for several years. Most recently, he worked at University of Cambridge (Judge Business School) UK, as a Postdoctoral Researcher in Cyber Risk track where he conducted research to cover cyber threat landscape, participated in writing technical reports, and worked closely with business clients. Prior to this role, he worked as Technical and Research Manager at International Institute of Risk and Safety Management (IIRSM), UK, where he was involved in various academic/commercial research projects, providing management and IT consulting services to clients, and representing the Institute at UK and International level. Dr. Malik has also been associated with University of Manchester as a Project Manager/ Postdoctoral Researcher to lead a Knowledge Transfer Partnership (KTP) project which is a government funded programme to encourage collaboration between businesses and universities in the UK. During this project, he conducted a review of existing risk management practices within various commercial organisations in the UK.



Dr. Mohammad Irshad Khan, Senior Fellow of Industrial Engineering with the rank of Professor holds a PhD degree in Chemical Engineering and a Postgraduate Diploma from University of Bradford, UK. He has over 30 years experience of Industry and Management and is a registered consultant of the Islamic Development Bank, Jeddah and SMEDA, Pakistan. He is a professional member of Institute of Industrial Engineers, USA.



Mukhtar Ahmed, Senior Fellow, Industrial Engineering, has MS (Mechanical Engineering) from the University of Southern California, Los Angeles, USA and BE (Mechanical Engineering) from NED. He has teaching experience of almost 23 years and started his teaching career with NED where his last appointment was as Associate Professor. He also went to Zimbabwe, Harare Polytechnic as Lecturer. He has four years working experience with Roti Corporation of Pakistan as Deputy Manager.



Fahad Bin Abdullah, Senior Lecturer Industrial Engineering, holds an MSC From University of South Bank-London. He has specialized in Mechanical Engineering Management, Robotics and Simulations, Advanced Materials and Advance Human Machine Designing. He Holds a BE Mechanical Engineering Degree from NED University. He has the Project Coordination and Maintenance Engineering experience mainly related to field of Mechanical Engineering & Management.

Falak Shad Memon, Senior Lecturer, Industrial Engineering and Management Department, holds an MBA (Finance) degree from Institute of Business Management and a degree in BE (Industrial & Manufacturing) from NEDUET. She is currently enrolled in PhD (Energy and Environment management) program. she has presented her research articles in couple of international conferences, and has published her research work in HEC recognized research journals. Her research interest focuses on environmental issues, climate change supply chain management and Quality management. She also contributes in research journals as reviewer. She has six years of industrial experience in leading automotive industries as a head of production and purchase department. She is a certified ISO lead auditor by IRCA (UK) and possesses expertise on SAP in PP, MM and CO module.



Mehreen Kausar, Lecturer, completed her Master's degree in Industrial Management and Bachelor's degree in Industrial and Manufacturing Engineering from NED University. She has industry experience of eight years where her main working areas were quality control, inventory control, project management and supply chain dynamics. She has been teaching as a visiting faculty lecturer since 2015 and joined IoBM as a full time faculty in 2017.



Saima Yaqoob, Lecturer, holds ME degree in Industrial Management from NED University of Engineering and Technology. She has done BE in Industrial and Manufacturing Engineering from NEDUET. She has seven years of combined professional and teaching experience with reputable organizations. Her area of interest is "Supply Chain Management."



College of Economics and Social Development (CESD)

The Dean



Dr. Shahida Wizarat, Dean of College of Economics & Social Development and Head of the Department, Economics is an independent economist and has been involved in research, teaching and administration. Her areas of interest are industrial economics focusing on industrial productivity, its determinants; concentration and profitability; development economic issues; economic policies; debt and its management. She is the author of forty five research papers and articles published in journals of international repute in Pakistan and abroad. She has organized, attended and read papers at several international and national conferences. She earned her PhD in Economics from the University of East Anglia, Norwich, England and an MA in Economics from Vanderbilt University, USA. She has served as the Editor of the Pakistan Journal of Applied Economics and Director of the Applied Economics Research Center, University of Karachi. She has also served on the Board of Directors of the Karachi Stock Exchange. She is on advisory boards and research councils of several organizations and universities.

Commercial and Professional Studies



Sartaj Qasim, Head of the Department of Commercial and Professional Studies, is a qualified Chartered Management Accountant (FCMA) from England. He is a Fellow Member of the Chartered Institute of Logistics and Transport (FCILT, UK). He did his MBA from the Institute of Business Administration, Karachi, and was awarded the MBA Gold Medal, BSc (Hons) in Mathematics First Class with Distinction from Karachi University. He is currently enrolled as a candidate for MPhil (Business Management) at the IoBM. He had over thirty years of experience in international aviation financial management prior to joining IoBM in 2011. He has been posted in the Netherlands and Saudi Arabia as Head of Finance. He has travelled extensively to several countries in Europe, North America, Asia and Africa on official assignments. He holds several airline industry qualifications from IATA including the IATA/UFTAA International Travel Consultant Diploma. His area of research is airline service quality. He has conducted several training courses in airline finance and accounting for middle and senior management levels.



Abdul Jabbar Kasim, Senior Fellow, Commercial and Professional Studies, brings a rich blend of corporate, professional and academic experience. Besides heading listed leasing companies as a CEO and member board he has taken seats as nominee director on various Corporate Boards. He obtained his MBA and BBA degrees from IBA Karachi. His main emphasis during the last several years is on Corporate Governance and Best Business Practices and Corporate Affairs. His articles on the said subject appear in the Daily Dawn and Business Recorder. He joined IoBM as a full time faculty in October 2011.



Muhammad AsadUllah, Lecturer, Commercial and Professional Studies, holds an MPhil in Business Management from Institute of Business Management to be followed by a PhD in Finance. Initially, He joined EMEC- IoBM as a Facilitator for training projects. Later on, he worked as a visiting faculty for three years at the Department of Accounting & Finance and Department of Professional & Commercial Studies. He has also worked as a visiting faculty in various business schools. His research interest includes Panel Data Analysis of secondary data from different sectors. He has presented various papers in National and International Conferences. One of his research paper has been published and few are in the process of evaluation. During his three years' professional experience, he managed adjustments of advances from all regional zones of Pakistan at TeleCard Ltd. and performed operational duties at MCB Bank Ltd.

