INSTITUTE OF BUSINESS MANAGEMENT

Catalog

2023-2024

Institute of Business Management

Catalog 2023-2024

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

CONTENTS

CONTENTS

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 - 2023

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. M. Bashir Janmohammad is also the Chairman of the Board of Governors and Chancellor of the Institute. The other members of the Board are:

- Mr. Talib Syed Karim, President
- Chairman Higher Education Commission
- Secretary Universities & Boards Department, Government of Sindh
- Mr. Jahangir Siddiqui
- President, Pakistan Stock Exchange
- President, Federation of Pakistan Chambers of Commerce & Industry
- President, Karachi Chambers of Commerce & Industry
- Mr. Justice ® Shahid Anwar Bajwa
- Mr. Muhammad Ali Tabba
- Mr. Muhammad Sharif
- Dr. Zafar Saied Saifee
- Mr. Masood Hashmi
- Mr. Sikandar Sultan
- Ms. Ameena Saiyid
- Dr. Waqar Masood Khan
- Prof. Dr. Noshad A. Shaikh
- Prof. Dr. Tariq Rahim Soomro
- Mr. M. W. Jahangir, Secretary to the Board

The Institute offers, through its College of Business Management (CBM), a four year BBA (Honors) and a two 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 (CESD) 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 CCSIS 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 9,000 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, Geo TV, 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) and Centre of Information Technology (CIT) 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 5500 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.

The twenty-first Convocation was held on December 08, 2018. Over 1000 degrees were awarded to students. The keynote speaker was Mr. Kimihide Ando, Senior Vice President and CEO, Mitsubishi Corporation. The twenty-second Convocation was held on December 07, 2019. Over 1000 degrees were awarded to students. The keynote speaker was Mr. Shazad Dada, CEO/Executive Director, Standard Chartered Bank, Pakistan. The twenty-third convocation was held on January 30, 2021. This Convocation was hybrid where only PhD, MS/MPhil Graduates and Gold Medalists were invited, over 1450 degrees were awarded to students. Mr. Imran Ismail, Governor Sindh, delivered his recorded speech. The Keynote Speaker was Mr. Muhammad Ali Tabba, CEO, Lucky Cement. The twenty-fourth convocation was held on December 11, 2021. Over 1250 degrees were awarded to students on the occasion. The chief guest was Mr. Imran Ismail, Governor of Sindh, the Guest of Honour was Mr. Muhammad Azfar Ahsan, Minister of State and Chairman of Board of Investment and the Keynote Speaker was Mr. Amir Paracha, Chairman, Unilever Pakistan Limited 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 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

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 Edunversal 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.

In addition, IoBM is 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.

Annually held, HEC- financed international conferences provide 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.

IoBM’s Academic Strategies

21st century has seen explosion of knowledge and has forced integration of disparate fields: Social interactions connect with digital networks; philosophy connects with computer science, psychology with clicks and likes, education with virtualization, robotics with medicine, banking with mobile companies, and so on. Environmental future is now linked with social sustainability, which in turn is linked with economic and financial sustainability. These linkages have been created with the exponential growth of IT and communication technologies, that have stimulated multi-dimensional interactions among businesses, industry, social-life and governance. To study these interactions, IoBM as a multi-dimensional educational institution offers cross-disciplinary programs and specializations. These include Business Psychology, Education Management, Finance and Economics, Islamic Finance and Banking, Engineering Management, Accounting and Law, Health and Hospital Management, Environment and Energy Management, Economics and International Relations etc. These and other discipline-based programs in business, computer science, engineering, economics, education and media are offered by the four colleges or faculties of IoBM.

Convergence of previously separate fields is also causing massive disruption and displacement of jobs accompanied by obsolescence of skills and knowledge requirements. Disruption of 20th century life-long career jobs in brick and mortar companies are also creating massive entrepreneurial opportunities for innovative business ventures, social enterprises and rethinking and reorganization of government, industry and society. This is reflected in IoBM’s strategic focus on creativity and innovation through business entrepreneurship, social entrepreneurship and leadership, technology entrepreneurship and entrepreneurial engineering through EMEC.

Knowledge is doubling every 12 months and soon would be doubling every 12 hours. Hence, regurgitation of the knowledge obtained from a traditional classroom lecture is fast becoming obsolete before it is absorbed. Hence, IoBM’s mission focuses on the development of graduates who are life-long self learners, who can quickly learn new knowledge and customize it to meet the fast changing requirements of their careers. Hence, IoBM has a strategic focus on blended, experiential, project based, and case based and other learning technologies.

IoBM’s vision is to be among the leading educational institution locally and internationally. To achieve this vision, IoBM strives to contribute to the development of economy and society through innovative research, faculty development, and impactful engagement with industry and society; nationally and globally. Hence, it is actively pursuing international accreditations such as AACSB and QS Ranking, and its programs are accredited by national accreditation councils such as PEC, NBEAC, NCEAC, NACTE and regulatory bodies such as HEC and CIEC. Its ORIC and incubation centre are duly recognized by HEC.

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.

CONVOCATION

In December 2022, IoBM held its twenty-fifth Silver Jubilee Convocation. The Chief Guest was Mr. Kamran Tessori, Governor of Sindh, the Guest of Honour was Mr. Muhammad Aurangzeb, President and CEO, Habib Bank Limited and the Keynote Speaker was Mr. Abid Vazir, Director and COO, Cherat Packaging Limited at this Convocation.

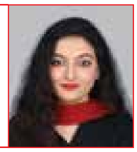
IoBM conferred 1383 Degrees, 18 gold medals and 38 merit certificates as per the following:

Program	Total Graduates	Program	Total Graduates
BBA (Honors)	343	MBA (Evening)	149
B.E Electrical (Electronics)	12	MBA (Educational Management)	6
BS (Actuarial Science and Risk Management)	9	MBA (Environment and Energy Management)	6
BS (Computer Science)	36	MBA (Finance and Risk Management)	33
BS (Data Science)	1	MBA (Health and Hospital Management)	27
BS (Economics, Law and International Relations)	6	MBA (Industrial Management)	25
BS (Economics, Media and International Relations)	2	MBA (Logistics and Supply Chain Management)	82
BS (Entrepreneurship)	7	MBA (Media Management and Marketing)	16
BS (Honors) Accountancy, Management and Law	67	MSC (Organizational Psychology and HRM)	21
BS (Honors) Accounting and Finance	107	MS (Business Management)	1
BS (Honors) Economics and Finance	5	MS (Computer Science)	2
BS (Honors) Media Studies	15	MS (Economics)	6
BS (Social Entrepreneurship and Leadership)	13	MS (Engineering Management)	4
BS (Industrial Management)	2	MS (Mathematics and Scientific Computing)	3
BS (Honors) Business and Psychology	16	MS (Statistics and Scientific Computing)	3
BS (Logistics and Supply Chain Management)	10	MPhil (Business Management)	7
BS (Mathematics and Economics)	1	MPhil (Education)	3
MBA (Regular)	228	MPhil (Organizational Psychology)	8
MBA (Weekend)	98	PhD (Business Management)	3

Gold Medalists

Shahjehan Syed Karim
Gold Medal

Syed Osama Ali Shah
BBA (Honors)

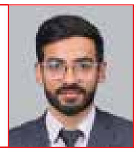


Tabba Foundation
Gold Medal

Syeda Rahela Qadri
BBA (Honors)

S. H. Hashmi Memorial
Gold Medal

Maryam Farooq
BBA (Honors)



Shan Foods
Gold Medal

Syed Areeb Abbas
BBA (Honors)

Ghulam Faruque
Gold Medal

Neusha F. Mondegarian
BBA (Honors)

Faizan Steel
Gold Medal

Ali Gohar
BE Electrical (Electronics)

Janmohammad Dawood
Gold Medal

Maria Badar
BS (Honors) Accountancy, Mgmt. & Law

1Link (Private) Ltd.
Gold Medal

Maheen Hanif
BS (Computer Science)

Meezan Bank
Gold Medal

Bushra d/o Muhammad Nasir Admani
BS (Honors) Accounting & Finance

EFU Life Assurance
Gold Medal

Ateeb Hasan
BS (Honors) Accounting & Finance

Orient McCann
Gold Medal

Aiesha Anees
BS (Honors) Media Studies

Imam Ali Kazi Memorial
Gold Medal

Saman Zulfiqar
BS (Social Entrep. & Leadership)

Afeef Packages
Gold Medal

Ruqaiya Asif
BS (Entrepreneurship)

Dr. Essa's Laboratory
Gold Medal

Sana Saleem
BS (Honors) Business & Psychology

Bank Islami Pakistan Limited
Gold Medal

Qasim Ali
MBA (Weekend)

Management Association of Pakistan
Gold Medal

Faiza d/o Saleem
MBA (Evening)

Future Agritech
Gold Medal

Yusra Rahat
MBA (Evening)

Westbury Group of Companies
Gold Medal

Sana Imran
MBA (Logistics & Supply Chain Mgmt.)

GLOBAL LINKAGES

International Office

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

Eduniversal Ranking

Eduniversal, 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 2021 Eduniversal Best Masters' Ranking in the context of following programs:

Top 200 Best Master's Programs:

- MBA full time - Ranked 18th in Central Asia
- MBA Human Resource Management - Ranked 8th in Central Asia
- MBA Advertising and Media Management – Ranked 2nd in Corporate Communication in Central Asia
- MBA Executive – Ranked 9th in Executive MBA in Central Asia
- MS Economics – Ranked 5th in Economics in Central Asia
- MBA Finance – Ranked 7th in Corporate Finance in Central Asia
- MBA Environment and Energy Management – Ranked 1st in Energy and Natural Resources in Central Asia
- MBA Industrial Management – Ranked 4th in Industrial and Operations Management in Central Asia
- MPhil in Business Management – Ranked 6th in General Management in Central Asia
- MS Computer Science – Ranked 17th in Information Systems Management in Central Asia
- MS Mathematics & Scientific Computing – Ranked 3rd in Data analytics in Central Asia

Top 100 Best Master's Programs:

- MBA Supply Chain Management – Ranked 88 in the world
- MBA Health and Hospital Management – Ranked 66 in the world
- MBA Finance and Risk Management – Ranked 100 in the world
- MSc in Business Management – Ranked 37 in the world
- MBA Weekend – Ranked 58 in the world

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	Partner University
1.	Albania	Eqrem Cabej University
2.	Bangladesh	American International University
3.	Bangladesh	University of Chittagong
4.	Belarus	School of Business of Belarusian State University
5.	Bhutan	Gedu College of Business Studies
6.	Bosnia	International Burch University
7.	China	Biejing Jiatong University
8.	China	Guangxi University of Finance and Economics
9.	China	Guangxi University of Technology (GXUT)
10.	China	Guilin University of Technology
11.	China	Hebei International Studies University (HISU)
12.	China	Sias International University
13.	China	University of Electronic Science & Technology of China (UESTC)
14.	China	Zhejiang University
15.	China	Zhengzhou Xinlian University
16.	China	Sanya University
17.	Combodia	IICUniversity of Technology
18.	France	Financia Business School
19.	Georgia	Caucasus University
20.	Germany	Erfurt University of Applied Sciences
21.	Germany	Eurasia Institute for International Education (EIIE)
22.	Ghana	University of Development Studies
23.	Indonesia	IPMI International Business School
24.	Indonesia	University of Muhammadiyah Semarang
25.	Italy	University of Florence
26.	Lithuania	Vytautas Magnus University
27.	Malaysia	Multimedia University
28.	Malaysia	Universiti Malaysia Sarawak (UNIMAS)
29.	Malaysia	University of Kuala Lumpur
30.	Malaysia	Universiti of Malaysia Pahang
31.	Mexico	Universidad Autonoma de Guadalajara
32.	Morocco	Groupe ISCAE
33.	Nepal	Kathmandu University School of Management (KUSOM)
34.	Nepal	Pokhara University
35.	North Cyprus	Girne American University
36.	Poland	Powiślańska Szkoła Wyższa
37.	Portugal	Instituto Politécnico de Castelo Branco
38.	Romania	Petre Andrei University of Iasi
39.	Russia	Emas Eurasian Management & Administration School
40.	Russia	Institute of Business Studies RANEPA
41.	Russia	Russian State University for the Humanities
42.	South Korea	Dongseo University
43.	South Korea	Hanyang University
44.	Spain	University of Malaga
45.	Srilanka	University of Kelaniya
46.	Srilanka	University of Peradeniya
47.	Switzerland	International University in Geneva (IUG)
48.	Taiwan	I-SHOU University
49.	Tajikistan	Tajik Technical University
50.	Thailand	Naresuan University
51.	Thailand	Siam University
52.	Turkey	Abdullah Gul University (AGU)
53.	Turkey	Altınbaş University
54.	Turkey	Bilkent University
55.	Turkey	TED University
56.	Turkey	Piri Reis University
57.	Turkey	Cyprus Science University
58.	Turkey	Yeditepe University
59.	Turkey	Yasar University
60.	Ukraine	International Institute of Business IIB
61.	United Arab Emirates	Al Dar University College
62.	USA	Michigan Technological University
63.	Uzbekistan	Tashkent State Transport University
64.	Vietnam	Institute of Policy & Management IPAM (University of Social Sciences and Humanities - Hanoi
65.	Vietnam	VNU University of Science

Student and Faculty Exchange Program

IoBM students regularly go to the following universities on student exchange programs:

- Yasar University, Turkey
- Girne American University, North Cyprus
- Dongseo University, South Korea
- Istanbul Aydin University, Turkey
- Beijing Jiaotong University, China
- Guilin University of Technology, China
- University of Kuala Lumpur, Malaysia
- Sanya University, China
- University of Florence, Italy
- Izmir University of Economics, Turkey
- Groupe ISCEA, Morocco
- Bilkent University, Turkey
- Hanyang University, South Korea
- Abdullah Gul University, Turkey
- Universiti Putra, Malaysia
- Beijing Jiaotong University, China

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.. 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.

Memberships of Professional Bodies

IoBM is 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

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

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

Motivation for CBM Mission: Most of the SMEs and large enterprises are family owned enterprises which constitute over 80% of businesses in Pakistan (and have "seth" family culture). Hence, CBM focuses on developing graduates who are street smart and go-getters who can take on the challenge to create startups and move, change and transform a startup into a small enterprise, a small enterprise to medium enterprise and a medium enterprise to large enterprise. We strive to provide "leadership" skills to affect the "change and transformation" of current culture of existing organizations to a professional growth-oriented organizational culture.

Strategic focus of CBM includes major accreditations such as AACSB, making entrepreneurship as major career choice of our graduates, adoption of experiential and blended learning, mentoring by well reputed industry executives, impactful intellectual contributions and industry and societal engagements as determinants of faculty qualifications, and development of critical skills and innovation through specially designed courses and a lively and thriving culture of student activities.

BBA (HONORS)

The Bachelor of Business Administration (Honors) is a professional and comprehensive management degree program that provides conceptual knowledge and in-depth exposure to functional areas in business management including accounting, marketing, finance, human resource management, supply chain management, Islamic banking and finance, entrepreneurship and data analytics 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 that requires completion of 144 credit hours of course work and an internship of atleast nine weeks in a firm approved by the Institute. A student must complete 48 courses of 3 credit hours each to meet the degree requirements. Students must maintain a CGPA of 2.5 for the conferment of the degree. Graduates from this program are usually recruited from reputable companies of the country in various fields.

Students must complete 13 general education in first four semesters otherwise the student will not be allowed to proceed to the fifth semester. Students also need to do four hours of lab session every week for four semesters in order to complete the requirement to graduate. By the end of the second year student need to decide their major and minor discipline. Students are required to take 11 major elective courses as well as two minor elective courses apart from core courses. Our BBA program offer majors ad minors in the following disciplines:

- Accounting*
- Data Sciences
- Finance and Banking
- Human Resource Management
- Islamic Banking and Finance
- Logistics and Supply Chain Management
- Marketing
- Organizational Entrepreneurship

Students need to take two compulsory electives from 11 major elective courses. One compulsory elective course is a capstone project of the discipline, which the student has taken a major.

Courses are divided into general education, business core, distribution courses and electives courses.

General Education Courses

SSC101	Introduction to Psychology
SSC301	History of Ideas
ECO101	Principles of Micro Economics
ECO102	Principles of Macro Economics
MTH102	Business Mathematics
STA104	Quantitative Techniques in Business
COM107	Academic English
COM205	Persuasive & Analytical Writing for Business Communication
COM202	Business & Professional Speech
REL101	Islamic Studies
PSC301	Pakistan Studies

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

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

MTH100 Basic Mathematics ***
COM100 Foundation English***
*(*** Remedial non-credit course to be taken by those students who have not been able to reach the desired level of competence in the admission test.)*

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. 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.