M. Rashid Jamil, Senior Fellow, Commercial and Professional Studies, did his MBA from the Institute of Business Administration, Karachi. He has almost thirty years of experience in international aviation financial management. He was permanently posted as Finance Manager at Manila, the Philippines. He has traveled widely concerning official assignments in Europe, America and Asia. Besides educational qualifications, he holds a Diploma in Cargo Proration from Geneva, Switzerland. In addition to aviation finance he has experience in financial analysis of different projects in public and private sectors. He has been teaching several courses in airline finance and accounting and has been a visiting faculty at IoBM since 2015. He joined as Senior Fellow Commercial and Professional studies on January 12 2016.



Shayaan Abdul Shakoor Essa is an English qualified barrister called to Lincoln's Inn, with substantial experience in corporate and commercial matters and disputes. He is also an accredited Sharia scholar with full fluency in Arabic.



Economics

Dr. Shahida Wizarat, is a Professor and Head of the Department, Economics.
(See Profile on Page No. 210)

Muhammad Ajaz Rasheed, Assistant Professor in Economics, earned his MPhil in Economics from the Institute of Business Management, an MAS (Applied Economics) from Applied Economics Research center (University of Karachi) and MSc (Statistics) from the University of Karachi. He has 30 years professional and teaching experience in the area of Statistics and Economics. He has taught at the University of Karachi, University of Baluchistan and Defence School of Business Education as a full-time lecturer. He has worked with Social Policy and Development Center as a senior researcher. His research primarily focuses on Macro-Economic Modeling and Social sector development. He has published research papers in national and international journals. He has contributed in many research projects of national interest. His contribution includes - Sindh Economic Survey, Review of Pakistan's large scale manufacturing sector 2010, Comprehensive development strategy for Baluchistan and many other researches. He has been a member of FPCCI's standing committee on research and development from July 2005 to June 2007.



Mirza Aqeel Baig, Assistant Professor, Economics has an MPhil in Economics from the Institute of Business Management, MAS in Applied Economics from AERC, University of Karachi and a Master's degree in International Relations. He possesses over eighteen years of teaching experience at various business institutions, mainly at IoBM. His research interests are in the areas of International, Monetary and Macro Economics. He has presented many papers in diverse areas of economics at national and international conferences. His various research papers have been published in reputed refereed journals both national and international. He has been part of different research projects at IoBM conducted in collaboration with FPCCI, TDAP, IUCN and WWF etc. He has also contributed to the Sindh Economic Survey. He authors articles for magazines and newspapers on current, economic, and social issues.



Dr. Ayesha Shoukat, Assistant Professor, Economics has a PhD in Political Economy from the University of Malaya, Malaysia. She has multi-craft experience in teaching, research and management. She has been associated with public and private sector higher education institutes for the last 16 years. To provide quality education services to her community, she believed in continuous growth and knowledge up-gradation. For it she continuously, kept improving her personal academic portfolio and secured her first Master's degree in Economics and another one in Business Administration with marketing specialization, along with an MPhil in Business Finance from Bahauddin Zakariya University Multan. Because of her diversified academic background and teaching experience, she is interested in research in political, social and business oriented domains. Her specialization is in qualitative research. She has represented Pakistan in many international conferences and achieved best paper/ presenter awards. Her thesis is on power reconfigurations and Enterprise development in Pakistan.





Dr. Shujaat Abbas, Assistant Professor Economics, holds a PhD degree in Economics with specialization in International trade and development issues from the University of Karachi and Master's degree in Business Management with specialization in Finance, from Federal Urdu University of Arts, Sciences, and Technology, Pakistan. He has worked for the University of Karachi as adjunct faculty for one and a half year before joining the institute as a full-time faculty in 2016. His areas of research interest are international trade and finance, open-economy macroeconomics, and international political economics. He has published various research articles in reputed national and international refereed journals. His research aims to address international economic issues of developing and least developed economies.



Ch. Sohail Ahmed, Senior Lecturer, holds an MSc (Statistics) from KU, MPA from IBA, and MAS (Economics) from Applied Economics Research Center, Karachi. He also holds PGD (Computer Science) from the University of Karachi. His research primarily focuses on International Trade and Econometrics. He is pursuing his MPhil Degree in the area of International Trade. He has served for 18 years of at various public and private academic institutions.



Muhammad Zubair, Senior Lecturer in Economics, holds Master's degree in Economics & Finance from the University of Karachi. He has also secured his post graduate diploma in Economics & Finance and BA (Hons) with Economics and statistics from University of Karachi. He is also enrolled in MPhil at IoBM. He has experience of four years of broadcasting with Radio Pakistan in the capacity of business anchor and reporter covering economic policy and stock market, etc. He has been contributing regularly his article on economic issues in renowned newspaper Express Tribune for two years.



Sadia Mansoor, Lecturer, joined IoBM in 2011 as a visiting faculty. She holds MS Economics degree (Equivalent to MPhil). She Completed her MAS Economics in 2011 from Applied Economics Research Center, University of Karachi. Moreover, she earned MSc Economics degree from Quaid-E-Azam University, Islamabad. Her areas of research are development economics and public policy. She had been working as a visiting faculty in different universities before joining IoBM as a full time faculty. She has attended number of international conferences and have publications on her credit. She is also co-supervising MS thesis at IoBM.



Irfan Lal, Senior Lecturer in Economics is currently enrolled in MPhil Program at IoBM. He has done MAS from Applied Economics Research Centre, University of Karachi and Master (Economics), University of Karachi.



Zia Ullah, Senior Lecturer, holds a Master's degree in Applied Sciences (MAS Economics) from the Applied Economics Research Center (AERC) University of Karachi and an MSc degree in Economics from Quaid-i-Azam University Islamabad. His research areas include International Economics and Macroeconomics. His research papers have been published in PBR and various national journals. He has also contributed in various projects of International Union for Conservation of Nature (IUCN) and World Wide Fund for nature (WWF).



Sabeen Anwar, Lecturer, holds MAS (Applied Economics) from Applied Economics Research Center (University of Karachi) and MSc (Hons) from the University of Karachi. She has four international publications. Her MPhil (Economics) is in progress from IoBM.



Education

Prof. Dr. Nasreen Hussain, PhD, Chairs the Education Department. She is also the Editor-in-Chief of the Journal of Education and Educational Development published by the institute. Dr Hussain brings to academia over 35 years of diverse teaching, administrative, research, and consultancy experience. She has edited books as well as written articles and book chapters. Dr Hussain is the External Moderator for the University of Cambridge and has received British Council, Hornby Trust, USIS, USAID, Aga Khan University, and Aga Khan Development awards to pursue her academic career and research projects at national as well as international levels in diversified areas. Her forte is in qualitative research methods with a special focus in field research. Inter alia, her specialization includes teacher education, strategic planning / educational planning, leadership development, and organizational learning.



Dr. Muhammad Abid Ali, Assistant Professor, earned his PhD in Education Administration from International Islamic University Malaysia, and MBA in Human Resource Management and Finance from Pakistan Institute of Management. He has 30 years of administrative experience at higher management levels. He is qualified lead auditor ISO quality systems. He is initiator and founder member of two educational research institutes and is actively pursuing the cause of education reforms at different platforms. His areas of specialization are designing and development of education on Iqbal's educational thought and philosophy.



Sarwat Nauman, Assistant Professor, holds MPhil in Education and is in now a PhD scholar at the Education Department, IoBM. She has done MA in English Literature from the University of Karachi. She has a teaching experience of 11 years and has been associated with various universities. She also holds the position of the sub-editor for the Journal of Education and Educational Development which is published biannually by the Department of Education.



Dr. Zehra Habib, Senior Fellow, holds a PhD in Education from George Mason University (USA) and a Master in TESOL from American University (USA). She also holds a Master in English Literature from the University of Karachi. Dr. Habib has over two decades of teaching and research experience and has presented her research at various international forums, including George Washington University, USA, Washington State University, USA, International Education Conference Doha, Qatar and most recently at the International Conference on Future of Women, 2018 at Kuala Lumpur, Malaysia. Additionally, she is a certified examiner of International English Language Testing System, the certificate being granted by the University of Cambridge, ESOL Examinations. Focusing particularly on qualitative method of inquiry, her research interests are in gender studies, peace education, social justice, colonial and post-colonial education, professional teacher growth and curriculum development. She is a member of TESOL International (Teachers of English to Speakers of Other Languages), IATEFL (International Association of Teachers of English as a Foreign Language) and AERA (American Education Research Association).



Dr. Samra Javed, Assistant Professor, Education & Manager, Entrepreneurship & Management Excellence Center (EMEC), is a trainer in English Language, Interpersonal skills & Communication Skills at IoBM and IELTS' Master Trainer with the British Council. She has been a trainer in English Language Proficiency Program by the USAID, Proposal Writing by Citizen's Voice project-USAID and has conducted numerous training programs in Communication and Interpersonal Skills for clients including Agha Khan University, EFU Life, 10Pearls, Pakistan Oil Refinery, PharmEvo Private Limited and others. She has also been involved in research on various aspects of teaching and learning. Master's in English from Government College, Lahore and Mphil in Social Sciences (with specialization in English Language Teaching). She has completed PhD in Education from IoBM, being the first researcher in Pakistan on Experiential Learning, in addition, she has completed In Service Certification in English Language Teaching (International TESOL certification), Cambridge University, UK conducted by SPELT with merit in Teacher's Language and Methodology. Dr. Samra has worked as a consultant in Proposal Writing, Project Management and Research, Head of Programs and Networking at INJAZ and Head of the Office of Research Innovation & Commercialization (ORIC). Her work involves communication with the Institute's international donors including USAID, TDEA, IUCN, Aurat Foundation & Asia Foundation.



Center for Policy and Area Studies



Dr. Talat A. Wizarat, Professor and HoD, Center for Policy and Area Studies, holds PhD Degree from University of Karachi and Master in Government and International Studies from the University of South Carolina where she went on Fulbright Hayes Scholarship. Her first Master in International Relations is from the University of Karachi. She served as Professor at the Department of International Relations at KU and at the Department of Social Sciences and Liberal Arts at IBA Karachi. Dr. Wizarat has been part of several track-II channels including Nimrana Dialogue of which she was a regular member for several years. She has contributed over thirty research articles to renowned journals, has also contributed chapters to books and edited two books on Middle East and South Asia. She is regularly invited to evaluate research papers for various journals. She is also invited as guest speaker by various TV and radio Channels, NIM and various other staff colleges and other centers of higher education. Her areas of interest include track-II diplomacy, conflict resolution and crises management, South Asia, Middle East and political geography. Currently, she is working on a research project on One Belt One Road Initiative.



Dr. Ghazala Aleem, Assistant Professor is PhD in Islamic Studies (prophetic medicine) from Karachi University and is a certified Arabic teacher. She has completed Master in Islamic Studies and Arabic and B.Ed from Karachi University, Fazil Arabic from Karachi Board, DHMS in Homeopathic Medical Systems and she is also a medical practitioner. She has served at several other universities before joining IoBM. She is the author of five books which explores topics such as Islam and medical science. One of her book titled "TIBB-E-NABVI" has been given Presidential Award in 2015. Moreover, she contributes as freelance journalist with Jung newspaper and other national and international magazines.



Urfi Khalid, Senior Fellow in Pakistan Studies, holds an MA in Physical and Political Geography from the University of Punjab, Lahore. Prior to her current assignment, she was associated with Institute of Business Management as visiting faculty since 1997. She was teaching at various levels in international institutions in the Middle East before joining IoBM. Her research focus is on gender issues in the economic development of Pakistan. Her research paper has been published in Pakistan Business Review, April 2011. She presented her paper on Gender Issues of Pakistan Textile Industry at the seminar on "EU Trade Concessions to the Textile Industry of Pakistan" held at IoBM. She has attended various conferences and seminars held at Karachi University and IoBM.



Syed Hasan Habib, Senior Fellow, Center for Policy and Area Studies, holds a Master's degree in Science. He has worked four years in chemical process industry before joining Central Superior Services in 1983. He joined Foreign Services in 1986. He attended the Chinese Language Course from Beijing University of Language and Culture (1989-91). In his over 30 years of diplomatic career, he had worked in different capacities at Pakistan's foreign missions in China, Iran, the Netherlands, Morocco, Switzerland, Chengdu (China) and North Korea. Also, he has been Pakistan's representatives at several international organizations and conferences. He remains deeply involved in Chinese and North Korean affairs. He is part of several local and international bodies in social and international affairs.