Business Core Courses

ACC101 Introduction to Financial Accounting
ACC201 Intermediate Financial Accounting
FIN201 Introduction to Business Finance
FIN202 Financial Management
MAN302 Organizational Behavior
HRM301 Human Resource Management
MIS402 Computer Concepts and Applications
BDS101 Introduction to Data Sciences
SCM501 Supply Chain Management
SCM400 Introduction to ERP
ISF101 Introduction to Islamic Banking & Finance
ISF201 Islamic Financial Accounting
MKT201 Marketing Management (Level 1)
MKT404 Methods in Business Research
ENT201 Entrepreneurial Society & Social Impact
ENT202 Entrepreneurial Business Operations

Distribution Courses

MAN101 Principles of Management
MAN309 Leadership Journey
ECO402 Pakistan Economic Policy
MAN405 Strategic Management
SSC401 Business Ethics
LAW409 Corporate & Business Law

Major – 11 courses
Minor – 2 courses

Elective Courses

Accounting
ACC302 Accounting and Financial Information Systems
ACC350 Cost & Mgmt. Accounting (Compulsory elective)
ACC405 Internal Audit & EDP Accounting
ACC501 Advanced Financial Accounting
ACC503 Taxation (Compulsory Elective)
ACC505 Auditing
ACC520 Managerial Analysis & Decision Making
ACC521 International Financial Reporting Standards
ACC524 Corporate Governance & Reporting
ACC533 Accounting for Specialized Businesses
ACC534 International Financial Reporting Standards II
ACC535 Sustainable Accounting Practices
ACC546 Budgeting & Performance Reporting
ACC591 Capstone Project
LAW202 Banking Laws in Pakistan
LAW203 Insurance Laws in Pakistan

Data Sciences
BDS150 Programming Fundamentals (Compulsory elective)
CSC217 Introduction to Database (Compulsory elective)
BDS301 Data Mining
BDS401 Data Visualization
BDS403 Big Data and Analytics
BDS404 Machine Learning
BDS411 Time Series Analysis & Forecasting
BDS412 Business Analytics
BDS414 Game Theory
BDS416 Introduction to Data Warehousing
BDS417 Artificial Intelligence
MIS591 Capstone Project

Finance & Banking
FIN301 Financial Institutions (Compulsory elective)
FIN503 Corporate Finance (Compulsory elective)
FIN504 International Finance
FIN505 Treasury & Fund Management
FIN507 Portfolio Management
FIN509 Financial Derivatives
FIN511 Analysis of Financial Statements
FIN513 Project Appraisal
FIN520 Financial Risk Management
FIN530 Commercial & Corporate Banking
FIN534 Retail & Consumer Banking
FIN541 Technical Analysis
FIN542 Financial Forecasting & Planning
FIN544 FINTECH & Digital Finance
FIN546 Budgeting & Performance Reporting
FIN591 Capstone Project

Human Resource Management
HRM501 Recruitment & Selection (Compulsory elective)
HRM503 Employee Training & Development
HRM504 Negotiation Skills
HRM505 Organization Change & Development
HRM508 Salary & Compensation
HRM511 Performance Appraisal &Management
HRM513 HR Automation (Compulsory elective)
HRM514 Occupational Health & Safety
HRM515 Employee Engagement & Wellbeing
HRM516 Career Planning & Management
HRM517 Digital Recruitment & Gamification
HRM518 HR for Startups & SMEs
HRM519 E Learning Instructional Design
HRM521 Workforce Planning& Analytics
HRM522 Employment & Industrial Law
HRM523 Internal Communication & Employer Branding
HRM591 Capstone Project

Islamic Banking and Finance
ISF501 Economics for Islamic Finance
ISF502 Shariah Foundations of Business and Finance (Compulsory elective)
ISF503 Islamic Banking Deposit Products & Treasury Op.
ISF504 Islamic Banking Financing Products
ISF505 Islamic Business Ethics
ISF506 Shariah Standards
ISF507 Pool Management in Islamic Banking (Compulsory elective)
ISF508 Islamic Financial Institutions & Markets
ISF509 Islamic Law of Sales & Contract
ISF510 Takaful Practices in Islamic Finance
ISF511 Islamic Wealth Planning & Management
ISF591 Capstone Project

Logistics and Supply Chain Management
SCM505 Storage and Warehouse Techniques (Compulsory)
SCM506 Transportation Techniques and Management
SCM523 Import Export Management
SCM536 Supply Chain Design
SCM537 Supply Chain Analytics
SCM538 Supply Chain Finance and Costing
SCM539 Supply Chain I4.0 & Data Sciences
SCM540 Supply Chain Technology, Systems and Innovation
SCM541 Operational Research and Simulation
SCM542 Procurement Management
SCM551 Quantitative Methods in Production and Logistics
SCM553 Packaging Design and Environmental Aspects
SCM591 Capstone Project
INM203 Introduction to Production Management (Compulsory)
INM304 Introduction to Project Management

Marketing

MKT403 Sales Management (compulsory elective)
MKT506 International Marketing
MKT507 Services Marketing
MKT508 Personal Selling
MKT509 Consumer Behavior
MKT510 Direct and Digital Marketing
MKT511 Brand Management (compulsory elective)
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
MKT533 Marketing Strategies for Bottom of Pyramid
MKT537 Customer Relationship Management
MKT539 Entrepreneurial Marketing
MKT540 Artificial Intelligence in Marketing Facing Functions
MKT541 Marketing for Hospitality and Tourism

Organizational Entrepreneurship

ENT401 Seminar in Org. Entrepreneurship (Compulsory
ENT402 Intro. to Design Thinking Methodology (Compulsory)
ENT501 Cost Effective Design and Innovation
ENT502 Green Entrepreneurship
ENT503 Competitive Strategies for Startups
ENT504 Scalability & Sustainability in Startups
ENT505 Establishing Startup Ecosystem
ENT506 Innovative Internet Based Business Models
ENT507 Stakeholder Analysis
ENT591 Capstone Project

Course Structure

Semester One Introduction to Psychology Principles of Micro Economics Business Mathematics Islamic Studies Academic English Principles of Management	**Semester Two** History of Ideas Principles of Macro Economics Quantitative Techniques in Business Foreign Language I Persuasive & Analytical Writing for Business Communication Introduction to Financial Accounting
Semester Three Entrepreneurial Society & Social Impact Marketing Management (Level 1) Foreign Language II Pakistan Studies Business & Professional Speech Intermediate Financial Accounting	**Semester Four** Organizational Behavior Entrepreneurial Business Operations Supply Chain Management Computer Concepts & Applications Introduction to Islamic Banking & Finance Introduction to Business Finance
Semester Five Human Resource Management Methods in Business Research Introduction to ERP Introduction to Data Sciences Islamic Financial Accounting Financial Management	**Semester Six** Leadership Journey Major 1 (compulsory elective) Major II (compulsory elctive) Major III Major IV Major V
Semester Seven Pakistan Economic Policy Major VI Major VII Minor I (compulsory elective) Minor II (compulsory elective) Business Ethics	**Semester Eight** Major VIII Major IX Major X Major XI (Capstone) Strategic Management Corporate & Business Law

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 the completion of 144 credit hours of course work and relevant internship of at least nine weeks in an approved firm. The program offers 66 credit hours of business and social sciences courses with an intensive coverage of 78 credit hours of Economics and Finance related courses designed to develop well-rounded professionals regarded as "go-getters" in industry. Graduates of this program are usually recruited as Economists and Financial Analysts in reputable financial institutions across the country.

Students are required to complete 13 general education courses in the first four semesters otherwise student will not be allowed to proceed to the fifth semester. Four hours of lab session are required every week for four semesters to complete the requirement to graduate. BS (Eco and Fin) is a double major program in which students are required to take 6 major elective courses of Economics and 6 major elective courses of Finance.

General Education Courses

SSC101 Introduction to Psychology
SSC301 History of Ideas
SSC401 Business Ethics
LAW409 Corporate & Business Law
MTH102 Business Mathematics
STA203 Probability Theory & Statistics
COM107 Academic English
COM205 Persuasive & Analytical Writing for Business Communication
COM202 Business & Professional Speech
REL101 Islamic Studies
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

MTH100 Basic Mathematics ***
COM100 Foundation English***
*(*** Remedial non-credit course to be taken by those students who have not been able to reach the desired level of competence in the admission test.)*

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. 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.

Core Courses

Economics

ECO101 Principles of Micro Economics
ECO102 Principles of Macro Economics
ECO301 Managerial Economics
ECO303 Financial Economics
ECO316 Macroeconomic Analysis
ECO304 Introduction to Econometrics
ECO506 Business Research Project

Finance

FIN201 Introduction to Business Finance
FIN202 Financial Management
FIN301 Financial Institution
FIN503 Corporate Finance
FIN613 Financial Modeling for Decision Making
ISF101 Introduction to Islamic Banking & Finance
FIN537 Business Research Project

Distribution Courses

MAN306 Introduction to Management & Organizational Behavior
MAN309 Leadership Journey
ECO402 Pakistan Economic Policy
MAN405 Strategic Management
MIS402 Computer Concepts and Application
MKT201 Marketing Management (Level 1)
ACC101 Introduction to Financial Accounting
ACC201 Intermediate Financial Accounting
STA301 Model and Inferences

Major Elective Courses

Economics Major Electives 6

ECO206 Mathematical Economics
ECO207 Game Theory
ECO208 Development Economics
ECO302 International Trade & Globalization
ECO307 Monetary Theory & Policy
ECO311 General Welfare & Equilibrium
ECO322 Applied Econometrics
ECO407 Analysis of Pakistani Industries
ECO411 Islamic Economics
ECO412 Public Finance

Finance Major Electives 6

FIN504 International Finance
FIN505 Treasury & Fund Management
FIN507 Portfolio Management
FIN509 Financial Derivatives
FIN511 Analysis of Financial Statements
FIN513 Project Appraisal
FIN520 Financial Risk Management
FIN530 Commercial & Corporate Banking
FIN534 Retail & Consumer Banking
FIN541 Technical Analysis
FIN542 Financial Forecasting & Planning
FIN544 FINTEH & Digital Finance
FIN546 Budgeting & Performance Reporting

Course Structure

Semester One Introduction to Psychology Islamic Studies Business Mathematics Business Ethics Academic English Principles of Micro Economics	**Semester Two** Principles of Macro Economics Foreign Language I Probability Theory & Statistics Corporate & Business Law Persuasive & Analytical Writing for Business Communication Introduction to Financial Accounting
Semester Three History of Ideas Model & Inferences Foreign Language II Pakistan Studies Business & Professional Speech Intermediate Financial Accounting	**Semester Four** Computer Concepts and Application Macroeconomic Analysis Introduction to Management & Organizational Behavior Managerial Economics Introduction to Econometrics Introduction to Business Finance
Semester Five Financial Economics Financial Institutions Economics Elective I Economics Elective II Marketing Management (Level 1) Financial Management	**Semester Six** Leadership Journey Economics Elective III Economics Elective IV Economics Elective V Introduction to Islamic Banking and Finance Corporate Finance
Semester Seven Pakistan Economic Policy Financial Modeling for Decision Making Finance Elective I Economics Elective VI Business Research Project (Economics) Finance Elective II	**Semester Eight** Finance Elective III Finance Elective IV Finance Elective V Finance Elective VI Strategic Management Business Research Project (Finance)

BS (JOINT) HONORS IN ACCOUNTING & FINANCE

BS (Joint) Honors in Accounting and Finance prepares graduates for professional careers in finance and accounting in the corporate and financial sectors. It requires the completion of 144 credit hours of course work and relevant internship of at least nine weeks in an approved firm. The program offers 66 credit hours of business and social sciences courses with intensive coverage of 78 credit hours of Finance and Accounting related courses designed to develop well-rounded professionals who are regarded as go-getters in the industry. Graduates of this program are usually recruited in the field in investment, portfolio, debt and equity market, audit, banking, research as well as other fields offered by financial institutions.

Students are required to complete 13 general education courses in first four semesters otherwise the student will not be allowed to proceed to the fifth semester. Four hours of lab session are required every week for four semesters in order to complete the requirement to graduate. BS (ACF) is a double major program in which students are required to take six major elective courses of Accounting and 6 major elective courses of Finance.

Students of this program can avail up to eight module exemption in ACCA from ACCA Accelerated Program with IoBM. The curriculum is also mapped with CFA Institute USA. Students can avail CFA scholarship given under the University Affiliation Program of CFA Institute.Furthermore, ICAP recognizes IoBM as Relevant Degree Awarding Institute (RDA) enabling students to get exemption from all four papers of Assessment of Fundamental Competencies (AFC) and the first four papers of Certificate in Accounting and Finance (CAF).

General Education Courses

SSC101 Introduction to Psychology
SSC301 History of Ideas
SSC401 Business Ethics
LAW409 Corporate & Business Law
MTH102 Business Mathematics
STA203 Probability Theory & Statistics
COM107 Academic English
COM205 Persuasive & Analytical Writing for Business Communication
COM202 Business & Professional Speech
REL101 Islamic Studies
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

MTH100 Basic Mathematics ***
COM100 Foundation English***
*(*** Remedial non-credit course to be taken by those students who have not been able to reach the desired level of competence in the admission test.)*

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. To obtain the BS (Joint) Honors Accounting and Finance 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.

Core Courses

Accounting

ACC101 Introduction to Financial Accounting
ACC201 Intermediate Financial Accounting
ACC350 Cost & Management Accounting
ACC503 Taxation
ACC530 Financial Regulation & Reporting
ISF201 Islamic Financial Accounting
ACC531 Business Research Project

Finance

FIN201 Introduction to Business Finance
FIN202 Financial Management
FIN301 Financial Institution
FIN503 Corporate Finance
FIN613 Financial Modeling for Decision Making
ISF101 Introduction to Islamic Banking & Finance
FIN537 Business Research Project

Distribution Courses

MAN306 Introduction to Management & Organizational Behavior
MAN309 Leadership Journey
ECO402 Pakistan Economic Policy
MAN405 Strategic Management
MIS402 Computer Concepts and Application
MKT201 Marketing Management (Level 1)
ECO101 Principles of Micro Economics
ECO102 Principles of Macro Economics
STA301 Model and Inferences

Major Elective Courses

Accounting Major Electives 6

ACC302 Accounting and Financial Information Systems
ACC405 Internal Audit and EDP Accounting
ACC501 Advanced Financial Accounting
ACC505 Auditing
ACC520 Managerial Analysis and Decision Making
ACC521 International Financial Reporting Standards
ACC524 Corporate Governance and Reporting
ACC533 Accounting for Specialized Businesses
ACC534 International Financial Reporting Standards II
ACC535 Sustainable Accounting Practices
LAW202 Banking Laws in Pakistan
LAW203 Insurance Laws in Pakistan

Finance Major Electives 6

FIN504 International Finance
FIN505 Treasury & Fund Management
FIN507 Portfolio Management
FIN509 Financial Derivatives
FIN511 Analysis of Financial Statements
FIN513 Project Appraisal
FIN520 Financial Risk Management
FIN530 Commercial & Corporate Banking
FIN534 Retail & Consumer Banking
FIN541 Technical Analysis
FIN542 Financial Forecasting & Planning
FIN544 FINTECH & Digital Finance
FIN546 Budgeting & Performance Reporting

Course Structure

Semester One Introduction to Psychology Islamic Studies Business Mathematics Business Ethics Academic English Principles of Micro Economics	**Semester Two** History of Ideas Foreign Language I Probability Theory & Statistics Corporate & Business Law Persuasive & Analytical Writing for Business Communication Introduction to Financial Accounting
Semester Three Principles of Macro Economics Computer Concepts and Application Foreign Language II Pakistan Studies Business & Professional Speech Intermediate Financial Accounting	**Semester Four** Introduction to Management & Organizational Behavior Cost and Management Accounting Taxation Financial Regulation and Reporting Model & Inferences Introduction to Business Finance
Semester Five Marketing Management (Level 1) Financial Institutions Accounting Elective I Accounting Elective II Accounting Elective III Financial Management	**Semester Six** Leadership Journey Accounting Elective IV Accounting Elective V Accounting Elective VI Introduction to Islamic Banking and Finance Corporate Finance
Semester Seven Pakistan Economic Policy Financial Modeling for Decision Making Finance Elective I Islamic Financial Accounting Business Research Project (Accounting) Finance Elective II	**Semester Eight** Finance Elective III Finance Elective IV Finance Elective V Finance Elective VI Strategic Management Business Research Project (Finance)

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 entre¬preneurial 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 expected to become job creators, and would have to practice creativity, innovation and design with real projects, entrepreneurial ventures, and in real-life environments.

It requires completion of 144 credit hours of course work in a total of 8 semesters or 4 years and relevant internship of at least nine weeks in an approved firm. The program offers 66 credit hours of business and social sciences courses with intensive coverage of 78 credit hours of Entrepreneurship and Social Entrepreneurship. Students are required to complete 13 general education courses in first four semesters otherwise the student will not be allowed to proceed to the fifth semester. 4 hours of lab session are required every week for four semesters in order to complete the requirement to graduate. 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 business project.

General Education Courses

SSC101 Introduction to Psychology
SSC301 History of Ideas
ECO101 Principles of Microeconomics
ECO102 Principles of Macroeconomics
MTH102 Business Mathematics
STA104 Quantitative Techniques in Business
COM107 Academic English
COM202 Persuasive & Analytical Writing for Business Communication COM205 Business & Professional Speech
REL101 Islamic Studies
PSC301 Pakistan Studies

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

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. To obtain the BS (Entrepreneurship) 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.

Entrepreneurship Core Courses

ENP103 System, Disruptive and Exponential Thinking
ENP113 Effectuation Methods and Attributes Analysis
ENP116 Introduction to Entrepreneurship
ENP212 Lean Launchpad I: Startup Launch
ENP308 Legal Business Structures for Startups
ENP306 Lean Launch Pad II: Startup Risk Mitigation
SEL415 Social Advocacy and Change
MKT404 Methods in Business Research
ENP112 Startup Garage II: Affordable Startup Design
ENP114 Startup Garage I: Business Model Generation
ENP206 Startup Garage III: Business Idea Prototyping
ENP305 Process Optimization
SCM501 Supply Chain Management
ENP414 Capstone I: Startup Acceleration & Co-creation
SEL413 Visual Storytelling

Course Structure Distribution Courses

MAN101	Principles of Management
MKT302	Marketing Management
HRM301	Human Resource Management
MAN405	Strategic Management
SSC401	Business Ethics
SSC104	Principles of Sociology
ACC206	Fundamentals of Accounting
FIN310	Fundamentals of Finance

Alternate Courses

ENT202	Entrepreneurial Business Operations
ENP214	Foundations of Sustainable Entrepreneurship
ENP311	Lean Analytics for Startups
ENP314	Startup Garage 2 - Prototyping
ENP313	Seminar in Entrepreneurship
ENP413	Lean Launchpad II: Startup Fundraising
ENP418	Sustainable Business Designs
SEL304	Law and Ethics of Social Enterprise
ENP213	Fundamentals of Technopreneurship
ENP205	Agile Processes for Startups
ENT403	Entrepreneurship and Small Business Management

Entrepreneurship Major Electives

ENP201	Entrepreneurial Society and Social Impact
ENP204	Small Business Economics
ENP207	Lean Marketing for Startups
ENP210	Gig Economy and Strategy
ENP211	Digital Development for Startups
ENP301	Customer Acquisition for Startups
ENP304	Sustainable Family Business
ENP307	Growth Hacking Strategies for startups
ENP403	Bargaining and Negotiation Skills
ENP404	Modes of Exchange
ENP407	Advanced Entrepreneurial Strategy
ENP408	International Valuation and Auditing for Startups
ENP410	Future of Global Entrepreneurship
ENP417	STEM for Entrepreneurs
ENP419	Foundations Of Entrepreneurial E-Commerce
ENP421	Digital Language For Entrepreneurs
ENP422	Affiliate Business Model
ENP501	Entrepreneurial Digital Marketing I
ENP600	Digital Toolkit I
SEL213	Philosophy of Development
SEL314	Creativity & Aesthetics
SEL414	Human Centricism, Env. & Surrounding Concerns

Course Structure

Semester One Academic English Business Mathematics Islamic Studies Principles of Microeconomics History of Ideas Introduction to Entrepreneurship	**Semester Two** Persuasive & Analytical Writing for Business Communication Quantitative Techniques in Business Principles of Management Pakistan Studies Principles of Macroeconomics Effectuation Methods and Attributes Analysis
Semester Three Business and Professional Speech Human Resource Management Introduction to Psychology Foreign Language I Fundamentals of Accounting Startup Garage I: Business Model Generation	**Semester Four** Foreign Language II Fundamentals of Finance Marketing Management System, Disruptive and Exponential Thinking Introduction to Sociology Startup Garage II: Affordable Startup Design
Semester Five Social Advocacy and Change Process Optimization Strategic Management Elective I Elective II Startup Garage III: Business Idea Prototyping	**Semester Six** Business Ethics Supply Chain Management Elective III Elective IV Elective V Lean Launchpad I: Startup Launch
Semester Seven Elective VI Elective VII Elective VIII Legal Structures of Startups Business Research Methods Lean Launch Pad II: Startup Risk Mitigation	**Semester Eight** Elective IX Elective X Elective XI Elective XII Visual Storytelling Capstone: Startup Acceleration & Co-creation

BS INDUSTRIAL MANAGEMENT

The BS Industrial Management degree program is a professional management degree program that prepares graduates to work in the manufacturing and process industries, contributing to the efficiency and streamlining of industrial processes. They study MRP, supply chain management, project management, industrial health, inventory management, quality, safety, and environmental issues. 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, and so on after completing this program. In addition, students' entrepreneurial skills are given special attention. Another noteworthy aspect of this program is the continuous provision of hands-on training facilities in industrial units, which blends theory with practical experience.

The BS industrial management program requires 144 credit hours of course work and a minimum of nine weeks of internship in a reputable industrial organization. To fulfill the degree requirements, students must complete 48 courses worth 3 credit hours each. To graduate, students must maintain a CGPA of 2.5.

Students are required to complete 13 general education courses in first four semesters otherwise the student will not be allowed to proceed to the fifth semester. Four hours of lab session are required every week for four semesters in order to complete the requirement to graduate. Apart from core courses, students are required to take six major elective courses and two projects.