Business Psychology

Dr. Nadia Ayub, Head & Associate Professor, completed Post-Doctoral Fellowship from School of Psychology, University of Queensland, Australia, and earned a Doctor of Philosophy in Psychology from the University of Karachi, Pakistan. She is HEC approved PhD supervisor and has supervised number of MPhil & PhD theses at IoBM. Her research focuses on identity issues in adolescents, organizational issues, family and marriages, cross-cultural psychology, educational psychology, and psychometrics. She has published more than 20 journal articles, presented research papers at Harvard University in 2012 & 2013 and around the world, served on the editorial boards of International Journal of Psychological Studies, Journal of Pakistan Psychological Association, Universal Research Journal, and Pakistan Business Review. She has worked on research project on Community Health Sciences at the Aga Khan University and Hospital. She is the member of HEC National Curriculum Revision Committee of Psychology. She is recipient of Group Study Exchange Program Fellowship 2011 for Pennsylvania, USA, hosted by the Rotary Foundation International. She received International Education Faculty Achievement Award from the International Association of University Presidents for 2014 and HEC Best University Teacher Award for 2011. She has visited Caucasus University, Tbilisi, Georgia in 2014 on Leadership Development for Higher Education Reform (LEADHER) project funded by International Association of University Presidents.



Dr. Syed Shameem Ejaz, Assistant Professor, earned a Doctor of Philosophy in Psychology from the University of Karachi, Pakistan. He has been practicing Psychology for more than 18 years as psychotherapist, researcher, and educator in and outside Pakistan. He was the only member of QRCA-USA from Pakistan in 90's. He wrote books on research writing and diversity. Dr. Ejaz is a professional software designer; it defines his personal research interest well, i.e., artificial intelligence and emotional machines. He has designed several psychological and analytical software. He likes to write about person-environment integration, issues, and reform.



Tehzeeb Sakina Amir, Senior Lecturer, is currently a PhD scholar, University of Karachi. She completed MPhil in Psychology, University of Karachi in year 2014. She secured first class first position in her master in Organizational Psychology. Her research focuses on Organizational Dynamics, Consumer Psychology, Psychometrics, and Human Factors at work place. She has published two papers with few in reviewing process. She is on the editorial board of Pakistan Business Review and Journal of Education & Social Sciences.



Emaan Rangoonwala, Lecturer, Department of Business Psychology, completed her Master and Bachelor in Professional & School Counseling Psychology from Texas, with special training in CBT through Beck Institute (New York). She has previously worked as a visiting faculty at SZABIST, and as a counselor in Karachi & Texas, with a combined work experience of three years. She has also been a part of several non-profit organizations, such as Amaanah Refugee Services and SINA.



Islamic Studies / Philosophy Unit



Asad Shahzad, Assistant Professor in Center for Policy and Area Studies holds an MS degree in economic philosophy from IoBM. He earned his MA in English literature from the University of Karachi. He received intensive training from SPELT under Cambridge University. He taught at several educational institutes before joining IoBM. He has also been written articles for newspapers. He has presented papers at national and international conferences. His paper “Iqbal’s Idealist Critique of Hawking’s Materialist Concept of Time” was published in Iqbal Review, April 2008 issue. His papers have also been published in PBR, Business Review, and Journal of Education and Educational Development. He was awarded the best paper award (including all categories) in the area of General Management in the International Research Conference on Contemporary Management Practices 2013 held by Lahore University of Management Sciences (LUMS). Currently, he is involved in research in the area of global social/economic justice.

Media Studies



Ejaz Wasay, MBA, Senior Fellow Marketing, was appointed Head of the Department of Media Studies in 2012, a position he has held since then, in addition to his teaching role in Marketing. He has over 37 years of industry experience in Marketing, Corporate Communications and Advertising, having worked for local companies and MNCs such as UBL, Orient McCann, Lever Brothers (now Unilever), Glaxo, Philips and Gillette. With Gillette over he held senior positions in in Pakistan, Brazil and the Middle-East. He was last based in Dubai – UAE, as Marketing Manager Middle East. He has led two major research projects during his tenure at IoBM: a Consumer Perception Study for Indus Motor Company (IMC), and MR11 for USAID. He has been Council Member of MAP (Marketing Association of Pakistan) for over 15 years, and its President in 2005. He has been writing for Aurora and Marketing Review over 20 years and has been a Jury Member of PAS Awards since its inception.



Dr. Erum Hafeez, is currently working as an Associate Professor in the Media Studies Department at the Institute of Business Management (IoBM) Karachi, Pakistan. She holds a PhD in Mass Communication with specialization in Social and Cultural Dynamics of Mass Media from the University of Karachi. Dr. Hafeez has been associated with the leading educational institutions and media houses in Pakistan for last two decades. She headed the Communications and Public Affairs Department at the Institute of Business Administration (IBA) Karachi from 2008 to 2014. Besides, she has been associated with various leading universities, including IBA Karachi, SZABIST, Hamdard, Bahria, Greenwich and University of Karachi, as a research faculty. She has also worked in the Dawn Group of Newspapers and MNJ Communications as an editor and concept writer respectively, in the beginning of her career. Dr. Hafeez has been a regular contributor to leading newspapers, magazines and academic journals, sharing her work as feature writer and researcher for almost 20 years. Further, she has presented her research both at the national and international forums, conferences and seminars, and received recognition for her academic and professional excellence. Currently, she is serving as the HEC registered supervisor and an active member of the International Association for Media and Communication Research (IAMCR), an eminent professional media research organization with 2000+ members from across the world. Besides, she is also working as a reviewer to various distinguished research journals, both national and international.



Sabeen Jamil, Lecturer, Media Studies, holds an MA in Mass Communication from University of Karachi and is pursuing MBA in Advertising and Media Management from IoBM. She has worked as a journalist at a leading English language newspaper and has been contributing for leading newspapers and magazines including The News, Dawn, Express Tribune and Newsline for three years now. She was associated with a private university as a faculty before she joined IoBM in September 2011.

Nabhan Shah Karim, Lecturer, did his MA in Filmmaking from Kingston University London, UK and Bachelors in Film and Television from Indiana University Bloomington, USA. In the US he interned for CNN's AC360 and went on to be a producer on a sports broadcast show on the Big Ten Network. After his return to Pakistan, Nabhan was an Assistant Producer at Stimulus Productions working on TV Commercials for big name brands and later on started his own production company specialising in Digital Videos.



Shahjehan Syed Karim Academic Writing Center

Fareeda Ibad, Associate Professor and Senior Fellow, Communication Skills and Languages, holds an MPhil degree in Education from the Institute of Business Management, Karachi and a Master's degree from the University of the Punjab, Lahore in English. Her professional experience of 43 years includes teaching English and Communication to adult learners in diversified contexts. She has worked at the Pakistan American Cultural Center in the capacity of language teacher, Officer-in-charge, teacher trainer and curriculum coordinator. She has also worked at the British Council in the capacity of IELTS examiner and trainer, and ICFE examiner. Her communication teaching experience of 26 years includes teaching at both BBA and MBA levels. Her additional training experience is in the field of testing in ELT and professional and academic writing. She is on the Editorial Review Board of International Journal of Education and Culture (IJEC), Untested Ideas Research Center, Niagara, N.Y, USA. Her research interests lie in the areas of Communication and Education. She has worked in the areas of curriculum development, soft skills development, teacher training in pedagogy, business communication, and as an ELT trainer. Currently, she is working on her PhD degree in Education.



Dr. Adrian A. Husain is currently Senior Fellow, Communication. He was educated in England and Switzerland. He received PhD for a thesis on Shakespeare and Machiavelli from the University of East Anglia and authored the critically acclaimed Politics and Genre in Hamlet (OUP, 2004). His area of special interest is the Renaissance. He also has several published academic articles to his credit. He is a winner of the prestigious Guinness Poetry Prize and a selection of his verse was published under the title Desert Album as part of OUP's Jubilee Poetry in English series (1997) He is a prolific writer. Much of his work - a substantial body of verse, a novel and a book on Richard II - is still to be published.



VISITING FACULTY AT INSTITUTE OF BUSINESS MANAGEMENT (IoBM)

Aadarsh Ali Qureshi MSc-SCM, Warwick	Arif Ashraf Ali Joint-Masters, UK	Dr. Muhammad Saleem PhD-Economics, Australia
Abdul Basit CA-Accounting & Finance-ICAP	Arsalan Hussa MBA Marketing, IoBM	Dr. S. Samar Yazdani Ph-D (Com. Sc.), France
Abdul Hameed Khan MBA, Preston	Asad Hasan ACMA	Dr. Shahid Iqbal PhD-Clinical Psychology, KU
Abdul Khaliq Aboya PhD, KU	Asim Kaleem Siddiqui MBA, KU	Dr. Shahida Mirza MBA-Health & Hospital, IoBM
Abdul Sami MBA-Marketing, MAJU	Asker Ali CA, ICAP	Dr. Shahida Mohiuddin PhD-Education, Hamdard
Abdul Wahid Ahmed MPhil, IoBM	Atif Iqbal MS Telecommunication Egg, FAST	Dr. Zaira Wahab PhD-Educational Studies, Hamdard
Abdus Salam Shaikh MBA Finance, IoBM	Atif Nawaz ACCA, UK	Eman Binte Syed MA, KU
Adeel Abdullah MS-Management Sciences, SZABIST	Atif Rafeeq MBA, IoBM	Emma Kaiser MBA, IoBM
Afia Salam MA-Geography, KU	Ayesha Fahad MBA-Marketing, IoBM	Fahima Maryam MA-Islamic Studies, KU
Afzal Shahabuddin MBA, IBA	Aziz Kabani MSc-Educational Research Methodology, UK	Faisal Ali Shaikh MBA, SZABIST
Ahmed Jamal Soharwardi MBA, IBA	Bismah Baig Mirza MBA, IoBM	Faisal Dehdi MBA, IoBM
Akbar Chaudry MSc-Aerospace, USA	Danish Waheed MBA-Finance & Marketing, IoBM	Faisal Masood MBA -Information Technology, IoBM
Ali Ammar MBA, IBA	Dr. Aamir Firoz Shamsi PhD, Hamdard	Faisal Saleem Mushabbar M.Phil.-Economics-Iqra
Amber Salim MBA Accounting, IBA	Dr. Abdul Rahim PhD-Philosophy, KU	Faiz Ul Islam BE (Mech), MS (USA), MBA, (IBA)
Ambreen Bashir MBA Marketing, IoBM	Dr. Aftab A. Ali Mukhi MBA-Health & Hospital, IoBM	Faizan Ali MBA-Marketing, IoBM
Amin S. Lalani MPhil, IoBM	Dr. Agha Amad Nabi PhD-Finance, Malaysia	Fakhir Musharraf MBA, UK
Amina Murad MBA-Education, KU	Dr. Amir Iqbal PhD-Mechanical, UK	Farahnaz Zahidi Moazzam MA English, KU
Amjad Hussain MIM, Minnesota	Dr. Anas Iqbal Godil MBA, IoBM	Faraz Ali MBA-Logistics, IoBM
Anwar Ahmed Malik MBA, IBA	Dr. Bilal Muhammad Khan Post-Doc, UK	Faraz Nasim MBA Accounting & Finance, IoBM



Farooq Shaikh MBA, IBA	Kazim Usman MA-Economics, KU	Mufti Sanaullah Mahmood PhD-Quran o Sunnah, KUMA
Faseeh Ahmed MA-IR, KU	Khadija Tahir MBA-Marketing, IoBM	Muhamad Yawar Uz Zaman MBA-Finance, Bahria
Fawad Afridi MBA-Marketing, Greenwich	Khalid Durrani MBA , USA	Muhammad Adeel PGD, KU
Fawad Alam MBA, UK	Khalid Hussain MBA, IBA	Muhammad Aftab Changi MBA-HR, Preston
Ghulam Jilani MBA, IoBM	Khaliq Uz Zaman MBA-Finance,Bahria	Muhammad Ali CA
Hafiz Waqar Yousufi MA-Quran o Sunnah KU	Khuldoon Pervez MBA, IoBM	Muhammad Anas Arif B-Sc, Germany
Hamza Nizam Kazi MBA, IoBM	Khurram Ali Mubasher ACMA, UK	Muhammad Faraz MA-Mass Communication, Federal Urdu
Haris Inam MBA-SCM, IoBM	Mahrukh Hasan MS, UK	Muhammad Farhan MBA, SZABIST
Harish Chander MBA, IoBM	Mahwish Baasit Hussain MPhil, IoBM	Muhammad Kashif Rasool MBA-Marketing, IBA
Haseen Bano M.Phil.-Islamic Studies, Federal Urdu	Maira Akhtar MBA, IoBM	Muhammad Khalid Siraj MBA, Al-Khair
Hassan Sardar MBA-Marketing & MIS, IBA	Malik Manssor Kabani MBA & Mphil-Marketing	Muhammad Muzaffar Ali MCom, KU
Hena Anwar MBA-Marketing, IoBM	Mansoor Ali Masood MBA-Marketing, Greenwich	Muhammad Owais Moeen MBA-Adv-Comm-Mgmt, IoBM
Humza Mahfooz MBA Marketing, IoBM	Mansoor Ali Shahani MSc-Pak-Studies, Quaid-e-Azam	Muhammad Qaiser ACA, ICAP
Iqra Nasim MA-English, KU	Maria Paola Specialized in Early Learning Methodology on Pedagogy	Muhammad Shahbaz Khan MS-Stats & Soft Computing, IoBM
Ishrat Hussain Zubairi LLB, KU	Meryam Saudagar BS-Media Studies, IoBM	Muhammad Shahid Iqbal M.Phil.-Economics-Karachi
Javaid Akhter Khan MPhil, Hamdard	Moazzam Husain MBA, LUMS	Muhammad Shoeb Khan MPA-HRM-KU
Javeria Rab Siddiqui MBA, IoBM	Mohammad Zia Kiani LLB, KU	Muhammad Tahir MSc-Economics, UK
Jawaid Iqbal Batla MBA, IBA	Mohyuddin Ahmed Khan MBA-Marketing, USA	Muhammad Tariq Khan MBA, IBA
Junaid Ansari MBA, IoBM	Moin Uddin Ahmed MA-English, KU	Muhammad Yasir MBA-Banking & Finance-MAJU
Junaid Saeed MBA Marketing, IoBM		Muhammad Zuhair MBA-SCM, IoBM