General Education Courses

SSC101 Introduction to Psychology
SSC301 History of Ideas
INM306 Social and Ethical Aspects in Industrialization
INM103 Industrial Economics
MTH103 Calculus for Business Decisions
STA204 Industrial Applications of Statistics
COM107 Academic English
COM202 Business Speech
COM205 Persuasive & Analytical Writing for Business Comm.
PSC301 Pakistan Studies
(Pre req: COM107)
REL101 Islamic 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

MTH100 Basic Mathematics ***
COM100 Foundation English***
*(*** Remedial non-credit course to be taken by those students who have not been able to reach the desired level of competence in the admission test.)*

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. To obtain the B.S Industrial Management 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.

Subject Foundation Core courses

INM101 Production Process (Pre req NA)
INM102 Industrial Safety & Health (Pre req INM 101)
INM104 Fundamentals of quality (Pre req NA)
INM105 Introduction to Industrial management (Pre req NA)
INM106 Foundation of Industrial Design and thinking (Pre req INM 101)
INM201 Methods Analysis and Time Study (Pre req: INM101 & INM 105)
INM202 Energy Management (Pre req NA)
INM203 Introduction to Production & Operation Management (Pre req: INM105)
INM204 Ergonomics (Pre req: INM201)

Distribution Courses

ACC101 Fundamentals of Accounting
MIS104 Computer Programming & Graphics
FIN201 Fundamentals of Finance
SSC202 Environmental studies
MAN306 Introduction to Management & Organizational Behavior
MAN309 Leadership journey
MKT201 Marketing management (Level 1)
MAN405 Strategic management
SSC401 Business Ethics

Subject Major Core Courses

INM 301 Introduction to Facility Planning & Layout (Pre req: INM203)
INM 303 Introduction to Planning and Scheduling (Pre req: INM203)
INM 304 Introduction to Project Management (Pre req: INM203)
INM 305 Inventory Management and Lean Six Sigma (Pre req: INM203)
INM 307 Business Forecasting & Risk Analysis (Pre req; INM303)
INM 308 Industrial Transformation and Technical Changes (Pre req: INM203)
INM 401 Industrial supply chain management
INM 402 Industrial Quality practices and management (Pre req: INM104)
INM 404 Managing Research and Innovation (Pre req NA)

Industrial Management Electives- (6 Courses)

INM404 Introduction to Enterprise Life Cycle Mgmt.
INM405 Technology Management
INM406 Operation Research
INM407 Enterprise Risk Management
INM408 Procurement Management
INM409 Production Planning & Control
INM412 Integrated Manufacturing Systems
INM413 Manufacturing Processes
INM414 E-Commerce for Manufacturing Industries

Project: 2

INM501 Project I
INM502 Project II

Course Structure

Semester One Academic English Introduction to Psychology Islamic Studies Production Processes Introduction to Industrial Management Fundamentals of Quality	**Semester Two** History of Ideas Calculus for Business Decisions Persuasive & Analytical Writing for Business Communication Foreign Language I Foundations of Industrial Design Thinking Social and Ethical Aspects in Industrialization
Semester Three Pakistan Studies Industrial Applications of Statistics Foreign Language II Business & Professional Speech Methods Analysis and Time Study Industrial Economics	**Semester Four** Principles of Management and OB Environmental Studies Business Ethics Introduction to Production & Operation Management Ergonomics Industrial Safety & Health
Semester Five Marketing Management (Level 1) Fundamentals of Finance Computer Programming & Graphics Leadership Journey Energy Management Introduction to Facility Planning and Layout	**Semester Six** Strategic Management Industrial Transformation and Technical Changes Inventory Management and Lean Six Sigma Fundamentals of accounting Introduction to Project Management Introduction to Planning and Scheduling
Semester Seven Business Forecasting & Risk Analysis Industrial Supply Chain Management Project I Elective I Elective II Elective III	**Semester Eight** Industrial Quality Practices and Management Managing Research and Innovation Project II Elective IV Elective V Elective VI

BS (JOINT) HONORS LOGISTICS AND SUPPLY CHAIN

BS (Joint) Honors in Logistics and Supply Chain prepares graduates for professional careers in Logistics and Supply Chain in the corporate sectors. It requires the completion of 144 credit hours of course work and relevant internship of at least nine weeks in an approved firm. The program offers 66 credit hours of business and social sciences courses with intensive coverage of 78 credit hours of Logistics and Supply Chain related courses designed to develop well-rounded professionals who are regarded as go-getters in the industry. Graduates of this program are usually recruited in the fields of supply chain design, supply chain management, supply chain analysis, warehousing, distribution management, data analytics, Logistics management, ERP systems designs, ERP implementation and operations, production and operations, as well as other fields related to Logistics and Supply Chain offered by corporate institutions.

Students are required to complete 13 general education courses in first four semesters otherwise the student will not be allowed to proceed to the fifth semester. Four hours of lab session are required every week for four semesters in order to complete the requirement to graduate. BS (LSCM) is a double major program in which students are required to take six major elective courses of logistics and 6 major elective courses of supply chain.

In a BS (Joint) Honors – Logistics and Supply Chain, students explore multiple aspects of Logistics and Supply Chain activities of various corporations. This program employs the latest approaches in experiential learning to develop skills for interpersonal communication, team work, foreign languages and managing diversity.

General Education Courses

SSC101 Introduction to Psychology
SSC301 History of Ideas
SSC401 Business Ethics
LAW409 Corporate & Business Law
MTH102 Business Mathematics
STA203 Probability Theory & Statistics
COM107 Academic English
COM205 Persuasive & Analytical Writing for Business Communication
COM202 Business & Professional Speech
REL101 Islamic Studies
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

MTH100 Basic Mathematics ***
COM100 Foundation English***

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

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. 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.

Supply Chain Core Courses

SCM101 Essentials of Supply Chain Management
SCM250 Introduction to ERP Systems
SCM251 Supply Chain Design
SCM312 Supply Chain Analytics
SCM351 Procurement Management
SCM355 Supply Chain Project Management
SCM411 Business Research Project (Supply Chain)

Logistics Core Courses

LOG201 Logistics and Operations Management
LOG250 Transportation Techniques and Management
LOG255 Fundamentals in Logistics Research
LOG300 Storage and Warehouse Techniques
LOG400 Import Export Management
LOG410 Distribution Management in Logistics and Supply Chain
LOG450 Business Research Project (Logistics)

Distribution Courses

MAN306 Principles of Management and Organizational Behavior
MAN309 Leadership Journey
ECO402 Pakistan Economic Policy
MAN405 Strategic Management
MIS402 Computer Concepts and Application
MKT302 Marketing Management
ECO409 Business Economics
ACC206 Fundamentals of Accounting
FIN310 Fundamentals of Finance

Supply Chain Major Electives – 6

SCM509 Supply Chain Finance and Costing
SCM525 Supply Chain Technology, Systems and Innovation
SCM533 Globalization and Outsourcing Strategies
SCM518 Packaging Design and Environmental Aspects
SCM560 E-business Strategies in SCM
SCM561 Operational Research and Simulation
SCM562 Managing Sustainable Supply Chain
SCM563 Supply Chain i4.0 & Data Sciences

Logistics Major Electives – 6

LOG501 Risk Management in Distribution Networks
LOG502 Lean Six Sigma and Lean Manufacturing
LOG503 Shipping, Ocean Freights, and Port Operations
LOG504 Humanitarian Logistics Supply Chain Management
LOG505 Reverse Logistics and Supply Chain Sustainability
LOG506 Retail Management
LOG507 Dock Mgmt. Systems & IT Applications in Logistics
LOG508 Inventory Management

Course Structure

Semester One Introduction to Psychology Islamic Studies Business Mathematics Business Ethics Academic English Business Economics	**Semester Two** History of Ideas Foreign Language I Probability Theory & Statistics Corporate & Business Law Persuasive & Analytical Writing for Business Communication Essentials of Supply Chain Management	**Semester Three** Fundamentals of Accounting Computer Concepts and Application Foreign Language II Pakistan Studies Business & Professional Speech Logistics and Operations Management
Semester Four Principles of Mgmt. & Org. Behavior Introduction to ERP Systems Supply Chain Design Transportation Techniques and Mgmt. Fundamentals of Finance Fundamentals in Logistics Research	**Semester Five** Marketing Management (Level 1) Storage and Warehouse Techniques Supply Chain Analytics Supply Chain Elective I Supply Chain Elective II Supply Chain Elective III	**Semester Six** Leadership Journey Procurement Management Supply Chain Project Management Supply Chain Elective IV Supply Chain Elective V Supply Chain Elective VI
Semester Seven Pakistan Economic Policy Import Export Management Distribution Management in Logistics & Supply Chain Logistics Elective I Business Research Project (Supply Chain) Logistics Elective II	**Semester Eight** Logistics Elective III Logistics Elective IV Logistics Elective V Logistics Elective VI Strategic Management Business Research Project (Logistics)	

BS (HONORS) ACCOUNTANCY, MANAGEMENT AND LAW

The BS (Hons) Accountancy, Management, and Law program is an innovative and dynamic qualification that incorporates the disciplines of Accounting, Finance, Business Management, and Law, strengthening the potential and setting up for success in the corporate world. The program designs to provide young graduates with opportunities to acquire academic degrees and professional certification from Accountancy bodies with international and national charters. Two world-renowned accountancy bodies accredited the program: The Institute of Chartered Accountants of Pakistan (ICAP) and the Association of Chartered Certified Accountants (ACCA), United Kingdom.

AML is getting 9 exemptions out of 13 from ACCA with an exceptional condition to attempt the remaining four papers in their last year of the degree program. The Institute of chartered accountants of Pakistan gives exemptions in 5 papers of Pre-Requisite Competencies (PRC) and four papers of Certificate in Accounting & Finance (CAF). The students can pursue Chartered Accountancy alongside their degree program and register in articles.

1. Business and Technology (BT)
2. Financial Accounting (FA)
3. Management Accounting (MA)
4. Corporate and Business Law (LW)
5. Taxation (TX)
6. Financial Reporting (FR)
7. Performance Management (PM)
8. Financial Management (FM)
9. Audit and Assurance (AA)

It requires completion of 144 credit hours of course work and internship of at least six weeks in a firm approved by the College. Students may take a maximum of six courses in Fall/Spring semester. This program will lead to an MBA or a professional accountancy qualification.

Career Options

- Auditors/Accountant
- Tax Consultants
- Compliance Managers
- Financial Analysts
- Banking/Treasury

Required Courses

Accounting

ACC104 Accounting Principles (ICAP-CAF-1, ACCA-F3)
ACC205 Intermediary Accounting (ICAP-CAF-5, ACCA-F3)
ACC207 Principles of Taxation (ICAP – CAF-6, ACCA-F6)
ACC208 Cost Accounting (ICAP – CAF-8, ACCA-F2)
ACC309 Auditing 1: Conceptual Foundations of Auditing (ICAP – CAF-9, ACCA-F8)
ACC310 Management Accounting & Decision Making (ICAP – CAF-8, ACCA-F5)
ACC311 Financial Reporting (ICAP – CAF-5 & CAF-7, ACCA-F3)
ACC313 Intermediary Financial Reporting (ICAP – CAF-7, ACCA-F7)
ACC314 Advance Taxation (ICAP – CAF-6, ACCA-F6)
ACC315 Auditing-II: The Practice of Auditing (ICAP – CAF-9, ACCA-F8)
ACC403 Strategic Performance Measurement & Evaluation (ACCA-F5)
ACC404 Islamic Accounting and Reporting
ACC406 Internal Audit, Control, and governance (ICAP – CAF-9, ACCA-F8)
ACC408 Advanced Audit and Assurance (ICAP – CAF-9, ACCA-F8)
ACC409 Strategic financial reporting (ICAP – CAF-7, ACCA-F7)

Expository Writing/Communication

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

Civilized Studies

REL101 Islamic Studies
PSC301 Pakistan Studies

Finance

FIN203 Principles to Business Finance (ACCA-F9)
FIN204 Theory of Business Finance (ACCA-F9)
FIN312 Islamic Finance: Principles and Practice
FIN405 Applied Business Finance (ACCA-F9)

Management

MAN306 Intro. to Mgmt. & Org. Behavior (ACCA-BT)
MAN309 Leadership Journey (ACCA-BT)
HRM301 Human Resource Management
MAN405 Strategic Management

Marketing

MKT201 Marketing Management (Level-1)

Economics
ECO107 Fundamentals of Microeconomics (ICAP-CAF-2, ACCA-F1)
ECO201 Fundamentals of Macroeconomics (ICAP-CAF-2, ACCA-F1)

LAW
LAW105 Mercantile Law (ICAP-CAF-3, ACCA-F4)
LAW106 Company Law & Secretarial Practices (ICAP-CAF-3, ACCA-F4)
LAW202 Banking Laws in Pakistan
LAW302 Intellectual Property laws
LAW407 Statutory Compliance
LAW408 Consumer Protection Act & Electronic Crimes Law

Languages
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 Information Systems
MIS402 Computer concepts and application (ICAP-AFC-4)
MIS404 Introduction to ERP systems

Reasoning
MTH102 Business Mathematics
STA104 Quantitative Techniques in Business

Social Sciences
SSC103 Behavioral Studies (ICAP -CAF-4, ACCA-F1)
SSC401 Business Ethics (ICAP -AFC-2, ACCA-F1)

Project
ACC407 Final Year Project

Research
RES401 Research Methodology

Course Structure

Semester One Academic English Business Mathematics Islamic Studies Fundamentals of Microeconomics Accounting Principles Mercantile Law	**Semester Two** Persuasive & Analytical Writing for Business Communication Quantitative Techniques in Business Pakistan Studies Fundamentals of Macroeconomics Intermediary Accounting Introduction to Management & Organization Behavior
Semester Three Environmental Studies Introduction to Management & Organizational Behavior Principles of Business Finance Behavioral Studies Company Law and Secretarial Practices Business & Professional Speech	**Semester Four** Cost Accounting Principle of Marketing Theory of Business Finance Computer Concepts and Application Principle of Taxation Business Ethics
Semester Five Auditing 1: Conceptual Foundations of Auditing Banking Laws in Pakistan Management Accounting for Decision making Human Resource Management Financial Reporting Introduction to a Foreign Language	**Semester Six** Auditing-II: The Practice of Auditing Statutory Compliance Intellectual Property Laws Intermediary Financial Reporting Islamic Finance: Principles and Practice Advance Taxation
Semester Seven Strategic Performance Measurement and evaluation Leadership Journey Islamic Accounting and Reporting Internal Audit, Control, and governance Consumer Protection Act & Electronic Crimes Law Research Methodology	**Semester Eight** Advance Audit and Assurance Strategic Financial Reporting Strategic Management Applied Business Finance Final Year Project Introduction to ERP Systems

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 Communication, Economics, Quantitative Analysis, Behavior/ Psychology, Accounting, Finance, Law/Ethics, Management, HRM, Entrepreneurship, Marketing, and Research.

The specialization stage consists of 36 - 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.

- MBA students, who have completed their business relevant 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.

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 36-42 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. 46).

Foundation Courses

Accounting
ACC419 Financial Accounting

Communication
COM402 Business Communication[1]

Economics
ECO409 Business Economics[2]

Finance
FIN408 Theory and Practice of Financial Management

Statistics
STA411 Quantitative Analysis for Decision Making[3]

Human Resource Management
HRM410 Managing Human Capital

Law
LAW409 Corporate and Business Law[4]

Management
MAN418 Management and Organizational Dynamics

Marketing
MKT402 Marketing Management
MKT404 Methods in Business Research[5]

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)*

MBA Structure (72 Credit Hours)

Semester One	Semester Two
Financial Accounting (ACC419) Business Communication (COM402) Business Economics (ECO409) Marketing Management (MKT402) Managing Human Capital (HRM410) Management and Organizational Dynamics (MAN418)	Quantitative Analysis for Decision Making* (STA411) Consumer Behavior[1] (MKT509) Methods in Business Research[2] (MKT404) Entrepreneurial and Small Business Management[3] (ENT403) Theory and Practice of Financial Management (FIN408) Corporate and Business Law[4] (LAW409)
Semester Three	**Semester Four**
Business Analytics for Decision Making[5] (MAN606) Strategic Financial Analysis and Design[6] (FIN601) Marketing Strategies and Value Innovation[15] (MKT610) Elective 1** Elective 2[7] Capstone I[8]	Strategic Management[9] (MAN612) Technology Operations and Innovation[10] (MAN608) Leadership, Ethics and Change[11] (HRM606) Elective 3[12] Elective 4[13] Capstone II[14]

Please refer to the list of courses and select courses according to your specialization area.

*Quantitative Methods for Logistics and SCM (MBA Logistics and Supply chain Management), Quantitative Research and Statistical Analysis (MBA Educational Management), Quantitative Analysis (Bio-Stats) MHM-530

**Environmental Impact Assessment and Management (MBA Industrial Management), Industrial & Municipal Waste Management (MBA Environment and Energy Management)

[1]Health Psychology (MBA MHM), Educational Philosophy and Ethics (MBA Educational Management), Supply chain management (MBA Logistics and Supply chain Management), Media and Social Change (MBA Media Management and Marketing), Supply Chain management (MBA Industrial Management), Environmental Issues and Management (MBA Environment and Energy Management), Anaylsis of Finance Statement (MBA Finance & Risk Management).

[2]Research and Survey Methodology (MBA MHM), Research and Survey Methodology (MBA Environment and Energy Management), Qualitative Methods in Research (MBA Educational Management), Applied Financial Economics (MBA Finance & Risk Management).

[3]Finance for Entrepreneurial Ventures (MBA MHM), Entrepreneurship and Ecommerce (MBA Media Management and Marketing), Energy source and management (MBA Environment and Energy Management), Edupreneurship in the Changing World (MBA Educational Management), Principles of Risk Management (MBA Finance & Risk Management).

[4]Health Ethics, Law and Jurisprudence (MBA MHM), Environmental Rules, Laws and Regulations (MBA Environment and Energy Management)

[5]Health Policy and Analytics for Decision Making (MBA MHM), Business Process re-engineering (MBA Industrial Management), Computational Methods in Risk (MBA Finance & Risk Management).

[6]Health Elective 1 (Health Management Information Systems MHM-531), Evaluation and Assessment in Education (MBA Educational Management), Design of Business Processes- workflow management, Digital Marketing (MBA Media Management and Marketing), Introduction to Managerial and Cost accounting (MBA Industrial Management), Renewable Energy and Energy Conservation (MBA Environment and Energy Management)

[7]Innovation Management in Supply Chain (MBA Logistics and Supply chain Management), Seminar in Media Marketing (MBA Media Management and Marketing), Environmental Impact Assessment and Management (MBA Environment and Energy Management)

[8]Thesis Writing-Capstone Project I* (Research Methods) (MBA Educational Management), Logistical Projects in ERP Case study development (MBA Logistics and Supply chain Management), Introduction to Managerial & Cost Accounting (MBA Finance & Risk Management).

[9]Strategic Management of Health Services (MBA MHM), Strategic Supply Chain Management (MBA Logistics and Supply chain Management)

[10]Health Service Delivery and Operation Management (MBA MHM), Introduction to ERP (MBA Logistics and Supply chain Management), Media and Public Opinion (MBA Media Management and Marketing), Production and Operations Management (MBA Industrial Management), Innovations and Technology in Education (MBA Educational Management), Advanced Financial Risk Management (MBA Finance & Risk Management).

[11]Healthcare Leadership (MBA MHM), Project Management (MBA Industrial Management)

[12]Production and Operations Management (MBA Logistics and Supply chain Management), Role of Media in World Affairs (MBA Media Management and Marketing), Enterprise Asset Management and Financial Analysis (MBA Industrial Management), Safety Health & Environmental management (MBA Environment and Energy Management)

[13]Curriculum Management and Planned Change (MBA Educational Management), Risk Management in Supply Networks (MBA Logistics and Supply chain Management), Integrated Marketing Communication (MBA Media Management and Marketing)

[14]Thesis Writing-Capstone Project II* (MBA Educational Management), Corporate Consultancy Project in Logistics (MBA Logistics and Supply Chain Management), Introduction to Financial Risk Management (MBA Finance & Risk Management).

[15]Risk Financing Techniques (MBA Finance & Risk Management).

MBA after Bachelors in Business Discipline (36 Credit Hours)

Semester One Emerging Organizational Models for Dynamic Change Marketing Strategies and Value Innovation Elective I Elective II	**Semester Two** Technology, Operations and Innovation Strategic Financial Analysis and Design Elective III Elective IV
Semester Three Business Analytics for Decision Making Leadership, Ethics and Change Capstone Project I	**Semester Four** Capstone Project II

Elective Courses
Majors

Majors in Accounting
ACC602 Advanced Managerial Accounting
ACC605 Financial Legal Framework
ACC607 Introduction to Forensic Accounting
ACC608 Audit, Taxation and Accounting Policy
ACC609 Cases in Corporate 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
MKT630 Growth Marketing

Majors in Finance and Banking
FIN506* Investment Banking and Security Analysis
FIN514* Asset and Liability Management
FIN612* SME and Micro-Financing
FIN633* Mergers, Acquisitions and Restructuring
FIN634* Enterprise Risk Management

FIN602** Behavioral Finance
FIN603** Entrepreneurial Finance
FIN610** Debt and Equity Markets
FIN613** Financial Modeling for Investment Decisions

**Choose two courses*
*** Choose two courses*

Majors in Human Resource Management
HRM612 Strategic Human Resource Management
HRM617 HR Analytics
HRM618 Managing Diversity & Inclusion in Organization
HRM619 Talent Acquisition
HRM620 Labour Studies and Employee Relations
HRM621 Learning and Organizational Development
HRM622 Negotiations and Conflict Resolution Skills
HRM623 Managing Organizational Change
HRM624 Talent Management and Performance Development
HRM625 Total Rewards Management

Majors in Management
MAN501 Total Quality Management
MAN502 Business Process Re-engineering
MAN611 Project Management
MAN613 Corporate Governance
MAN619 Emerging Organizational Models for Dynamic Change

Majors in Logistics and Supply Chain Management
SCM600 Introduction to ERP Systems
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 Supply Chain Management
SCM619 Humanitarian Logistics Supply Chain Management
SCM620 Supply Chain Project Management
SCM621 Lean Construction Supply Chain Management
SCM625 Import Export Management
SCM508 Design of Business Process - Workflow 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

Majors in 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

Elective Courses for MBA Health and Hospital Mgmt.

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
MHM627 Global and local Public Health Challenges and Practices
MHM628 Pharmacovigilance

Elective Courses for MBA Finance and Risk Mgmt.

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

Elective Courses for MBA Educational Management

EDM624 Innovations and Technology in Education
EDM621 Edupreneurship in the Changing World
EDM654 Lifelong Learning in Changing Contexts
EDM656 Teacher Education
EDM625 Distance Learning in the 21st Century
EDM606 Global Trends in Education

Elective Courses for Environmental & Energy Mgmt.

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

Elective Courses for MBA Industrial Management

INM601 Facilities Planning
INM602 Maintenance Management
INM603 Industrial Safety, Health, and environment
INM604 Enterprise Life Cycle Management
INM605 Industrial Technology Management
INM606 Operation Research
INM607 Enterprise Risk Management
INM608 Logistic and Inventory control
INM609 Advance Production Planning & Control
INM610 Integrated Manufacturing Systems
INM611 Advance Manufacturing Processes
INM612 Industrial Supply Chain Management
INM613 Total Quality Management
INM614 Project Management
INM615 Operation Management

Elective Courses for MBA Media Mgmt. & Marketing

MKT620 Digital Marketing
MAN616 Entrepreneurship and Ecommerce
MMM401 Media & Social Change
MMM603 Seminar in Strategic Media Marketing
MMM604 Screenwriting for TV & Cinema
MMM605 Advanced Documentary Filmmaking
MMM606 Media Psychology
MMM607 Media and Public Opinion

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. 39) 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.

- **Accounting**: Specialization in accounting will expand the breadth of your understanding of accounting concepts and prepare you for application of modern accounting practices opening new job avenues.

- **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.

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.

DOMAIN BASED SPECIALIZATIONS

MBA's domain specialization is designed for building careers in specific field such as Health & Hospital Management, Media Management & Marketing, Environment & Energy Management, Logistics & Supply Chain Management etc.

Students selecting the domain based specialization are expected to have completed the 30 credit hours of foundation stage (page No. 39) 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.

- **Health & Hospital Management**: is designed for building careers as healthcare leaders, managers and decision makers in hospitals, pharmaceutical industry, NGOs, and other allied healthcare institutions. The specialization of Health and Hospital Management provides an environment of continual learning for its faculty and students, and focusses on development of the leadership skills like creative and critical thinking, decision making, team building and entrepreneurial expertise among the students so that they can generate market driven results. It continuously refines and caters to the needs, demands and expectations of the healthcare industry. The department uses state of the art teaching methodologies for capacity-building of the future healthcare leaders who are trained to be sensitive to the needs of society, and to promote ethical practices in the healthcare businesses with the objectives of serving the community and the nation.

- **Media Management & Marketing**: program seeks to develop quality human resource, capable of playing strategic leadership roles across a variety of mainstream traditional and new media organizations, as well as top-level consumer marketing companies.

- **Environment & 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 in energy generation, transmission and load management.

- **Logistics & Supply Chain Management**: specialization addresses strategic economic and process-oriented technical problems in logistics, supply chain management across industries and across countries. It covers complexities of moving goods across regions with diverse compliance requirements.

- **Industrial Management**: focuses on real life problems relating to industrial processes and discrete manufacturing. It focuses on project management, quality management, manufacturing effectiveness, logistics, warehousing and supply chain management.

- **Finance and Risk Management**: is designed to cover financial decision making with special emphasis on Risk Management including recent development in Corporate Risk Management, Sustainable Risk Management and Risk Financing techniques.

- **Educational Management**: provides knowledge, skills and tools required for 21st century leadership and management for educational institutions in the fast-changing economy. Students selecting the domain-based specialization in MBA Educational Management program are expected to have completed 30 credit hours of foundation stage of the MBA program.

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. Students with a four-year bachelor in commerce or business management are exempted from attending the camp. The exemption includes students with 2 years of B.Com plus 2 years of M.Com. 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 English	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

The MS in Business Management program has been designed considering the needs of the corporate sector as well as academia. This program offers a blend of relevant industry- related skills and equips the students with up-to-date research knowledge. MS program in Business Management is a research route for a PhD in Business Management. The career path for the MS in Business Management graduates is faculty, independent researcher, research associate, and management consultant.

Learning Outcomes

- Demonstrate an effective blend of theory and practice
- Evaluate the functional aspects of business management
- Apply concepts to solve business problems
- Ability to undertake research projects as an independent researcher
- Exhibit multidisciplinary focus of management through scholarly insights towards business and social issues.

Program Structure

MS in Business Management is a 30-credit-hour program with 08 courses and one thesis of 06 credit hours. Each of the eight courses is of 03 credit hours. After successful completion of course work, students are required to carry out a research study for the thesis under the guidance of a research supervisor assigned by the college.

Eligibility

- A minimum CGPA of 2.5 on a scale of 4.00 (or overall 60% marks) or equivalent
- A minimum of 16 years of schooling in a relevant field from HEC recognized university/institution.
- GAT general test conducted by the NTS is required with a minimum of 50% marks.
- An interview conducted by the Institute
- Any other HEC stipulated requirement

Course Structure

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
MPM626 Qualitative Research
MPM625 Quantitative Research

Thesis (06 Credit hours)

Duration: Minimum 2 years, Maximum 4 years

It is mandatory for research students of MS and Ph.D. programs to attend the Multi-Disciplinary Research Seminar Series (MRSS) sessions on Saturdays (12:00 to 2:00 PM) each semester. At least 60% attendance is required.

PhD IN BUSINESS MANAGEMENT

The mission of the PhD program in Business Management is to develop scholars with the ability to create and impart knowledge through rigorous research, be independent thinkers, contribute to industry and society while adhering towards ethical and sustainable practices.

Eligibility

MS/MPhil. or equivalent graduates from HEC-recognized institutes meeting the following criteria:

- A minimum CGPA of 3.00 on a scale of 4.00 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.
- GAT subject test conducted by the NTS with a minimum of 60% marks or a Minimum of 70% marks in the IoBM test.
- An interview conducted by the Institute.
- Any other HEC stipulated requirements.

**HEC equivalency is required. The candidate may have to undergo additional deficiency courses wherever required.*

Program Requirements:

A. Course Structure

Pre-requisites:

MPM612 Advanced Research Methodology.
MPM616 Econometrics
MPM625 Quantitative Research
MPM626 Qualitative Research

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

Courses of PhD Business Management (18-Credit Hours)

1. PBM711 Advanced Qualitative Research & Philosophy
2. PBM712 Advanced Quantitative Research
3. PBM713 Research Writing & Techniques
4. PBM714 Independent Research Study
5. PBM715 Theories in Business Management
6. Elective(s)

Electives in the area of specialization

1. Advanced Topics in Finance
2. Corporate Governance and Strategy
3. Advanced Topics in Management and HRM
4. Organizational Behavior and Strategy
5. Marketing Theories
6. Strategic Marketing Decisions
7. Seminar in Supply Chain and Logistics Management

B. Comprehensive Exam

After Completion of the course work, a PhD student has to pass a written comprehensive exam, and viva-voce in front of a doctoral committee.

C. Dissertation (30-credit Hours)

After completing the courses and successfully passing the comprehensive exam, a student has to register for research thesis and complete the following requirements:

- Proposal Development
- Proposal Defense (Within first 03 semesters OR on or before completion of 15 Credit hours of dissertation)
- Continuous enrollment in supervised research is necessary during the thesis stage
- Semester-wise progress review is necessary for continuous enrollment during thesis stage**
- Completion of Ph.D. Dissertation/Thesis
- Publication or official acceptance of at least one paper in an HEC recognized (Impact Factor) journal
- Open defense of Ph.D. dissertation
- Final Dissertation/Thesis submission to BASR
- Any other HEC requirement

***students may register in PBM921 Research Thesis (3 Units), PBM922 Research Thesis (6 Units), PBM923 Research Thesis (9 Units) based on the satisfactory semester-wise progress review. Further, the registration in the subsequent semester would be subject to the satisfactory comments of semester progress review committee.*

D. Duration

- Minimum 3 Years, Maximum 8 Years

It is mandatory for research students of MS and PhD programs to attend research proposal/ thesis defense and multi-disciplinary research seminar sessions in each semester on Saturdays (12:00 to 2:00 PM). At least 60% attendance is required.

PhD IN ENVIRONMENT AND ENERGY MANAGEMENT

CBM's PhD program in Environment and Energy Management is a rigorous, interdisciplinary research program focusing on building theoretical models in the area of energy and/or environment. The research develops models relating to areas such as energy supply, sufficiency, and security for meeting future energy requirements. The models may also focus on environmental sustainability, impact models and trends relating to water supply, air quality, waste, etc.

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, HAT subject test of HEC or equivalent in the relevant discipline. A minimum of 60% (percentage) marks are 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)
- Student are awarded 30 credits on completion of dissertation/thesis

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

Research Publication requirement for intake from Fall-2021: Each PhD scholar shall be required to publish at least one research paper based on dissertation as a first author along with his/her supervisor/co-supervisor in Clarivate Analytics Impact Factor Journal listed in Journal Citation Reports (Web of Science Group).

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.

COLLEGE OF COMPUTER SCIENCE AND INFORMATION SYSTEMS

Vision Statement

The College of Computer Science and Information System (CCSIS) is committed to emerge as one of the leading college, nationally and internationally, in computing and analytics by focusing on learning, research, technological innovation and enhancing value to society.

Mission Statement

The mission of Computer Science and Information System (CCSIS) is to empower learners and aspirants with technological and analytical tools & techniques following the local and global teaching paradigms so that they could explore new spectrums within a competitive world of technology by innovating in research activities, which will enable their personal, professional, social and intellectual capabilities for economic wellbeing.

BS COMPUTER SCIENCE (BS CS)

The graduates of this program would have the confidence and skills to design ICT solutions and become technology entrepreneurs. The graduates may also join careers as software engineers and may move on to become analysts, designers, and architects in software houses or be freelance solution providers. They may also go into management careers that require strong analytical skills.

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 the 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 coursework. Students are required to take 44 courses (including Final Year Project and relevant labs) & internship, approved by the Institute, in order to complete their degree requirements. Students must maintain a CGPA of 2.5 for the conferment of the degree.

Students from pre-medical background are required to additionally complete the following two mathematics courses:
MTH011 Basic College Mathematics
MTH012 Intermediate College Mathematics

Eligibility Criteria: The eligibiliity criteria for admission into BS Computer Science is given on Page No. 156.

BS Computer Science students learn:

- To apply knowledge gained during the program effectively and efficiently in the software industry
- To contribute, manage, and lead, computer science and software development teams
- To actively pursue lifelong learning and innovation skills
- To equip themselves with latest software tools and techniques
- To groom so as to occupy senior technical and managerial positions
- To successfully bring innovation in IT technology as a whole

Learning Outcomes for BS Computer Science Students include:

1. Successfully bring innovation in IT technology
2. To analyze, identify computing requirements appropriate to solution
3. Appreciate the challenges of IT industry with global changes
4. An ability to apply knowledge of computing and mathematics in IT
5. To design, implement, and evaluate a computer-based system

Career Path:

1. Software Engineer
2. Web/Software Developer
3. Computer Scientist
4. Computer Programmer
5. Network Security Expert
6. Database Administrator
7. Computer Systems Analyst
8. Computer Network Architect
9. Information Security Analyst.
10. Computer and Information Research Scientists

Prospective Employers:

1. Cyber Internet Services
2. Internet Service Providers
3. Real Estate Sector
4. Banking Sectors
5. Hospital Sector
6. Industrial Sector
7. Software Houses
8. Communication & Transportation Sector
9. Government & Private Sector

BS Computer Science: Course Distribution

Area	Credit Hours	Courses
Computing Core [CC]	51	14
Domain Core [DC]	18	6
Domain Elective [DE]	21	7
Mathematics & Supporting Courses [MSC]	12	4
Elective Supporting Courses [ESC]	3	1
General Education Requirements [GER]	33	12
Total	**138**	**44**

Program Structure (Semester Wise)

Semester I

Course Code	Course Name	Credit Hours	Pre-requisite
CSC111 CSC111	Intro to Info. & Comm. Technology [GER] Intro to Info. & Comm. Technology Lab	2+0 0+1	-
CSC113 CSC113	Programming Fundamentals [CC] Programming Fundamentals Lab	3+0 0+1	-
COM107	Academic English [GER]	3+0	-
PHY111 PHY111	Applied Physics [GER] Applied Physics Lab	2+0 0+1	-
MTH107	Calculus and Analytical Geometry [GER]	3+0	-
	Semester Total Credit Hours	**16 (13+3)**	

Semester II

Course Code	Course Name	Credit Hours	Pre-requisite
CSC213 CSC213	Object Oriented Programming [CC] Object Oriented Programming Lab	3+0 0+1	CSC113
COM205	Persuasive & Analytical Writing for Business Communication [MSC]	3+0	COM107
CSC231	Discrete Structure [GER]	3+0	-
CSC115 CSC115	Digital Logic and Design [CC] Digital Logic and Design Lab	3+0 0+1	PHY111
MTH224	Multivariable Calculus [MSC]	3+0	MTH107
	Semester Total Credit Hours	**17 (15+2)**	

Semester III

Course Code	Course Name	Credit Hours	Pre-requisite
CSC215 CSC215	Data Structures and Algorithms [CC] Data Structures and Algorithms Lab	3+0 0+1	CSC213
COM202	Business and Professional Speech [GER]	3+0	COM107
CSC211 CSC211	Comp. Organization & Assembly Lang. [CC] Comp. Organization & Assembly Lang. Lab	3+0 0+1	-
MTH204	Linear Algebra [MSC]	3+0	MTH107
REL101	Islamic Studies [GER]	3+0	-
	Semester Total Credit Hours	**17 (15+2)**	

Semester IV

Course Code	Course Name	Credit Hours	Pre-requisite
CSC217 CSC217	Introduction to Database Systems [CC] Introduction to Database Systems Lab	3+0 0+1	CSC215
CSC317	Introduction to Software Engineering [CC]	3+0	-
STA203	Probability Theory and Statistics [MSC]	3+0	-
CSC313 CSC313	Operating Systems [CC] Operating Systems Lab	3+0 0+1	CSC215
CSC315	Design & Analysis of Algorithms [CC]	3+0	CSC215
	Semester Total Credit Hours	**17 (15+2)**	

Semester V

Course Code	Course Name	Credit Hours	Pre-requisite
CSC347 CSC347	Advance Database Management Systems [DC] Advance Database Management Systems Lab	2+0 0+1	CSC217
CSC319 CSC319	Computer Networks [CC] Computer Networks Lab	3+0 0+1	-
MAN306	Introduction to Management & Organizational Behavior [GER]	2+0	-
CSC219	Professional Practices [GER]	2+0	-
CSC311	Theory of Automata & Formal Lang. [DC]	3+0	CSC231
CSC413 CSC413	Artificial Intelligence [CC] Artificial Intelligence Lab	3+0 0+1	STA203
	Semester Total Credit Hours	**18 (15+3)**	

Semester VI

Course Code	Course Name	Credit Hours	Pre-requisite
CSCxxx	CS Elective 1 [DE]	3*	-
CSCxxx	CS Elective 2 [DE]	3*	-
CSC378 CSC378	HCI and Computer Graphics [DC] HCI and Computer Graphics Lab	2+0 0+1	-
CSC411	Compiler Constructions [DC]	3+0	CSC311
CSC379 CSC379	Computer Architecture [DC] Computer Architecture Lab	3+0	CSC211
CSC380	Entrepreneurship [GER]	2+0	-
	Semester Total Credit Hours	**17 (15+2*)**	

Semester VII

Course Code	Course Name	Credit Hours	Pre-requisite
CSCxxx	CS Elective 3 [DE]	3*	-
CSCxxx	CS Elective 4 [DE]	3*	-
MKT201	Marketing Management [ESC]	3+0	-
LAN10*	Foreign Language-I [GER]	3+0	-
CSC418	Parallel and Distributed Computing [DC]	3+0	CSC313
CSC491	Final Year Project I [CC]	0+3	CSC317
	Semester Total Credit Hours	**18 (15+3*)**	

Semester VIII

Course Code	Course Name	Credit Hours	Pre-requisite
CSCxxx	CS Elective 5 [DE]	3*	-
CSCxxx	CS Elective 6 new [DE]	3*	-
CSCxxx	CS Elective 7 new [DE]	3*	-
CSC419	Information Security [CC]	3+0	-
PSC301	Pakistan Studies [GER]	3+0	
CSC492	Final Year Project II [CC]	0+3	CSC491
	Semester Total Credit Hours	**18 (15+3*)**	

Total 138 Credit Hours

**Lab depends on selection of elective courses by students*

Domain Elective

Course	Stream
BDS404 Machine Learning	Artificial Intelligence
BDS421 Deep Learning	Artificial Intelligence
CSC420 Reinforcement Learning	Artificial Intelligence
CSC469 Computer Vision	Artificial Intelligence
CSC487 Neural Network	Artificial Intelligence
CSC488 Fuzzy Logic	Artificial Intelligence
SEC473 Natural Language Processing	Artificial Intelligence
CSC373 Web Engineering	Software Engineering
CSC374 Mobile Application Development	Software Engineering
CSC473 Enterprise Systems	Software Engineering
CSC476 E-Commerce	Software Engineering
CSC481 Software Quality Assurance	Software Engineering
CSC489 Software Project Management	Software Engineering
SEC475 DevOps	Software Engineering
CSC477 IT Infrastructure	Network and Security
CSC468 Internet of Things	Network and Security
CSC483 Information Security Audit	Network and Security
CSC484 Network Security	Network and Security
CSC485 Cyber Security	Network and Security
CSC486 Wireless Network	Network and Security
SEC481 Cloud Computing	Network and Security
BDS102 Introduction to Data Science	Data Science
BDS301 Data Mining	Data Science
BDS420 Information Retrieval	Data Science
BDS429 Topics in Data Science	Data Science
BDS481 Social Network Analysis	Data Science
CSC474 Data Warehousing	Data Science
CSC475 Big Data Analytics	Data Science

BS ACTUARIAL SCIENCE AND RISK MANAGEMENT

BS in the Actuarial Science and Risk Management equips graduates with mathematical and statistical skills and expertise of tools that help in assessing risk in insurance, finance and other relevant industries and professions.