Muntazir Haider
MBA-HRM-IBA

Mustafa Bilal
Mphil-Organisational Pshchology, IoBM

Nadia Aftab
MBA, SZABIST

Naheed Ghaffar
MBA-SCM, Iqra

Navaid Ali Kahn
MA, KU

Naveed Ilyas Saya
MBA-Marketing-IoBM

Nazia Azfar
MBA, SZABIST

Neha Azam
Bachelors-Media Sc., SZABIST

Noman Ahmed Siddiqui
MS, SSUET

Obaid Ur Rehman
CA-ICAP

Obaid Ur Rehman Khan
MS-Comp. Sc, SZABIST

Omar Abedin
MBA-Marketing, IBA

Pervez Mobin
MBA, UK

Rahat Aziz
LLM, SM Law College

Raheel Yousuf
MBA, IoBM

Rais Ahmad
MBA-Finance, Federal Urdu

Rizwan Tanveer Malik
MBA-SCM, IoBM

S. M. Fareed Zafar
MS-Mgmt-Sc, SZABIST

Saad Rafi
MBA-Finance-IoBM

Saad Shakeel
MA-Philosophy

Saad Zubairi
MBA-Marketing, IoBM

Saba Khalid
MA-Economics, KU

Sabah Ibrahim
MBA, IoBM

Saghir Ahmed Khan
MA-Economics, KU

Sahar Altaf
MPhil Mathematics & Scientific Computing,
IoBM

Saifullah
Mphil, IoBM

Salah Uddin
MA -Economics-University of Punjab

Salima Ahsan Tejani
PhD-Psychology, KU

Salman Safdar
MSC-Mathematics-NED

Sameen Ghani
MBA-Banking & Finance-IBA

Sana Tawfik
PhD , Economics

Sanam Pathan
Mphil-Management Sciences

Sara Yousuf
MSC, KU

Sarwat Sultana
MBA-Marketing, Iqra

Seema Kamran
MBA-Bahauddin Zakaria

Shagufta Shaheen
MA-Islamic Studies, KU

Shah Saad Hussain
MBA, IBA

Shahid M. Amin
MA IR-International Relation -Fletcher School
of Law & Diplomacy

Shahida Kazi
MA-Journalism, KU

Shahzad Mukhtar Deshmukh
MBA-Marketing, IoBM

Shahzeb Shaikh
LLM-LAW-IBA

Shamim Zuberi
FCMA-Cost & Management Accountant -ICAP

Shazia Baig
MBA-Finance, IBA

Shazia Farooq
MBA -Finance-IBA

Shazia Hassan
MBA-Marketing-International University

Sheikh Abdul Qadir
MS-Environmental Engg, NED

Siddiq Khatri
MBA, IBA

Sohail Sawani
MBA -Health and Hospital Management-IoBM

Subuk Hasnain
BA-Journalism, USA

Sufian Bin Farrukh
MBA-Business Analytics, Australia

Suleman Ahmad
MBA-Banking & Finance, IoBM

Suman Valeecha
Mphil-MBA, IoBM

Syed Abdul Basit
MBA-Marketing-IoBM

Syed Ahmed Abbas Zaidi
MBA-Finance-IoBM

Syed Ammar Shah
MBA-Marketing, Hamdard

Syed Mohsin Iqbal
MA-Communication -KU

Syed Nabeel Ali
Masters-Comp. Sc, NED

Syed Sarwar Kazim
MSc-Stats, KU

Syed Tanveer Hussain
MBA-Fiance IBA



Syed Zia Abbas Rizvi
MAS, M Phil-Economics, AERC

Yousuf Ikram
CA-Finalist, ICAP

Syeda Humeira Qutb
Masters-Clinical Psychology, KU

Zahid Ahmed
MBA-Finance, IoBM

Taha Durrani
MBA-Media, IoBM

Zahid Khan
MBA-Finance, IoBM

Tahir Ahmed
MBA -Health and Hospital Management-Bahria

Zain Ul Abydeen Khandwani
MBA-Marketing, IoBM

Tahir Sartaj
CA

Zain Zulfiqar Ali
PGD-Photography, Indus Valley

Taimoor Mushtaq
M.Com-Commerce, Australia

Zaki Anwar Khan
MBA, IBA

Tajdar Ahmed Hashmani
MBA, IoBM

Tanveer Ishrat
Mphil-HRM

Tanzeel Ur Rehman
MBA-SCM, IoBM

Tariq Aziz
MBA-MIS, USA

Tarique Aslam Qureshi
MBA-Marketing, IoBM

Tehseen Valjee
MBA, IBA

Tooba Kamil
MA-English Literature, KU

Umair Masoom
MBA-Marketing, IoBM

Umair Sani
MSc-Computer Science, SZABIST

Usman Ali
Mphil, Iqra

Usman Sajjad
MBA-Finance, IBA

Vara Syed
MBA-FRM, IoBM

Waqar Ahmed
Master-Mobile & Wireless Networks, UK

Yahya Rasheed Surya
CSPA





**ADMINISTRATION
&
EMEC**

ADMINISTRATION

ADMINISTRATION



The administrative staff of IoBM is highly skilled and qualified to perform multifarious tasks, vital for the smooth running of the Institute. The administration implements the policies formulated by the Governing Board and the Academic Council. It is responsible for organizing academic programs, ensuring student progress, providing adequate support facilities to the faculty and students, and liaison with business and industry to arrange internships, ensure career development and placement of students on the completion of their degree. It is also responsible for the organization and supervision of examinations.

Members of the Administration



Mr. Talib S. Karim, President, Institute of Business Management, holds a Bachelor's degree in Systems Engineering and a Master's degree in Economics with specialization in International Trade, both from the University of Arizona, USA. He has worked for a financial institution for ten years before joining the Institute full time in 1997. He has also taught Economics at the University of Arizona, USA and IoBM. He also attended the Oxford Advanced Management & Leadership Program at Oxford University. He is an Executive Council member of the Management Association of Pakistan and the President of Marketing Association of Pakistan and represents the Institute in various Associations nationally and internationally.



Sabina Mohsin

Executive Director

Administration, Admissions and Finance

BBA, University of Arizona, USA

MS, US International University, Nairobi, Kenya



Najmuddin A. Shaikh

Advisor Research and Head
of Global and Regional
Studies Centre
MA from the Fletcher School
of Law and Diplomacy



Dr. Amanat Ali Jalbani

Advisor to President & HoD
ORIC & Graduate Studies
PhD (Edinburgh University,
Scotland, UK)



Dr. Mohammad Ali Shamim

Advisor to President
PhD (Civil Engineering), France
MBA (INSEAD), France



Muhammad Waziruddin Jahangir

Advisor to President
Corporate Affairs
BCom, (Sindh University)
CA Finalist, (ICAP)



Dr. Khalid Amin

Senior Manager & HoD Alumni,
Placement & International Cooperation
PhD in Business Administration



Muhammad Misbahuddin

Senior Manager & HoD
HR & Administration
MBA, LLB



Aslam Kurban Ali

Senior Manager & HoD, Finance
ACMA



Syed Maqbool ur Rehman

Controller of Examinations
MBA



Parvez Jamil

Manager, Public Relations
MA



Syed Aley Ahmed

Manager, Projects
BE Civil, FIE, PE



Maj (R) Arif Sultan

Manager Purchase
BA



Syed Irshad Karim

HoD SAC & Housekeeping
BA (Honors)



Riaz Akbar Contractor

Proctor & Manager Sports &
Students Affairs
BCom



Dr. Samra Javed

Manager, EMEC
PhD in Education



Imdad Ali Mugheri

Manager & HoD, Admissions
MBA, LLB



Nadeem Ahmed Khan

Manager Internal Audit
MBA, CIMA Finalist (England)
Chartered/Corporate Secretary FCIS
(Pak/England)



Asim Farooq

Manager & HoD
Information Technology
BCS



Syed Adnan Faisal

Senior Assistant Manager &
HoD Maintenance
BE, Electrical Engineering



Shaikh Muhammad Sharif Nasir

Librarian
MLIS



Malik Barolia

Senior Assistant Manager
HR & Finance
MBA, ACMA-II



Lt. Cdr. (R) Sartaj Hussain

Senior Assistant Manager
Security
BA



Fesal Bin Naseem

Senior Assistant
Controller of Examinations
MS IT, MS Applied Physics



Atif Shahab Butt

Senior Assistant Manager
Quality Enhancement Cell
MPhil, PhD, Marketing (in progress)



Abdul Latif

Senior Assistant Manager
Human Resource Department
MA in IR





Yasir Jamal Pasha
Assistant Manager &
Head of MBA Evening Program
MBA



Muhammad Adnan
Assistant Manager
Information Technology
MBA, MIS



Abdul Khaliq
Assistant Manager Placement
MBA



Muhammad Hassan Sayeed
Assistant Manager, Admissions
MBA, Finance



Shayaan Abdul Shakoor Essa
Assistant Manager, Corporate Affairs
BPP Law school, Holborn, London, LLB (Honors)



Nabhan Shah Karim
Assistant Manager, Media Studies
BA (USA), MA (UK)



Masood Hasan
Assistant Manager, Finance
MBA

Humayun Rashid Senior Sports Officer MSC, MA & BEd	Mehmood Ahmed Senior Accountant BCom	Mohammad Arif Shaikh Senior Maintenance Officer Diploma of Associate Engineering
Abdul Sajid Khan Oracle Database Administrator, IT MCS, MBA	Muhammad Munib Mohsin PeopleSoft Team Lead, Senior Officer Bachelor Software Engineering	Munawar Ahmed Admin Coordinator BA
Abid Ali Senior Accountant CA (Intermediate)	Muhammad Kamran Senior Officer, Admissions MCS	Ameer Ali Assistant Librarian MLIS
Naeem Mirza Assistant Librarian MLIS	Muhammad Omar Iftikhar Senior Officer, PR MBA	Syed Asif Hasnain Senior Officer, Purchase BCom
Hafiz Humayun Baig Senior Registrar Officer MA	Syed Mustafa Hussain Senior Officer, Academics MA	Muhammad Zahid Senior Accounts Officer BCom
Muhammad Asim Senior Accounts Officer BCom	Midhat Nadeem Senior Officer, EMEC MBA	Muhammad Nazim Khan Senior Officer, Maintenance MBA
Farooq Ahmed Executive Secretary to President BA	Ghulam Dastagir Executive Secretary, Dean Office BA	Rashid Aqeel Internal Audit Officer CA Finalist (ICAP)
Samiullah Khan HR Officer BA	Noman Ahmed Officer, Corporate Affairs MBA	Saadia Karim Webmaster/Programmer MS/MPhil
Zohaib Ian HR Officer MBA	Syed Noman Reyaz Network Support Officer, IT BA	Muhammad Faisal Nisar Officer, IT BCom
Asad Hussain Outreach Officer BCom	Amir Ali Khan Officer, Admissions BA	Farah Habib Officer OGS BE (Bio-Medical)
Faiza Hasan Rizvi Coordinator EMEC Projects MBA	Syed Muhammad Zeeshan Officer, Accounts MA	Syed Muhammad Ayaz Administrative Officer MA
Samiullah Sarwar Editorial Officer MPhil	Tariq Majeed Graphic Designer BCS	Dr. Rustum Ali Laghari Medical Officer MBBS
Farida Nawaz Ali Khuwaja Officer Student Exchange Program MPhil	Dr. Mahjabeen Akbar Officer, Health and Hospital Management BDS	Asim Ahmed Khan Yousofi Catalog Composer BCom