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
*1 = Introduction to Arabic *2 = Introduction to French
*4 = Introduction to German *6 = Introduction to Italian
*8 = Introduction to 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 (3+0) [Pre req NA] Principles of Microeconomics Probability Theory and Statistics Calculus I Islamic Studies Introduction to Actuarial Science	**Semester Two** Introduction to Financial Accounting Probability Theory and Statistics II Calculus II Principles of Macroeconomics Financial Mathematics I Foreign Language I	**Semester Three** Principles of Marketing Linear Algebra Model and Inferences Introduction to Business Finance Persuasive & Analytical Writing for Bus. Com. (3+0) [Pre Req. COM107] 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 interdisciplinary undergraduate joint program of CCSIS and CESD, 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 phenomenal coverage of Statistics, Actuarial Sciences, and Finance.

Graduates with this degree are increasingly valued by employers because of their critical reasoning and sound knowledge as much of the economic theory is 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 a paragon for those who aim for Master's/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 H.Sc with minimum 50% marks in Pre-Engineering or in General Group (with Mathematics) or A-Levels with a maximum 2 'C's in three principal subjects (with Mathematics) are eligible to apply for admission. The graduation requirement is the completion of 138 credit hours of course work and 6 credit hours of a project approved by the 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 a 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 the shortfall in the summer session. Students must maintain a CGPA of 2.5 for the conferment of the degree.

BS Mathematics and Economics students learn to:

- Develop mathematical thinking, evolving from a computational / procedural understanding of mathematics to a broad understanding that involves logical reasoning, generalization, inference and formal proof.
- Explore the fundamental aspects of economics, formulation and use of quantitative models arising in social science, business and other contexts.
- Acquire an understanding of basic pure mathematics, and of the role of logical argument in mathematics.
- Use basic econometric methods to quantify uncertainty with confidence intervals; use regression to infer causal relationships; and use regressions for prediction.

Learning Outcomes for BS Mathematics & Economics Students include:

1. An ability to communicate effectively with the educational and business community and with society at large about mathematical and economical principles, concepts, and solution to problems with precision and adherence in written, oral and graphical form about concrete questions and to prepare well-organized written arguments that clearly state assumptions/ hypotheses supported by evidence.
2. An ability to optimally apply economic analysis to everyday economic problems in the real world. This shall allow them to understand current events and evaluate potential policy proposals. Moreover, an appreciation shall be developed to evaluate the role played by assumptions in situations that reach various conclusions to a specific economic or policy problem.
3. Be equipped with skills to apply optimization models to consumer, producer, and market theories and to use game theory to analyze the strategic behavior of individuals and firMS
4. Be equipped with the investigative skills necessary for conducting original economic research and participating effectively in project teaMS

Eligibility Criteria

The BS (Mathematics & Economics) is a four-year program. Applicants who have successfully completed H.Sc with minimum 50% marks in Pre-Engineering or in General Group (with Mathematics) or A-Levels with a maximum 2 'C's in three principal subjects (with Mathematics) are eligible to apply for admission.

Required Courses

Communication (3 courses, 9 credit hours)
COM107 Academic English
COM202 Business and Professional Speech
COM205 Persuasive. & Analytical Writing for Business Comm.

Economics
ECO101 Principles of Microeconomics
ECO102 Principles of Macroeconomics
ECO301 Managerial Economics
ECO302 International Trade
ECO303 Financial Economics
ECO304 Econometrics I
ECO307 Monetary theory and Policy
ECO316 Macroeconomics Analysis
ECO323 Development Economics
ECO402 Pakistan Economic Policy
ECO412 Econometrics II
ECOXXX Elective I
ECOXXX Elective II

Language (1 course, 3 credit hours)
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

Political Sciences (1 course, 3 credit hours)
PSC301 Pakistan Studies

Social Sciences (1 course, 3 credit hours)
SSC301 History of Ideas

Mathematics (15 courses, 45 credit hours)
MTH104 Calculus I
MTH105 Calculus II
MTH203 Introduction to Formal Mathematics
MTH204 Linear Algebra
MTH224 Multivariable Calculus
MTH303 Real Analysis I
MTH304 Real Analysis II
MTH344 Ordinary Differential Equations
MTH346 Partial Differential Equations
MTH350 Topics in Mathematical Economics
MTH403 Numerical Analysis
MTH427 Topology
MTH401 Complex Analysis
MTH433 Optimization Techniques
MTHXXX Elective I
MTHXXX Elective II

Programming (3 courses, 12 credit hours)
CSC113 Programming Fundamentals
CSC213 Object Oriented Programming
CSC215 Data Structure and Algorithms

Religious Studies (1 course, 3 credit hours)
REL101 Islamic Studies

Statistics (4 courses, 12 credit hours)
STA203 Probability Theory and Statistics
STA301 Model and Inference
STA302 Methods of Data Analysis
STA303 Time Series Analysis

Natural Science Courses (2 courses, 6 credit hours)
PHY111 Applied Physics
SSC202 Environmental Studies

Elective Courses

Mathematics
MTH406 Finite Element Analysis
MTH411 Modelling and Simulation
MTH421 Abstract Algebra
MTH430 Operational Research
MTH437 Functional Analysis
MTH439 Introduction to Dynamical Systems
MTH451 Number Theory
MTH456 Statistical Machine Learning
MTH457 Deep Learning
MTH214 Game Theory

Economics
ECO314 Contemporary Issues in Macroeconomics
ECO411 Islamic Economics
ECO416 Growth Theories
ECO418 Resource & Environmental Economics
ECO526 Energy Economics
ECO442 Public Finance
ECO444 Economics of Logistics
ECO415 WTO, Disputes and Settlements
ECO419 Agriculture and Food Security
ECO407 Analysis of Pakistani Industries
ECO321 General Equilibrium and Welfare Economics
ECO310 History of Economic Thoughts
ECO528 Economics and Social Equilibrium

Natural Science Courses Pool (Courses 03, Credit Hours 06)

NSC301 Everyday Science
PHY111 Applied Physics
NSC302 Environmental studies

General Education(Courses 04, Credit Hours 06)

SSCXXX Introduction to Philosophy
SSCXXX Video Production (ELE625 / ECE626 Image and Video Processing)
SSCXXX Teaching of Mathematics
SSC310 History of Economic Thought

Course Structure

Semester One (19 Credit Hours) Islamic studies (3+0) [Pre req NA] Academic English (3+0) [Pre req NA] Applied Physics (3+0) [Pre req NA] Principles of Microeconomics (3+0) [Pre req NA] Calculus I (3+0) [Pre req NA] Programming Fundamentals (3+1)[Pre req NA]	**Semester Two (19 Credit Hours)** Persuasive. & Analytical Writing for Business Communication (3+0) [COM107] Foreign Language I (3+0) [Pre req NA] Probability theory & Statistics (3+0) [Pre req MTH104] Principles of Macroeconomics (3+0) [Pre req NA] Calculus II (3+0) [Pre req MTH104] Object Oriented Programming (3+1) [Pre req CSS113]
Semester Three (19 Credit Hours) Managerial Economics (3+0) [Pre req ECO101, ECO102] Multivariable Calculus (3+0) [Pre req MTH105] Model and inference (3+0) [Pre req STA203] Introduction to Formal Mathematics (3+0) [Pre req NA] Business and Professional Speech (3+0) [Pre req COM202] Data Structure and Algorithms (3+1) [Pre Req CSC213]	**Semester Four (18 Credit Hours)** Macroeconomics Analysis (3+0) [Pre req ECO102] Real Analysis I (3+0) [Pre req MTH203] Methods of Data Analysis (3+0) [Prereq STA301] Linear Algebra (3+0) ([Pre req NA] Pakistan Studies (3+0) [Pre req NA] Topics in Mathematical Economics (3+0) [Prereq MTH104, ECO 101]
Semester Five (18 Credit Hours) Development Economics (3+0) [Pre req ECO103 & ECO316] International Trade (3+0) [Pre req ECO103 & ECO316] Real Analysis II (3+0) [Pre req MTH301] Environmental Studies (3+0) [Pre req NA] Ordinary Differential Equations (3+0) [Pre req MTH224] History of Ideas (3+0) [Pre req NA]	**Semester Six (18 Credit Hours)** Numerical Analysis (3+0) [Pre req MTH105, MTH204 & MTH344] Complex Analysis (3+0) [Pre req MTH303 & MTH304] Econometrics I (3+0) [Pre req STA301] Financial Economics (3+0) [Pre req ECO102] Partial Differential Equations (3+0) [Pre req MTH 344] Monetary theory & Policy (3+0) [Pre req ECO316]
Semester Seven (18 Credit Hours) Econometrics II (3+0) [Pre req ECO304] Topology (3+0) Optimization Techniques (3+0) Economics Elective I (3+0) Mathematics Elective I (3+0) Final Year Project I (0+3)	**Semester Eight (15 Credit Hours)** Pakistan Economic Policy Time Series Analysis (3+0) [Pre req STA302] Economics Elective II (3+0) Mathematics Elective II (3+0) Final Year Project II (0+3)

BS DATA SCIENCE

BS (Data Science) focuses on statistical analysis and theoretical computer science to develop solutions that employ robust mathematical models. These models help AI (Artificial Intelligence) and other predictive tools for data mining and reaching closer to the solution.

This program 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 Data Science principles for solving large-scale, real-world data analysis problems BS (Data Science) is a four-year degree program. It requires completion of 138 credit hours of coursework and compulsory internship of at least six weeks at an organization approved by the Institute.

Students from pre-medical background are required to additionally complete the following two mathematics courses:
MTH011 Basic College Mathematics
MTH012 Intermediate College Mathematics

Eligibility Criteria: The eligibiliity criteria for admission into BS Data Science is given on Page No. 156.

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 data visualization.
3. Ability to communicate results of analysis effectively (visually and verbally) to a broad audience.

Career Path

1. Data Architect
2. Infrastructure Architect
3. Data Scientist
4. Data Analyst
5. Data Engineer
6. Machine Learning Engineer & Architect

Prospective Firms/Companies

1. Real Estate Industry
2. Hospital Industry
3. Social Media Data Analytics Firms
4. Food and Supply Industry
5. Banking Sector
6. Airline Industry
7. Communication & Transportation Industry
8. Government & Private Sector
9. Insurance Industry

BS Data Science: Course Distribution

Area	Credit Hours	Courses
Computing Core [CC]	51	14
Domain Core [DC]	18	6
Domain Elective [DE]	21	7
Mathematics & Supporting Courses [MSC]	12	4
Elective Supporting Courses [ESC]	3	1
General Education Requirements [GER]	33	12
Total	**138**	**44**

Program Structure (Semester Wise)

Semester I

Course Code	Course Name	Credit Hours	Pre-requisite
CSC111 CSC111	Introduction to Information & Comm. Technology [GER] Introduction to Information & Comm. Technology Lab	2+0 0+1	-
CSC113 CSC113	Programming Fundamentals [CC] Programming Fundamentals Lab	3+0 0+1	-
COM107	Academic English [GER]	3+0	-
PHY111 PHY111	Applied Physics [GER] Applied Physics Lab	2+0 0+1	-
MTH107	Calculus and Analytical Geometry [GER]	3+0	-
	Semester Total Credit Hours	**16 (13+3)**	

Semester II

Course Code	Course Name	Credit Hours	Pre-requisite
CSC213 CSC213	Object Oriented Programming [CC] Object Oriented Programming Lab	3+0 0+1	CSC113
COM205	Persuasive & Analytical Writing for Business Communication [MSC]	3+0	COM107
CSC231	Discrete Structure [GER]	3+0	-
CSC115 CSC115	Digital Logic and Design [CC] Digital Logic and Design Lab	3+0 0+1	PHY111
MTH224	Multivariable Calculus [MSC]	3+0	MTH107
	Semester Total Credit Hours	**17 (15+2)**	

Semester III

Course Code	Course Name	Credit Hours	Pre-requisite
CSC215 CSC215	Data Structures and Algorithms [CC] Data Structures and Algorithms Lab	3+0 0+1	CSC213
COM202	Business and Professional Speech [GER]	3+0	COM107
CSC211 CSC211	Comp. Organization & Assembly Lang. [CC] Comp. Organization & Assembly Lang. Lab	3+0 0+1	-
MTH204	Linear Algebra [MSC]	3+0	MTH107
REL101	Islamic Studies [GER]	3+0	-
	Semester Total Credit Hours	**17 (15+2)**	

Semester IV

Course Code	Course Name	Credit Hours	Pre-requisite
CSC217 CSC217	Introduction to Database Systems [CC] Introduction to Database Systems Lab	3+0 0+1	CSC215
BDS102 BDS102	Introduction to Data Science [DC] Introduction to Data Science Lab	2+0 0+1	-
STA203	Probability Theory and Statistics [MSC]	3+0	-
CSC313 CSC313	Operating Systems [CC] Operating Systems Lab	3+0 0+1	CSC215
CSC315	Design & Analysis of Algorithms [CC]	3+0	CSC215
	Semester Total Credit Hours	**17 (14+3)**	

Semester V

Course Code	Course Name	Credit Hours	Pre-requisite
BDS350 BDS350	Advanced Statistics [DC] Advanced Statistics Lab	2+0 0+1	STA203
CSC319 CSC319	Computer Networks [CC] Computer Networks Lab	3+0 0+1	-
MAN306	Introduction to Management & Organizational Behavior [GER]	2+0	-
CSC219	Professional Practices [GER]	2+0	-
BDS301 BDS301	Data Mining [DC] Data Mining Lab	3+0	-
CSC413 CSC413	Artificial Intelligence [CC] Artificial Intelligence Lab	3+0 0+1	STA203
	Semester Total Credit Hours	**18 (14+4)**	

Semester VI

Course Code	Course Name	Credit Hours	Pre-requisite
BDSxxx	DS Elective 1 [DE]	3+0	-
CSCxxx	DS Elective 2 [DE]	3+0	-
CSC317	Introduction to Software Engineering [CC]	3+0	-
BDS401 BDS401	Data Visualization [DC] Data Visualization Lab	2+0 0+1	-
BDS351 BDS351	Data Warehouse and Business Intelligence [DC] Data Warehouse and Business Intelligence Lab	2+0 0+1	-
CSC380	Entrepreneurship [GER]	2+0	-
	Semester Total Credit Hours	**17 (15+2*)**	

Semester VII

Course Code	Course Name	Credit Hours	Pre-requisite
BDSxxx	DS Elective 3 [DE]	3+0	-
BDSxxx	DS Elective 4 [DE]	3+0	-
MKT201	Marketing Management [ESC]	3+0	-
LAN10*	Foreign Language-I [GER]	3+0	-
CSC418	Parallel and Distributed Computing [DC]	3+0	CSC313
CSC491	Final Year Project I [CC]	0+3	CSC317
	Semester Total Credit Hours	**18 (15+3*)**	

Semester VIII

Course Code	Course Name	Credit Hours	Pre-requisite
BDSxxx	DS Elective 5 [DE]	3+0	-
BDSxxx	DS Elective 6 new [DE]	3+0	-
BDSxxx	DS Elective 7 new [DE]	3*	-
CSC419	Information Security [CC]	3+0	-
PSC301	Pakistan Studies [GER]	3+0	
CSC492	Final Year Project II [CC]	0+3	CSC491
	Semester Total Credit Hours	**18 (15+3*)**	

Total 138 Credit Hours

**Lab depends on selection of elective courses by students*

Domain Elective

BDS201 Business Process Analysis	BDS481 Social Network Analysis
BDS404 Machine Learning	BDS482 Information Extraction
BDS417 Artificial Neural Networks	CSC311 Theory of Automata & Formal Lang.
BDS420 Information Retrieval	CSC347 Adv. Database Management Systems
BDS422 Platform & Architecture for Data Science	CSC378 HCI & Computer Graphics
BDS424 Speech Processing	CSC473 Big Data Analytics
BDS425 Text Mining	SEC473 Natural Language Processing
BDS429 Topics in Data Science	SEC481 Cloud Computing

BS MATHEMATICS AND COMPUTATIONAL FINANCE

The BS in Mathematics and Computational Finance is an applied Mathematics program with a well-developed application in Finance structured for the students who might be interested in Mathematics and desire for a career in Business. BS Mathematics and Computational Finance program offers a comprehensive variety of modules across mathematics, statistics, finance, and programming. The program will empower the student to cultivate expertise in creative problem-solving and logical reasoning, to analyze market forces, minimize risk and maximize profitability, which are in great demand in a wide range of career sectors.

BS in Mathematics and Computational Finance will be a 4-year degree program with two semesters in each year. It will require the completion of 138 credit hours of course work, 6 credit hours of the project approved by the college and compulsory computational finance internship of at least 6 weeks in an approved firm. 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 a 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 the shortfall in the summer session. Students must maintain a CGPA of 2.5 for the conferment of the degree.

BS Mathematics and Computational Finance students learn to:

- Learn the computational and modelling techniques used to price tradable assets such as bonds, securities, loans, energy and associated derivatives.
- Learn to generate, model, value, hedge and trade ingenious financial products.
- Acquire an analytical and strategic judgement for controlling the risk connected with complex financial transactions.
- Be equipped with the engineering-driven approaches widely used to construct and deploy the financial transactions and processes that, in their context, function as the international financial system and capital markets.
- Be provided with the educational background to pursue increasingly responsible management roles in industry.
- Be prepared to enter leadership positions in the financial industry and government where they will use their quantitative skills and creativity to provide innovative solutions and develop new or improved products and services.

Learning Outcomes for Business Analytics Students include:

1. Ability to apply knowledge of mathematics and mathematical methods to the pricing and hedging of financial derivative securities.
2. An ability to use empirical evidence to assess the validity of mathematical and financial argument. This shall involve the use of financial data and mathematical methodology, ability to interpret results and conduct appropriate mathematical analysis.
3. Ability to work effectively, both independently and as part of an interdisciplinary group.
4. A recognition of the need for and an ability to engage in lifelong learning.