COURSE DESCRIPTIONS

For the details regarding Course Descriptions
please visit the website: www.iobm.edu.pk

CERTIFICATE COURSES

External students are allowed to register for 15-week Certificate Courses of their areas of interest. The following are some of the Certificate Courses being offered during 2016-2017:

Accounting

Accounting Information Systems
Advanced Financial Accounting

Advertising and Communication Management

Principles of Marketing
Principles of Advertising
Advertising Research
Client Management

Finance and Banking

Analysis of Financial Statements
Corporate Finance
Money and Capital Markets
Treasury and Fund Management

Health Services Administration

Strategic Management of Health Services
Pharmaceutical Marketing and Quality Assurance

Human Resource Management

Strategic Human Resource Management
Salary and Compensation
Leadership Studies

Management Information Systems

Oracle/Developer 2000
Software Engineering
Data Communication and Networking
Programming in C++

Marketing

Advertising
Personal Selling
Brand Management
Media Planning

Sales Management

Effective Territory Design
Basic Selling Skills
Distribution and Channel Management
Merchandising



ACADEMIC CALENDAR

FALL 2018

Registration of Courses and Fee Payment <ul style="list-style-type: none"> • New students • On board students 	Saturday, July 21, 2018 to Saturday, August 11, 2018 Saturday, August 18, 2018 to Monday, September 10, 2018
Orientation for newly admitted students	Saturday, September 01, 2018
Commencement of Regular Classes	Monday, September 03, 2018
Commencement of Weekend Classes	Saturday, September 08, 2018
Muharram*	Thursday, September 20 & Friday September 21, 2018
Last day to drop courses without penalty	Saturday, October 20, 2018
Iqbal Day	Friday, November 09, 2018
Eid-e-Milad-un-Nabi (SAW)*	Wednesday, November 21, 2018
Last day to drop courses with penalty	Saturday, November 24, 2018
Classes End	Sunday, December 9, 2018
Break	Monday, December 10 to Sunday, December 16, 2018
Quaid-e-Azam's Birthday	Tuesday, December 25, 2018
Final Exam	Monday, December 17, 2018 to Monday, December 31, 2018

Exam Schedule for Regular and Executive Students

Week	Exams	Regular	Executive
6th	1st Hourly	08/10 - 11/10	13/10 - 14/10
11th	2nd Hourly	12/11 - 15/11	17/11 - 18/11
16th	Final	17/12/2018 to 31/12/2018	

* Subject to the appearance of moon.

Note:

All dates are subject to change. Students will be informed of the changes well in advance.



SPRING 2019

Registration of Courses and Fee Payment <ul style="list-style-type: none"> • New students • On board students 	Saturday, December 29, 2018 to Saturday, January 05, 2019 Monday, December 10, 2017 to Saturday, January 19, 2019
Commencement of Weekend Classes	Saturday, January 12, 2019
Commencement of Regular Classes	Monday, January 14, 2019
Last day to drop courses without penalty	Thursday, February 28, 2019
Pakistan Day	Saturday, March 23, 2019
Last day to drop courses with penalty	Saturday, March 30, 2019
Classes End	Sunday, April 21, 2019
Break	Monday, April 22, 2019 to Sunday, April 28, 2019
Labor Day	Wednesday, May 01, 2019
Final Exam	Saturday, April 27, 2019 to Thursday, May 09, 2019

Exam Schedule for Regular and Executive Students

Week	Exams	Regular	Executive
6th	1st Hourly	18/2 - 21/2	16/2 - 17/2
11th	2nd Hourly	25/3 - 28/3	24/3 - 30/3
16th	Final	27/4/2019 to 9/5/2018	

* Subject to the appearance of moon.

Note:

All dates are subject to change. Students will be informed of the changes well in advance.



SUMMER 2019

Registration of Courses and Fee Payment <ul style="list-style-type: none"> New students On board students 	Saturday, April 27, 2019 to Thursday, May 09, 2019 Saturday, May 11, 2019 to Monday, June 10, 2019
Commencement of Weekend Classes	Saturday, May 18, 2019
Orientation for newly admitted students	Saturday, May 18, 2019
Eid-ul-Fitr*	Wednesday, June 05 to Friday, June 7, 2019
Last day to drop courses without penalty	Monday, June 24, 2019
Last day to drop courses with penalty	Saturday, July 13, 2019
Eid-ul-Azha*	Monday, August 12, 2019 to Wednesday, August 14, 2019
Independence Day	Wednesday, August 14, 2019
Classes End	Sunday, August 18, 2019
Break	Monday, August 19, 2019 to Friday, August 23, 2019
Final Exam	Saturday, August 24, 2019 & Sunday, August 25, 2019 Saturday, August 31, 2019 & Sunday, September 01, 2019

Exam Schedule

Week	Exams	Weekend
6th	1st Hourly	22/6 to 23/6
11th	2nd Hourly	27/7 to 28/7
15th	Final	24/8 & 25/8 to 31/8 & 1/9

SUMMER CRASH 2019

Registration of Courses and Fee Payment <ul style="list-style-type: none"> New students On board students 	Saturday, April 13, 2019 to Saturday, April 20, 2019 Tuesday, April 23, 2019 to Thursday, May 23, 2019
Commencement of Regular Classes	Monday, June 03, 2019
Last day to drop courses without penalty	Monday, June 24, 2019
Eid-ul-Fitr*	Wednesday, June 05 to Friday, June 7, 2019
Last day to drop courses with penalty	Saturday, July 13, 2019
Classes End	Thursday, August 01, 2019
Eid-ul-Azha*	Monday, August 12, 2019 to Wednesday, August 14, 2019
Independence Day	Wednesday, August 14, 2019
Break	Friday, August 02, 2019 to Sunday, August 11, 2019
Final Exam	Monday, August 12, 2019 to Friday, August 16, 2019

Exam Schedule

Week	Exams	Crash Program
6th	Mid-Term	8/7 to 11/7
11th	Final	12/8/2019 to 16/8/2019

* Subject to the appearance of moon.

Note: All dates are subject to change. Students will be informed of the changes well in advance.



Institute of Business Management

Korangi Creek, Karachi-75190, Pakistan

Tel: +92-21 111-002-004, Fax: +92-21 35090968

Email: iobm@iobm.edu.pk

Website: <http://www.iobm.edu.pk>

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