Eligibility Criteria

The BS (Mathematics and Computational Finance) is a four-year program. Applicants who have successfully completed HSc with minimum 50% marks in Pre-Engineering or in General Group (with Mathematics) or A-Levels with a maximum 2 'C's in three principal subjects (with Mathematics) are eligible to apply for admission.

Required Courses

Communication

COM107 Academic English (3+0)
COM202 Business and Professional Speech (3+0)
COM205 Persuasive & Analytical Writing for Business Comm.

Economics

ECO101 Principles of Microeconomics (3+0)
ECO102 Principles of Macroeconomics (3+0)

Finance
FIN201 Introduction to Business Finance 3+0)
FIN202 Financial Management (3+0)
FIN503 Corporate Finance (3+0)
FIN509 Financial Derivatives (3+0)
FIN613 Financial Modeling (3+0)
FIN*** FinTech (3+0)
FIN*** Finance Elective I (3+0)
FIN*** Finance Elective II (3+0)

Language
LAN10* Foreign Language I
*1 = Introduction to Arabic *2 = Introduction to French
*4 = Introduction to German *6 = Introduction to Italian
*8 = Introduction to Chinese

Religious Studies
REL101 Islamic Studies

Political Sciences
PSC301 Pakistan Studies

Statistics
STA203 Probability Theory and Statistics (3+0)
STA207 Qualitative Data Analysis (3+0)
STA301 Model and Inference (3+0)
STA304 Quantitative Data Analysis (1+2)
STA306 Applied Econometrics (2+1)

Social Sciences
SSC301 History of Ideas

Internship
Internship related to Financial Mathematics

Mathematics
MTH102 Calculus I (3+0) MTH106 Calculus II (3+0)
MTH204 Linear Algebra (3+0)
MTH224 Multivariable Calculus (3+0)
MTH203 Introduction to Formal Mathematics (3+0)
MTH303 Real Analysis I (3+0)
MTH304 Real Analysis II (3+0)
MTH309 Stochastic Processes (3+0)
MTH344 Differential Equations (3+0)
MTH346 Partial Differential Equations (3+0)
MTH403 Numerical Analysis (3+0)
MTH310 Discrete Time Finance (3+0)
MTH410 Continuous Time Finance (3+0)
MTH*** Mathematics Elective I (3+0)
MTH*** Mathematics Elective II (3+0)

Finance and Risk Management
FRM201 Principles of Risk Management (3+0)
FRM401 Advance Financial Risk Management (3+0)

Programming
CSC113 Programming Fundamentals
CSC213 Object Oriented Programming
CSC215 Data Structure and Algorithms

Natural Science
PHY111 Applied Physics
SSC202 Environmental Studies

Project
Computational Finance Project I (0+3)
Computational Finance Project II (0+3)

Elective Courses

Mathematics
MTH430 Operations Research (3+0)
MTH439 Introduction to Dynamical Systems
MTH437 Functional Analysis
MTH406 Finite Element Methods
MTH456 Statistical Machine Learning
MTH457 Deep Learning
MTH440 Advanced Methods for Data Analysis
MTH452 Convex and Non-Linear Analysis
MTH451 Number Theory

Finance
FIN403 Islamic Banking and Finance
FIN506 Investment Banking and Security Analysis
FIN507 Portfolio Management
FIN511 Analysis of Financial Statement
FIN512 Money and Capital Market
FIN515 Foreign Trade and Banking

Course Structure

Semester One (19 Credit Hours) Islamic studies (3+0) [Pre req NA] Academic English (3+0) [Pre req NA] Principles of Microeconomics (3+0) [Pre req NA] Calculus I (3+0) [Pre req NA] Applied Physics (3+0) [Pre req NA] Programming Fundamentals (3+1) [Pre req NA]	**Semester Two (19 Credit Hours)** Probability Theory and Statistics (3+0) [Pre req MTH102] Persuasive & Analytical Writing for Business Communication (3+0) [Pre req COM107] Principles of Macroeconomics (3+0) [Pre req NA] Calculus II (3+0) [Pre req MTH102] Environmental Studies (3+0) [Pre req NA] Object Oriented Programming (3+1) [Pre req CSS113]
Semester Three (19 Credit Hours) Introduction to Business Finance (3+0) [Pre req ACC201] Introduction to Formal Mathematics (3+0) [Pre req NA] Model and Inference (3+0) [Pre req STA203] Multivariable Calculus (3+0) [Pre req MTH106] Business and Professional Speech (3+0) [Pre req COM107] Data Structure and Algorithms (3+1) [Pre Req CSC213]	**Semester Four (18 Credit Hours)** Financial Management (3+0) [Pre req MCF201] Real Analysis I (3+0) [Pre req MTH203] Qualitative Data Analysis (3+0) [Pre req STA301] Linear Algebra (3+0) [Pre req NA] Foreign Language I (3+0) [Pre req NA] Pakistan Studies (3+0) [Pre req NA]
Semester Five (18 Credit Hours) Principal of Risk Management (3+0) Real Analysis II (3+0) [Pre req MTH301] Quantitative Data Analysis (1+2) [Pre req STA301] Applied Econometrics (2+1) [Pre req STA301] Introduction to Differential Equations (3+0) [Pre req MTH224] Financial Modeling (3+0) [Pre req MCF202]	**Semester Six (18 Credit Hours)** Numerical Analysis (3+0) [Pre req MTH105, MTH204 & MTH344] Probability and Measure Theory (3+0) [Pre req MTH304] Stochastic Process (3+0) [Pre req 304] Corporate Finance (3+0) [Pre req MCF202] Financial Derivatives (3+0) [Pre req MCF202] History of Ideas (3+0) [Pre req NA]
Semester Seven (18 Credit Hours) Advance Financial Risk Management (3+0) [Pre req FRM201] Discrete Time Finance (3+0) [Pre req STA309] Finance Elective I (3+0) Mathematics Elective I (3+0) Partial Differential Equations (3+0) [Pre req MTH344] Computational Finance Project I (0+3)	**Semester Eight (15 Credit Hours)** Fintech (3+0) [Pre req MCF201 & MCF202] Continuous Time Finance (3+0) [Pre req MTH310] Finance Elective II (3+0) Mathematics Elective II (3+0) Computational Finance Project II (0+3)

BS SOFTWARE ENGINEERING (BS SE)

This program is devised to gear students in acquiring skills to undertake the issues of designing and developing reliable software with a clear understanding of problem-solving techniques, software quality, software testing, and management practices.

The graduates of this program would have the confidence and skills to become technology entrepreneurs. They may also join careers as software engineers and may move on to become analysts, designers, and architects in software houses or freelance solution providers. The program is designed to satisfy general requirements and meets the criteria adopted by the Higher Education Commission (HEC) of Pakistan. The aim is to prepare students to serve the productive needs of Pakistan's software industry. It requires completion of 138 credit hours of coursework. Students are required to take 44 courses (including Final Year Project and relevant labs) & internship, approved by the institute, in order to complete their degree requirements. Students must maintain a CGPA of 2.5 for the conferment of the degree.

Students from pre-medical background are required to additionally complete the following two mathematics courses:
MTH011 Basic College Mathematics
MTH012 Intermediate College Mathematics

Eligibility Criteria: The eligibiliity criteria for admission into BS Software Engineering is given on Page No. 156.

BS Software Engineering students learn:
- To enable the graduates to apply knowledge gained during the program effectively and efficiently in software industry
- To contribute, manage and lead, computer science and software development teams
- To actively pursue lifelong learning and innovation skills
- To equip graduates with latest software tools and techniques
- To groom graduates to occupy senior technical and managerial positions
- To successfully bring innovation in IT technology as a whole

Learning Outcomes for BS Software Engineering Students include:
1. Equip themselves with latest software tools
2. Successfully bring innovation in Information technology
3. An ability to function effectively on teams to accomplish a common goal
4. An understanding of professional, legal, security and social issues of it
5. An ability to communicate effectively with a range of audiences
6. An ability to develop software systems of varying complexity
7. Will develop logical thinking process

Career Path:
1. Web Developer
2. Software Engineer / Developer
3. System Analyst
4. Front End Developer
5. Software Project Manager
6. Software-Trainee Engineer
7. SQL Developer
8. Software QA Engineer
9. Data Engineer
10. Technical Writer

Prospective Employers:
1. Cyber Internet Services
2. Internet Service Providers
3. Banking Sector
4. Real Estate Industry
5. Hospital Industry
6. Software Houses
7. Communication Industry
8. Transportation Sector
9. Government & Private Sector

BS Software Engineering: Course Distribution

Area	Credit Hours	Courses
Computing Core [CC]	51	14
Domain Core [DC]	18	6
Domain Elective [DE]	21	7
Mathematics & Supporting Courses [MSC]	12	4
Elective Supporting Courses [ESC]	3	1
General Education Requirements [GER]	33	12
Total	**138**	**44**

Program Structure (Semester Wise)

Semester I

Course Code	Course Name	Credit Hours	Pre-requisite
CSC111 CSC111	Introduction to Information & Comm. Technology [GER] Introduction to Information & Comm. Technology Lab	2+0 0+1	-
CSC113 CSC113	Programming Fundamentals [CC] Programming Fundamentals Lab	3+0 0+1	-
COM107	Academic English [GER]	3+0	-
PHY111 PHY111	Applied Physics [GER] Applied Physics Lab	2+0 0+1	-
MTH107	Calculus and Analytical Geometry [GER]	3+0	-
	Semester Total Credit Hours	**16 (13+3)**	

Semester II

Course Code	Course Name	Credit Hours	Pre-requisite
CSC213 CSC213	Object Oriented Programming [CC] Object Oriented Programming Lab	3+0 0+1	CSC113
COM205	Persuasive & Analytical Writing for Business Communication [MSC]	3+0	COM107
CSC231	Discrete Structure [GER]	3+0	-
CSC115 CSC115	Digital Logic and Design [CC] Digital Logic and Design Lab	3+0 0+1	PHY111
MTH224	Multivariable Calculus [MSC]	3+0	MTH107
	Semester Total Credit Hours	**17 (15+2)**	

Semester III

Course Code	Course Name	Credit Hours	Pre-requisite
CSC215 CSC215	Data Structures and Algorithms [CC] Data Structures and Algorithms Lab	3+0 0+1	CSC213
COM202	Business and Professional Speech [GER]	3+0	COM107
CSC211 CSC211	Comp. Organization & Assembly Lang. [CC] Comp. Organization & Assembly Lang. Lab	3+0 0+1	-
MTH204	Linear Algebra [MSC]	3+0	MTH107
REL101	Islamic Studies [GER]	3+0	-
	Semester Total Credit Hours	**17 (15+2)**	

Semester IV

Course Code	Course Name	Credit Hours	Pre-requisite
CSC217 CSC217	Introduction to Database Systems [CC] Introduction to Database Systems Lab	3+0 0+1	CSC215
CSC317	Introduction to Software Engineering [CC]	3+0	-
STA203	Probability Theory and Statistics [MSC]	3+0	-
CSC313 CSC313	Operating Systems [CC] Operating Systems Lab	3+0 0+1	CSC215
CSC315	Design & Analysis of Algorithms [CC]	3+0	CSC215
	Semester Total Credit Hours	**17 (15+2)**	

Semester V

Course Code	Course Name	Credit Hours	Pre-requisite
SCE311 SCE311	Software Construction and Development [DC] Software Construction and Development Lab	2+0 0+1	STA203
CSC319 CSC319	Computer Networks [CC] Computer Networks Lab	3+0 0+1	-
MAN306	Introduction to Management & Organizational Behavior [GER]	2+0	-
CSC219	Professional Practices [GER]	2+0	-
SEC211	Software Design & Architecture [DC]	3+0	CSC231
CSC413 CSC413	Artificial Intelligence [CC] Artificial Intelligence Lab	3+0 0+1	STA203
	Semester Total Credit Hours	**18 (15+3)**	

Semester VI

Course Code	Course Name	Credit Hours	Pre-requisite
SECxxx	SE Elective 1 [DE]	3*	-
SECxxx	SE Elective 2 [DE]	3*	-
SEC321 SEC321	Software Quality Engineering [DC] Software Quality Engineering Lab	2+0 0+1	-
SEC111 SEC111	Software Requirement Engineering [DC] Software Requirement Engineering Lab	2+0 0+1	-
MKT201	Marketing Management [ESC]	3+0	-
CSC380	Entrepreneurship [GER]	2+0	-
	Semester Total Credit Hours	**17 (15+2*)**	

Semester VII

Course Code	Course Name	Credit Hours	Pre-requisite
SECxxx	SE Elective 3 [DE]	3*	-
SECxxx	SE Elective 4 [DE]	3*	-
CSC418	Parallel and Distributed Computing [DC]	3+0	CSC313
LAN10*	Foreign Language-I [GER]	3+0	-
SEC323 SEC323	Software Project Management [DC] Software Project Management Lab	2+0 0+1	-
CSC491	Final Year Project I [CC]	0+3	CSC317
	Semester Total Credit Hours	**18 (15+3*)**	

Semester VIII

Course Code	Course Name	Credit Hours	Pre-requisite
SECxxx	SE Elective 5 [DE]	3*	-
SEC xxx	SE Elective 6 new [DE]	3*	-
SEC xxx	SE Elective 7 new [DE]	3*	-
CSC419	Information Security [CC]	3+0	-
PSC301	Pakistan Studies [GER]	3+0	
CSC492	Final Year Project II [CC]	0+3	CSC491
	Semester Total Credit Hours	**18 (15+3*)**	

Total 138 Credit Hours

**Lab depends on selection of elective courses by students*

Domain Elective

BDS102 Intro. To Data Science	SEC472 Semantic Web
CSC311 Theory of Automata & Formal Languages	SEC473 Natural Language Processing
CSC347 Advanced Database Management	SEC474 Real-Time Systems
CSC373 Web Engineering	SEC481 Cloud Computing
CSC378 HCI & Computer Graphics	SEC482 Big Data Analytics
CSC379 Computer Architecture	SEC483 Multimedia Communication
CSC473 Enterprise Systems	SEC488 Software Verification and Validation
SEC462 Visual Programming	SEC489 Object Oriented Analysis & Design
SEC463 E-Commerce	SEC491 Management Information Systems
SEC464 Systems Programming	SEC493 Information Systems Audit
SEC465 Game Application Development	SEC494 Global Software Development
SEC466 Mobile Application Development	SEC499 Topics in Software Engineering
SEC471 Agent Based Software Engineering	

BS STATISTICS & BUSINESS ANALYTICS

BS (Statistics and Business Analytics) is designed to give you substantial hands-on digital skills, teaching you statistical theory and data analysis techniques with the perspective of business analytics. You will learn how to use these skills to solve business problems, applying them to specific areas in marketing, finance, and economics. In addition, you will learn international and sustainable business management from both theoretical and experiential viewpoints. The latest developments in Business Analytics' technology are playing a crucial role in automating the analysis process. It is also enabling both data analysis experts and business users to interpret data more easily and quickly. Business analytics are key differentiators, which provide a competitive edge to companies across industries.

BS (Statistics and Business Analytics) is a four-year degree program. It requires completion of 141 credit hours of course work, 6 credit hours of the project approved by the college and compulsory internship of at least six weeks in an organization approved by the Institute. A major component of this degree is the final year two-semester project that teaches students how to apply statistical and computational principles to solve large-scale, real-world data analysis probleMS

Statistics and Business Analytics students learn to:

- Apply knowledge of Computing, Mathematics, and Statistics and integrate it with the business that is appropriate for the program.
- Get a thorough understanding of tools and methods and enhance their ability to do in-depth research.
- Analyze the data pertinent to business problems to explore solutions.
- Acquire the knowledge and skills to get a greater insight regarding the day-to-day challenges that businesses face.
- Use knowledge of data analytics to apply in the important branches of business management such as Marketing, Human Resource Management, Finance and Risk Management, Supply Chain Management.
- Change the world for the better – in areas like healthcare, transportation, and education, etc.

Learning Outcomes for Statistics and Business Analytics Students include:

1. Design, implement and evaluate a computer-based system, process, component or program to meet desired needs.
2. Communicate effectively with different audiences.
3. Improve business-related decision-making skills by exploring and mining data from various aspects.

Career Path

1. Marketing Analyst
2. Financial Analyst
3. CRM Analyst
4. Supply Chain Analyst
5. Funds and Security Analyst
6. Research Scientist

Prospective Firms/Companies

1. Banking Sector
2. Real Estate Sector
3. Business Industry
4. Communication Industry
5. Transportation & Supply Chain Sector
6. Governemnet and Private Sector

Eligibility Criteria

The BS (Statistics and Business Analytics) is a four-year program. Applicants who have successfully completed H.Sc with minimum 50% marks in Science Group (Pre-Engineering) or in General Group (with Mathematics/Statistics/Computer Science) or A-Levels with a maximum 2 'Cs in three principal subjects (with Mathematics/Statistics/Computer Science) are eligible to apply for admission.

Required Courses

Accounting
ACC101 Introduction to Financial Accounting
ACC201 Intermediate Financial Accounting

Finance
FIN201 Introduction to Business Finance
FIN202 Financial Management

Management
MAN101 Principles of Management
MAN302 Organizational Behavior
MAN303 Production and Operations Management

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

Marketing
MKT301 Principles of Marketing
MKT302 Marketing Management
MKT404 Methods in Business Research

Political Sciences
PSC301 Pakistan Studies

Social Sciences
SSC301 History of Ideas

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

Elective Courses

Statistics
STA315 Design of Experiment II
STA316 Operations Research I
STA317 Operations Research II
STA309 Loss Models I
STA310 Loss Models II
STA319 Statistical Quality Control
FRM201 Principles of Risk Management

Elective (Business Analytics)
MKT602 Marketing Analytics
HRM513 HR Automation
FINXXX Financial Analytics

Economics
ECOXXX Introduction Micro and Macroeconomics
ECO103 Intermediate Micro and Macroeconomics
ECO304 Introduction to Econometrics
ECO402 Pakistan Economic Policy

Management Information Systems
MIS401 Computer Applications

Human Resource Management
HRM301 Human Resource Management

Religious Studies
REL101 Islamic Studies

Mathematics
MTH100 Mathematics for Business MTH104 Calculus I
MTH105 Calculus II
MTH204 Linear Algebra
MTH403 Numerical Analysis

Statistics
STA203 Probability Theory and Statistics I
STA205 Probability Theory and Statistics II
STA210 Sampling Theory
STA301 Model and Inferences
STA302 Methods of Data Analysis
STA305 Applied Regression Analysis
STA307 Decision Theory
STA311 Design of Experiment I
STA313 Applied Multivariate Analysis
STA303 Time Series Analysis and Forecasting

Natural Science
PHY111 Applied Physics
SSC202 Environmental studies

Final Year Project
STA491 Final Year Project I
STA492 Final Year Project II

Course Structure

Semester One (18 Credit Hours) Islamic Studies (3+0) [Pre Req. NA] Mathematics for Business (3+0) [Pre Req. NA] Principles of Management (3+0) [Pre Req. NA] Introduction to Micro and Macroeconomics (3+0) [Pre Req. ECO102] Probability Theory and Statistics I (3+0) [Pre Req. NA] Academic English (3+0) [Pre Req. NA]	**Semester (18 Credit Hours)** Persuasive and Analytical Writing for Bus. Comm. (3+0) [Pre Req. COM107] Pakistan Studies (3+0) [Pre Req. NA] Calculus I (3+0) [Pre Req. NA] Probability Theory and Statistics II (3+0) [Pre Req. STA203] Principles of Marketing (3+0)[Pre Req. NA] Foreign Language I [Pre Req. NA]
Semester Three (18 Credit Hours) Computer Applications (2+1) [Pre Req. NA] Intermediate Micro and Macroeconomics (3+0) [Pre Req. ECOXXX] Calculus II (3+0) [Pre Req. MTH104] Introduction to Financial Accounting (3+0) [Pre Req. NA] Model and Inferences (3+0) [Pre Req. STA205] Business and Professional Speech (3+0) [Pre Req. COM107]	**Semester Four (18 Credit Hours)** Linear Algebra (3+0) [Pre Req. NA] Organizational Behavior (3+0) [Pre Req. MAN101] Intermediate Financial Accounting (3+0) [Pre Req. ACC101] Marketing Management (3+0) [Pre Req. MKT301] Methods of Data Analysis (2+1) [Pre Req. STA301] Applied Physics (3+0) [Pre Req. NA]
Semester Five (18 Credit Hours) Human Resource Management (3+0) [Pre Req. MAN302] Introduction to Econometrics (2+1) [Pre Req. ECO102] Introduction to Business Finance (3+0) [Pre Req. NA] Methods in Business Research (3+0) [Pre Req. MKT302] Applied Regression Analysis (2+1) [Pre Req. STA302] Environmental studies (3+0)[Pre Req. NA]	**Semester Six (18 Credit Hours)** Financial Management (3+0) [Pre Req. FIN201] Sampling Theory (2+1) [Pre Req. STA302] Numerical Analysis (3+0)[Pre Req. MTH204] Elective I (STATISTICS) (3+0) [Pre Req. NA] Pakistan Economic Policy (3+0) [Pre Req. ECO103] History of Ideas
Semester Seven (18 Credit Hours) Decision Theory (3+0) [Pre Req. STA301] Design of Experiment I (2+1) [Pre Req. STA305] Production and Operations Management (3+0) [Pre Req. NA] Elective I (BUSINESS ANALYTICS) (3+0) [Pre Req. NA] Elective II (STATISTICS) (3+0) [Pre Req. NA] Final Year Project I (0+3) [Pre Req. MKT404, STA305]	**Semester Eight (15 Credit Hours)** Applied Multivariate Analysis (2+1) Time Series Analysis and Forecasting (2+1) [Pre Req. STA305] Elective III (STATISTICS) (3+0) [Pre Req. NA] Elective II (BUSINESS ANALYTICS) (3+0) [Pre Req. NA] Final Year Project II (0+3) [Pre Req. STA491]

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 four semesters. It requires the completion of 33 credit hours of course work. Students are required to complete 9 courses and a thesis of an equivalent of 6 credit hours equivalent of two courses to fulfill degree requirements. Students must maintain a CGPA of 3.0 for the conferment of the degree.

MS Computer Science students learn to:

- To impart a breadth of knowledge in core areas of Computer Science which include theoretical foundations and fundamentals of systems
- Instill opportunities for a research-oriented program, in preparation for the PhD program in computer science
- Link theory with practice and demonstrate analytical and proper decision-making abilities while developing computer systems or solutions
- Use their knowledge and critical independent thinking skills while working independently and/or in team environments

Learning Outcomes for MS Computer Science students include:

1. Acquisition of hands-on experience with relevant software tools, languages, data models, and environments for data processing.
2. Ability to communicate results of analysis effectively (visually and verbally) to a broad audience in the fields of biology, environment, finance and risk management, data science, business management, and other disciplines
3. An ability to analyze a problem, and identify and define the computing requirements appropriate to its solution
4. An ability to design, implement and evaluate a computer-based system, process, component, or program to meet desired needs
5. Be well-prepared for research and development in Computer Science in industry or academia
6. Deal with the challenges of the IT industry with global changes
7. Develop logical thinking process

Career Path:

1. Application Analyst
2. Applications Developer
3. Data Analyst
4. UX Designer
5. IT Consultant
6. Cybersecurity Consultant
7. Information Systems Manager
8. Multimedia Programmer
9. Systems Analyst
10. Games Developer

Prospective Employers:

1. Cyber Internet Services
2. Internet Service Providers
3. Banking Sectors
4. Industrial Sectors
5. Software Houses
6. Real Estate Sector
7. Communication & Transportaion Sector
8. Colleges & Universities
9. Govt. & Private Sector

Eligibility

BS(CS) / MCS / BE in Computer Engineering candidates are required to fulfill the requirement as proposed by the Department Board of Studies. Minimum CGPA of 2.5 (on a scale of 4.0). MS (Computer Science) program consists of two groups of courses, core and elective. The following core courses are recommended to be completed before entering the MS (CS) program.

1. Analysis of Algorithms
2. Assembly Lang. / Computer Architecture
3. Computer Networks
4. Computer Programming
5. Data Structures
6. Database Systems
7. Operating Systems
8. Software Engineering
9. Theory of Automata

A student selected for admission having a deficiency in the above-stated courses may be required to study a maximum of FOUR courses, which must be passed in the first two semesters. A student cannot register in MS courses unless all specified deficiency courses have been passed.

Program Requirements

MS requires completion of course work and dissertation/thesis. The minimum duration is two years and the maximum is four years:

- MS course work requirements consist of nine graduate-level courses (27 credit hours)
- On completion of the dissertation/thesis, the student is awarded 6 credits

An MS student must additionally complete the following requirements:

- MS proposal/synopsis development
- MS proposal/synopsis defense
- BASR approval of MS proposal/synopsis
- Continuous enrollment in supervised research courses for meeting the full-time residency requirements
- Completion of MS dissertation/thesis
- Selection of external evaluators by BASR
- Evaluation of MS dissertation by two external faculty members as per HEC criteria
- Dissertation/thesis finalization
- Open defense of MS dissertation
- Acceptance Letter of Resesrch Paper (as a first author) from MS Dissertation/Thesis in (HJRS/WoS/Scopus Indexed Journal/ Conference)
- Any other HEC requirement
- Final dissertation/thesis submission to BASR

Core Courses

CSC540 Research Methodology
CSC543 Advanced Computer Architecture
CSC548 Advanced Analysis of Algorithm
CSC547 Advanced Operating Systems
CSC549 Theory of Programming Languages
CSC591 MS Thesis-I
CSC592 MS Thesis-II

Elective Courses

CSC561 Advanced Software Engineering
CSC563 Software Quality Assurance
CSC565 Software Testing Strategies
CSC572 Data Warehousing
CSC574 Distributed Systems
CSC578 Communication and Information Policy
CSC582 Pattern Recognition
CSC584 Artificial Intelligence
CSC586 Deep Learning
CSC562 Object-Oriented Software Engineering
CSC564 Software Requirement Engineering
CSC571 Advanced Database Management Systems
CSC573 Data Mining
CSC575 Parallel and Distributed Algorithms
CSC581 Neural Networks
CSC583 Fuzzy Systems
CSC585 Machine Learning

Course Structure

Semester One Research Methodology (3+0) Advanced Computer Architecture (3+0) Advanced Analysis of Algorithm (3+0)	**Semester Two** Advanced Operating Systems (3+0) Theory of Programming Languages (3+0) Elective I (3+0)
Semester Three Elective II (3+0) Elective III (3+0) MS Thesis-I (0+3)	**Semester Four** Elective IV (3+0) MS Thesis-II (0+3)

MS MATHEMATICS AND SCIENTIFIC COMPUTING

The MS program in Mathematics & Scientific Computing develops rigorous foundational mathematical tools that help in careers as researchers and solution providers.

The MS program in Mathematics & Scientific Computing prepares students for careers in research, applications, and teaching. Students choose courses from two areas of concentration for their course work: Mathematics and Computations. Students are required to qualify successfully for nine courses (5 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. The program comprises two years of study over at least four semesters. It requires completion of 33 credit hours of course work. Students must maintain a CGPA of 3.0 for the conferment of the degree.

MS Mathematics & Scientific Computing students learn to:

- Develop a thorough understanding of mathematical methods before going to apply analytical skills to solve real-life problems
- Apply rigorous mathematical and computational skills used to handle problems to get meaningful results
- Establish and understand a connection between the techniques of mathematical analysis and scientific computing and their link with the real-life problems

Learning Outcomes for MS Mathematics & Scientific Computing students include:

1. Use knowledge to apply mathematical and scientific computing techniques and algorithms to real-life problems to extract meaningful insights
2. Acquisition of hands-on experience with relevant software tools, languages, data models, and environments for data processing
3. Ability to communicate results of analysis effectively (visually and verbally) to a broad audience in the fields of biology, environment, finance and risk management, data science, business management, and other disciplines

Eligibility

16 Years of education in Computer Science, Engineering, Mathematics, Statistics or any other relevant field. Minimum CGPA of 2.5 (on a scale of 4.0)

Program Requirements

MS requires completion of course work and dissertation/thesis. Minimum duration is two years and the maximum is four years:

- MS course work requirements consist of nine graduate-level courses (27 credit hours)
- On completion of the dissertation/thesis, the student is awarded 6 credits

A MS student must additionally complete the following requirements:

- MS proposal/synopsis development
- MS proposal/synopsis defense
- BASR approval of MS proposal/synopsis
- Continuous enrollment in supervised research courses for meeting the full-time residency requirements
- Completion of MS dissertation/thesis
- Selection of external evaluators by BASR
- Evaluation of MS dissertation by two external faculty members as per HEC criteria
- Dissertation/thesis finalization
- Open defense of MS dissertation
- Any other HEC requirement
- Final dissertation/thesis submission to BASR

Required Courses

Compulsory Courses (15 credit hours)

MTS609 Research Methodology
MTS616 Advanced Real Analysis
MTS617 Advanced Numerical Analysis
MTS618 Statistical Modeling and Computing
MTS638 Advanced Topics in Algebra

Elective Courses

Mathematics Concentration* (6 credit hours)

MTS612 Numerical Methods for ODEs and PDEs
MTS615 Dynamical System
MTS634 Advanced Numerical Linear Algebra
MTS644 Computational Fluid Dynamics
MTS646 Financial Mathematics
MTS654 Advance Functional Analysis
MTS663 Numerical Computing and Optimization
MTS664 Special Topics in Mathematics
** or any other elective subjects approved in BoS and published in previous Catalogues.*

Computer Concentration* (6 credit hours)

MTS622 Fundamental of Algorithms
MTS635 Information Retrieval and Data Mining
MTS655 Special Topics in Computing
MTS656 Advance design analysis and Algorithm
MTS657 Machine Learning
**or any other elective subjects approved in BoS and published in previous Catalogues.*

Thesis

MTS691 Thesis I
MTS692 Thesis II

Course Structure

Semester One (9 credit hours) Research Methodology Advanced Numerical Analysis Advanced Real Analysis	**Semester Two (9 credit hours)** Statistical Modeling & Computing Advanced Topics in Algebra Mathematics Concentration I
Semester Three (9 credit hours) Mathematics Concentration II Computation Concentration I Thesis I	**Semester Four (6 credit hours)** Computation Concentration II Thesis II

MS STATISTICS & SCIENTIFIC COMPUTING

The MS program in Statistics & Scientific Computing develops rigorous foundational mathematical and statistical tools that help in careers as researchers, and solution providers. It prepares students for careers in research, applications, and teaching. Students choose courses from two areas of concentration for their course work: Statistics and Computations. Students are required to qualify successfully for nine courses (five compulsory and four 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. The program comprises two years of study over at least four semesters. It requires completion of 33 credit hours (27 credit hours of course work and 06 credit hours of the dissertation/thesis). Students must maintain a CGPA of 3.0 for the conferment of the degree.

MS Statistics & Scientific Computing students learn to:

- Develop a thorough understanding of statistical methodology before going to apply statistical skills to solve real-life problems
- Apply rigorous statistical techniques used to handle data to get meaningful results
- Select and transform data to increase usefulness for solving particular problems
- Create information visualizations for data exploration and presentation
- Establish and understand a connection between the techniques of data analysis and scientific computing and their link with the real-life data

Learning Outcomes for Data Science students include:

1. Knowledge of how to apply statistical and scientific computing techniques and algorithms to real-life data sets to extract meaningful insights.
2. Acquisition of hands-on experience with relevant software tools, languages, data models, and environments for data processing.
3. Ability to communicate results of analysis effectively (visually and verbally) to a broad audience in the fields of biology, environment, finance and risk management, data science, business management, and other disciplines.

Eligibility

16 Years of education in Computer Science, Engineering, Mathematics, Statistics or any other relevant field. Minimum CGPA of 2.5 (on a scale of 4.0).

Program Requirements

MS requires completion of course work and dissertation/thesis. Minimum duration is two years and the maximum is 4 years:

- MS course work requirements consist of nine graduate-level courses (27 credit hours)
- On completion of the dissertation/thesis, the student is awarded 6 credits

A MS student must additionally complete the following requirements:

- MS proposal/synopsis development
- MS proposal/synopsis defense
- BASR approval of MS proposal/synopsis
- Continuous enrollment in supervised research courses for meeting the full-time residency requirements
- Completion of MS dissertation/thesis
- Selection of external evaluators by BASR
- Evaluation of MS dissertation by two external faculty members as per HEC criteria
- Dissertation/thesis finalization
- Open defense of MS dissertation
- Any other HEC requirement
- Final dissertation/thesis submission to BASR

Required Courses

Compulsory Courses (15 credit hours)

MSS609 Research Methodology
MSS611 Advanced Statistical Inference
MSS614 Mathematical Statistics
MSS617 Advanced Numerical Computing
MSS618 Statistical Modeling & Computing

Elective Courses

Statistics Concentration (6 credit hours)

MSS647 Advanced Design of Experiments
MSS648 Time Series Analysis
MSS649 Stochastic Processes
MSS650 Applied Regression Models
MSS651 Theory & Practice of Forecasting
MSS652 Statistical Quality Control
MSSXXX Survey Sampling

Computer Concentration (6 credit hours)

MSS622 Fundamental of Algorithms
MSS635 Information Retrieval & Data Mining
MSS645 Decision Theory
MSS657 Machine Learning
MSS658 Pattern Recognition
MSS661 Simulation & Modeling
MSS663 Artificial Intelligence

Thesis

MSS691 Thesis I
MSS692 Thesis II

Course Structure

Semester One Research Methodology Mathematical Statistics Advanced Numerical Computing	**Semester Two** Statistical Modeling & Computing Advanced Statistical Inference Statistics Concentration I
Semester Three Statistics Concentration II Computation Concentration I Thesis I	**Semester Four** Computation Concentration II Thesis II

PhD (COMPUTER SCIENCE)
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 designed as per HEC criteria.

Learning Outcomes:

1. In-depth understanding of academic theory and the preparation of high-quality research
2. Lead and manage research projects
3. Support and participate in academic, government, and industrial projects
4. Apply theories and models to solve real problems

Career Path:

1. IT Consultant
2. Data Scientists
3. Cyber-security Consultant
4. Information Systems Manager
5. Machine Learning Expert
6. Technical Writer
7. Data Modeler
8. Security Architect
9. Software Development Manager
10. Educationist

Prospective Employers:

1. Cyber Internet Services
2. Internet Service Providers
3. Real Estate Sector
4. Banking Sectors
5. Hospital Sector
6. Communication & Transportation Sector
7. Colleges & Universities
8. Government & Private Sector

Eligibility

BS/ BBA/ BE / MS /ME/ MPhil or equivalent degree from HEC recognized institutions meeting the following criteria:

- A minimum CGPA of 3.00 on a scale of 4.00 in Bachelors (16 years)
- A minimum CGPA of 3.00 on a scale of 4.00 (or overall 60% marks) or equivalent in Masters (18 years)
- An interview conducted by the Institute
- Any other requirements as communicated by the HEC from time to time.

Program Requirements

PhD requires completion of course work and dissertation/thesis. In addition, each PhD scholar shall be required to publish at least one research paper based on dissertation as a first author along with his/her supervisor/co-supervisor in Clarivate Analytics Impact Factor Journal listed in Journal Citation Reports (Web of Science Group). Minimum duration is three years and the maximum is seven/ ten years:

1) Masters (18 years) in CS/ SE/ IT or relevant field
   18 Credit Hours of PhD Courses plus 30 Credit Hours of PhD Thesis
2) Masters (18 years) with irrelevant field
   Maximum 12 Credit Hours of deficiency courses (from MS CS program approved by Doctoral Committee) plus 18 Credit Hours of PhD Courses plus 30 credit hours of PhD Thesis
3) Bachelors (16 years) in CS/ SE/ IT or relevant field
   30/33 credit hours of courses of MS Program (instead of thesis two Independent Studies of 3 credit hours each) plus 18 Credit hours of PhD courses plus 30 credit hours of PhD thesis
4) Bachelors (16 years) with irrelevant field
   Maximum 12 credit hours of deficiency courses (from BS CS program approved by Doctoral Committee) plus 30/33 Credit Hours of courses of MS Program (instead of thesis two Independent Studies of 3 credit hours each) plus 18 credit hours of PhD Courses plus 30 credit hours of PhD Thesis

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 or an official acceptance of at least one paper in an ISI impact factor journal as a first author
- 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

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
PCS745 Advanced Algorithm Analysis
PCS749 Seminar on Logic and Scientific Computing
PCS751 Seminar on Emerging Computing Technologies
PCS753 Advances in Artificial Intelligence
PCS755 Advances in Deep Learning
PCS921 Research Thesis (3 Units)
PCS922 Research Thesis (6 Units)
PCS923 Research Thesis (9 Units)

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 in Finance
PST725 Special topics in Statistics
PST850 Research Thesis (30 Credit Hours)

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.

BS TECHNOLOGY MANAGEMENT

BS in Technology Management is inspired to combine the advancements in technology with a hands-on management approach to solve the problems of 21st Century.

The focus of this program is to produce graduates that can ensure sustainable digital future. The key for which is automation and digital transformation. This program aims to produce graduates that can identify, plan, and execute the conversation of an existing organization. Students, by the end of the program, will be able to enter an Industry 4.0 enabled company and optimize the process and streamline the workflow and to improve efficiency productivity.

1. Apply knowledge of strategy, marketing, digital technology, and big data analysis to complex Industry 4.0 based problems / situations / scenarios including 3D printer, AI, Block chain and Cyber Physical SysteMS
2. Develop expertise in mapping processes of an industry and strategize the conversion to digital platform
3. Identify operations that can be automated to reduce resources (time, raw material, people etc.)

Career Prospects:

1. Technology Managers
2. System Analysts
3. Management Analyst
4. Management Consultants
5. Computer Network Architect
6. Engineering Managers

Main Features:

a. Name of the proposed Program: Bachelor of Science in Technology Management
b. Total Credit Hours for completion of the program: 144
c. Program duration: eight semester/ four years
d. Proposed initial date for implementation of the program: Spring 2022

Eligibility:

Applicants who have successfully completed HSC with minimum 50% marks in pre-engineering, pre-medical or in General Group (with Mathematics/ Statistics/ Computer Science) or A-Levels with a maximum of 2-Cs in three principal subjects are eligible to apply for admission.

Degree Requirements:

Minimum duration:	4 years	Number of semesters:	8
Number of weeks per semester:	16-18	Total number of credit hours:	144
Number of credit hours per semester:	17-19	Technology courses:	41 %
Non Tech & Management courses:	59 %	Laboratory work:	03 hrs.
Total number of courses:	46 Courses + 9 weeks Internship		
Total credit hours:	144		

Required Courses

Core Courses

BTM101	Introduction to Computing	BTM102	Basic Electrical Circuits
BTM103	Information and Communications Technology	CME104	Computer Programming & Problem Solving
ELE201	Digital Logic Design	EPE201	CAD/CAM
BTM202	Operating Systems	CME203	Data Structure & Algorithms
TCE205	Signals and Systems	CME205	Microprocessor & Microcontroller Systems
BTM301	Data Communication & Networks	ELE419	Linear Control System
BTM304	Sensors and Transducers	IDE401	Principles of Applied Mechatronics
BTM401	Big Data and Cloud Computing	BTM402	Emerging Trends in Connected Systems
BTM403	Artificial Intelligence & Machine Learning	BTM404	Cyber physical Systems
MTH216	Complex Variable and Transforms		

Management
MAN101 Principles of Management
ACC101 Introduction to Financial Accounting
HRM301 Human Resource Management
BTM302 Technology Management
IDE400 Introduction to Enterprise Resource Planning
FIN202 Digital Financial Management
BTM305 Total Quality Management
ENT403 Small Business & Entrepreneurship

Natural Sciences
GSC103 Applied Physics
BTM201 Renewable Energy

Expository Writing
COM117 Functional English
COM119 Communication Skills
COM 208 Technical Report Writing

Arts and Humanities
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

Social Sciences
ENG203 Engineering Economics
BTM303 Organizational Behavior

Quantitative Reasoning
MTH107 Calculus & Analytical Geometry
MTH204 Linear Algebra

Civilized Courses
REL101 Islamic Studies
PSC301 Pakistan Studies

Elective Courses

Digital Technology Transformation (3+0)
IDE404 Design Thinking
IDE409 Philosophy of Technology
IDE405 Business and Technology Strategy
CME415 Management Information System
CME416 IoT System Development
CME417 UI/UX Design Development
CME418 IoT Business Case
BTM405 Nano Technology Fundamentals
ELE432 Introduction to Internet of Things
EPE432 Wireless Power Transmission
BTM406 Wireless Sensor Networks
BTM407 Information Theory and Coding

E-Business (3+0)
BTM410 Auditing & Taxation
BTM411 Industrial Relations
BTM412 Business Transformation
BTM413 Digital Business Law
BTM414 Supply Chain Fundamentals & Inventory Mgmt.
IDE406 Production Planning & Control
IDE407 Software Project Management
IDE408 Professional Practices
ELE435 Technology and Society

Emerging Trends in Technology (3+1)
BTM415 Real time Embedded System
BTM416 Opto Electronics
BTM417 Smart Grid Technology
BTM418 Digital Image Processing
BTM419 Industrial Electronics
BTM420 Robotics Design Lab (modular)
BTM421 Underwater Internet of Things
BTM422 VLSI Basics
BTM423 Optical Fiber Communication
BTM424 Digital Communication Systems
BTM425 Network Communication Protocols
BTM426 Power Electronics
BTM427 Internet of Robotic Things (IoRT)

Course Structure

Semester One Functional English (3+0) Applied Physics (3+1) Islamic Studies (3+0) Introduction to Computing (2+1) Calculus & Analytical Geometry (3+0) Computer Aided Engineering Design (0+1)	**Semester Two** Basic Electrical Circuits (2+1) Principles of Management (3+0) Linear Algebra (3+0) Communication Skills (3+0) Pakistan Studies (3+0) Information & Communications Technology (2+1)
Semester Three Computer Programming & Problem Solving (2+1) Digital Logic Design (3+1) Complex Variables & Transforms (3+0) Foreign Language I (3+0) Renewable Energy (3+0) Operating Systems (2+1)	**Semester Four** Data Structure & Algorithms (3+1) Signals and Systems (3+1) Foreign Language II (3+0) Microprocessor & Microcontroller Systems (3+1) Technical Report Writing (3+0)
Semester Five Introduction to Financial Accounting (3+0) Data Communication & Networks (2+1) Human Resource Management (3+0) Engineering Economics (3+0) Linear Control System (3+1) Technology Management (2+0)	**Semester Six** Organizational Behavior (3+0) Introduction to Enterprise Resource Planning (3+0) Sensors and Instrumentation (2+1) Digital Financial Management (3+0) Total Quality Management (3+0) Elective I (2+1)
Semester Seven Elective II (2+1) Elective III (3+0) Principles of Applied Mechatronics (2+1) Big Data and Cloud Computing (2+1) Small Business & Entrepreneurship (3+0) Final Year Project I (0+3)	**Semester Eight** Emerging Trends in Connected Systems (3+1) Artificial Intelligence & Machine Learning (3+1) Final Year Project II (0+3) Cyber Physical Systems (3+1) Elective IV (3+0)

MS ENGINEERING MANAGEMENT

The MS in Engineering Management degree bridges the gap between engineering potential and its gainful exploitation for business and economic advantage by focusing on efficiency, productivity and effectiveness.

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 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 (three courses) in each of the three sessions (Fall, Spring and Summer).

Program Objectives

- To exemplify excellence in engineering management through in depth knowledge and skills in the field of engineering management and applied sciences
- To engage in continuous professional development and exhibit quest for lifelong learning
- To demonstrate professional integrity and commitment to social and ethical responsibilities required of them as leaders and entrepreneurs.

Course Contents

Duration:	Minimum 02 - Maximum 04 years
Total credit hours:	30
- Teaching:	24
- Thesis:	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.

Entry Test Policy

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

Eligibility for entrance to MS-Engineering Management Program:

It is based on the following:

- Sixteen years of education in any engineering discipline with minimum 55% marks in overall academic career in annual system and CGPA 2.5 in a semester system or equivalent from HEC recognized Institutes/Universities having PEC registration status.

In addition:
- All admissions to MS are subject to Higher Education Commission (HEC) based testing services such as National Testing Services (NTS) or Education Testing Council (ETC), etc.

Course Structure

MEM501 Project Management (3+0)
MEM502 Designs, Patents, Contract and Legal Engineering (3+0)
MEM504 Research Methodology (3+0)
MEM514 Technology Management (3+0)
MEM516 Marketing Management (3+0)

Elective Stream I	Elective Stream II
MEM505 Applied Engineering Analysis (3+0)	MEM604 Financial and Managerial Accounting (3+0)
MEM506 Production System Design and Analysis (3+0)	MEM605 Operation Management and Supply Chain (3+0)
MEM507 Operations Analysis & Resource Allocation (3+0)	MEM606 Organization and Strategic Management (3+0)
MEM508 Operation Management (3+0)	MEM517 Global Business Strategy (3+0)
MEM509 Simulation Modeling (3+0)	MEM518 Leadership, Innovation & Entrepreneurship (3+0)
MEM510 Production Planning and Control (3+0)	MEM519 Financial Statement Analysis (3+0)
MEM511 Advanced Practices in Engineering Management (3+0)	MEM520 Engineering Economics (3+0)
MEM512 Environmental and Safety Management (3+0)	MEM521 Problem Solving & Decision Making (3+0)
MEM513 Industrial Costing Management (3+0)	MEM523 Supply Chain Management (3+0)
MEM515 Lean Six Sigma & Lean Manufacturing (3+0)	MEM524 Management of Organizations (3+0)
MEM516 Marketing Management (3+0)	MEM525 Advanced Topics in Project Management (3+0)

Thesis (06 Credit hours)

Semester One Project Management (3+0) Research Methodology (3+0) Marketing Management (3+0)	**Semester Two** Design, Patents, Contract and Legal Engineering (3+0) Technology Management (3+0) Elective I (3+0)
Semester Three Elective II (3+0) Elective III (3+0) Thesis Proposal (0+3)	**Semester Four** Final Thesis (0+3)

Note:
It is mandatory for research students of MS and Ph.D. programs to attend the Multi-Disciplinary Research Seminar Series (MRSS) sessions on Saturdays (12:00 to 2:00 PM) each semester.

MS IN IOT SYSTEMS MANAGEMENT

The Institute of Business Management's Masters of IoT Systems Management (ISM) is a multidisciplinary degree that bridges academic disciplines of IoT, Systems Engineering and Management to facilitate degree completion. This degree offers students the opportunity to select two focus areas of study (a primary related to IoT Systems and a secondary related to its Management). Each student will be assigned an advisor in the college that fields their primary focus area. This degree is also designed for non-traditional students, returning students, students who arrive at IoBM with 16 years of teaching. Intake is from Engineering, Medical, Computing and other relevant disciplines.

Scope of Program

In Pakistan, shift is focused towards rapid growth of data networks, as well as towards electronically facilitated services particularly in the public sector. IoT System Managers 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 IoT Systems Management is designed to prepare students for technically demanding careers in industry as well as for research career in IoT and related fields. More specifically:

- It requires students to build depth in an IoT Systems Management 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.

This requires an ability to apply reasoning informed by contextual knowledge to assess societal, health, safety, legal and cultural issues and the consequent responsibilities relevant to professional engineering practice and solution to IoT Systems Management problems. These are:

i. an ability to understand the impact of professional solutions in societal and environmental contexts and demonstrate knowledge of and need for sustainable development;
ii. commitment to professional ethics and responsibilities and norms of engineering practice;
iii. an ability to work effectively, as an individual or in a team, in multifaceted and /or multidisciplinary settings;
iv. an ability to communicate effectively, orally as well as in writing, with the engineering community and with society at large, such as being able to comprehend and write effective reports and design documentation, make effective presentations, and give and receive clear instructions;
v. an ability to demonstrate management skills and apply engineering principles to one's own work, as a member and/or leader in a team, to manage projects in a multidisciplinary environment;
vi. an ability to recognize importance of, and pursue lifelong learning in the broader context of innovation and technological developments;
vii. knowledge of contemporary issues.

With the challenges faced on a global level (Sustainability, health, environmental protection) there is a new need for companies and organizations to integrate technical and business skills to
solve these difficult problems.

Program Objectives

The program objectives are to provide expertise in the areas of hardware-software in wireless communications and IoT end terminals including the following:

1. Apply knowledge of strategy, marketing, digital technology, and big data analytics to complex Industry 4.0 & beyond challenges, including 3D Printing, Artificial Intelligence (AI), Machine Learning (ML), Blockchain and Cybersecurity.
2. Develop expertise in mapping processes of industry and strategizing the conversion to a digital platform.
3. Identify operations that can be automated to maximize efficiency and optimize resources (people, process, technology) using IoT-based infrastructure.

In general following are the prime objectives of MS program:

(i) To understand the operating principles of IOT Systems Management.
(ii) To meet all HEC requirements for the MS program including thesis proposal and implementation.
(iii) Solve real world research problems related to IoT Systems Management according to the international standards.
(iv) To simulate, design, analyze and implement IoT Systems Management research projects.
(v) To communicate effectively in a team and with stake holders.
(vi) To work independently and conduct lifelong learning and adapt readily to changing situations and manage to demonstrate consistent professional ethics with high integrity.
(vii) To adapt the research ethics and methodologies to carry out high quality research work.

Entry Test Policy

Engineering/Computing Graduates holding BS / 16 years of education in Engineering/Computing subjects from HEC recognized institutions with minimum 50% marks in overall academic career or equivalent:

- Meet all HEC stipulated requirements including:
- Sixteen years of education in any discipline with minimum 55% marks in overall academic career in annual system and CGPA 2.5 in a semester system or equivalent from HEC recognized Institutes/Universities.
- All admissions to MS are subject to Higher Education Commission (HEC) based testing services such as National Testing Services (NTS) or Education Testing Council (ETC), etc.

In addition, for Non-Computing and Non-Engineering background, following four project-based courses are mandatory (as deficiency courses)

i. Fundamentals of Programming
ii. Data Structures and Algorithm
iii. Microprocessor & Microcontroller Fundamentals
iv. Computer Networks

Courses:

Compulsory Courses (3 Credit Hours)

S. No.	Course ID	Course Name	Credit Hours
1	IOT501	Research Methodology	3+0

Domain Core Courses (12 Credit Hours)

S. No.	Course ID	Course Name	Credit Hours
1	IOT511	IoT Systems Architecture & Design	3+0
2	IOT513	IoT Network Management	3+0
3	IOT515	Sensors, Actuators and Instrumentation for Automation2 (ADAPTED)	3+0
4	IOT517	Management of Disruptive Technologies	3+0

Domain Electives Courses (12 Credit Hours)

S. No.	Course ID	Course Name	Credit Hours	Pre-Requisites
1	IOT561	Artificial Intelligence	3+0	
2	IOT562	System Fault Management	3+0	
3	IOT563	System Financial Management	3+0	
4	IOT564	IoT Analytics and Data Visualization with Cloud Services	3+0	
5	IOT565	Cyber Security for IoT Systems2	3+0	
6	IOT566	Industrial Control and Programming	3+0	
7	IOT567	Industrial Maintenance and Safety for IoT Systems	3+0	
8	IOT568	Management of Cyber-Physical Systems	3+0	
9	IOT661	System Configuration Management	3+0	IOT515
10	IOT662	Programmable Logic Embedded System Design4	3+0	IOT515
11	IOT663	System Performance Management	3+0	IOT513
12	IOT664	Constraints Aware Computing1 (adapted)	3+0	IOT511
13	IOT665	High Speed Digital Design4	3+0	IOT511
14	IOT667	Developing Industrial Internet of Things3	3+0	IOT517
15	IOT668	Mobile Application Development for IoT4	3+0	IOT517
16	IOT669	Digital Supply Chain Management	3+0	IOT517
17	IOT671	Human Computer Interaction for IoT	3+0	IOT561
18	IOT672	IoT Applied Machine Learning1	3+0	IOT561
19	IOT681	Sensor Big Data Analytics1	3+0	IOT661

Project-Based Thesis (6 Credit Hours)

S. No.	Course ID	Course Name	Credit Hours	Pre-Requisites
1	IOT691	Project-Based Thesis - I	0+3	IOT501
2	IOT692	Project-Based Thesis - II	0+3	IOT691

Course Structure

Semester One Research Methodology (3+0) IoT Systems Architecture & Design (3+0) Sensors, Actuators and Instrumentation for Automation (3+0)	**Semester Two** IoT Network Management (3+0) Elective-I Management of Disruptive Technologies (3+0)
Semester Three Elective-II Elective-III Project Based Thesis 1 (0+3)	**Semester Four** Elective-IV Project Based Thesis 2 (0+3)

Program Summary

Duration	2 years
Total Credit hours	33 cr.
Course work	27 cr.
Thesis	6 cr.

Notes:
It is mandatory for research students of MS and PhD programs to attend the Multi-Disciplinary Research Seminar Series (MRSS) sessions on Saturdays (12:00 to 2:00 PM) each semester.

COLLEGE OF ECONOMICS AND SOCIAL DEVELOPMENT

The College of Economics and Social Development (CESD) is a social science and liberal arts college with graduate and undergraduate programs in areas such as economics, psychology, education, media, law and international relations. Mission of the College is to contribute to the social and economic development by focusing on creative, professional and research-based interventions.

BS (HONORS) MEDIA STUDIES

BS (Honors) Media Studies is a hands-on multidisciplinary program, designed to provide students with a 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. Although the program has been progressively strengthened since its inception in Fall-2010, by refining the curriculum and pedagogy backed by investments in infrastructure upgrades, major curricular changes incorporated over the last couple of years, now allow students to delve deeper into the realm of new media and arts, and acquire the skillsets necessary for success in the emerging world of media and visual communication.

Students have the option to major in either one of two streams i.e. Journalism and Filmmaking offered in the program. However, they share common foundation courses in the first four semesters, before branching out towards their chosen major to concentrate on their mandatory core courses and electives. A total of 144 credit hours of coursework needs to be undertaken for completing the degree requirement under both majors, along with a compulsory 6-week internship to be completed after the sixth semester.

The program owes its success to the support it has received over the years from media experts, practitioners, and specialists from the field of journalism and filmmaking who still contribute toward the department's work, as well as from media organizations, digital marketing agencies, and production studios among others.

Foundation Courses

Communication
COM107 Academic English

Islamic Studies
REL101 Islamic Studies

Language
LAN112 Urdu I
LAN113 Urdu II

Law
LAW405 Media Law & Business Ethics

Pakistan Studies
PSC301 Pakistan Studies

Social Sciences
MMM398 Social Sciences for Media

Core Course (All Students)

MMM344 Screenplay I
MMM354 Intro to Sound Design
MMM360 Introduction to Photography
MMM362 History of Filmmaking
MMM363 Intro to Design Tools
MMM374 Introduction to Journalism
MMM376 Intro to Performing Arts
MMM383 Introduction to Video Production
MMM394 Introduction to Creative Arts
MMM395 Media History
MMM396 Concept Art
MMM405 Cinematography
MMM406 Public Relations & Corporate Communication

Core Courses (Production Major)

MMM342 Filmmaking – The Art & Craft: Thesis I (6C)
MMM345 Screenplay II
MMM351 Production Management
MMM366 Filmmaking – The Art & Craft: Thesis II (6C)
MMM369 Production Design
MMM373 Content Creation
MMM375 Advanced Sound Design
MMM377 Direction
MMM382 Editing & Post Production III (6C)
MMM402 Introduction to Unreal Engine

Core Courses (Journalism Major)

MMM301 Photojournalism
MMM318 Business Journalism
MMM333 Sports Journalism
MMM336 Human Rights & Gender Reporting
MMM367 Digital Journalism
MMM372 Environmental Journalism
MMM403 Investigative Journalism: Thesis I (6C)
MMM392 Investigative Journalism: Thesis II (6C)

Elective Courses (Production Major)

MMM301 Photojournalism
MMM367 Digital Journalism
MMM384 Design Thinking
MMM386 Introduction to Podcast & Audio Journalism
MMM387 Introduction to 3D Animation & Motion Graphics
MMM399 New Media Technologies : Tools & Applications
MMM402 Introduction to Unreal Engine
MMM555 Discovering Film
ENT403 Entrepreneurship & Small Business

Elective Courses (Journalism Major)

MMM386 Intro to Podcast & Audio Journalism
MMM384 Design Thinking
MMM396 Concept Art
MMM399 New Media Technologies: Tools & Applications
MMM555 Discovering Film
ENT403 Entrepreneurship & Small Business

Special Summer Course offered to all BS/BBA students

MMM555 Discovering Film
MMM399 New Media Technologies: Tools & Applications

Course Structure

Semester One Academic English Introduction to Design Tools Urdu I Intro to Creative Arts Pakistan Studies Media History	**Semester Two** Introduction to Photography Introduction to Journalism Introduction to Video Production Intro to Performing Arts Islamic Studies History of Filmmaking
Semester Three Screenplay I Cinematography Concept Art Edit & Post Production Urdu II Introduction to Sound Design	**Semester Four** Intro to 3D Animation & Motion Graphics UI/UX for Interactive Media Introduction to Advertising & PR Writing for Digital Media Digital Journalism Intro to Podcast & Audio Journalism (J)

Semester Five Studio Production Digital Marketing Basics Social Sciences in Media Creative Portfolio Management Production Design (P) Screenplay II (P) Sports Journalism (J) Photojournalism (J)	**Semester Six** Production of Documentary Direction New Media Technologies: Tools & Applications Content Creation Production Management (P) Direction (P) Business Journalism (J)
Semester Seven Methods in Media Research Media Law & Ethics Creative Portfolio Management Public Relations & Corporate Communication Filmmaking – The Art & Craft: Thesis I (P) (6C) Investigative Journalism: Thesis I (J) (6C) Elective I	**Semester Eight** Content Distribution & Promotion Entrepreneurship & Small Business Human Rights & Gender Reporting (J) Filmmaking – The Art & Craft: Thesis II (6C) Editing & Post Production III (6C) Investigative Journalism: Thesis II (6C) Elective II

(6C) = 6 Credit Hours
(P) = Production
(J) = Journalism

Internship (2 credit hours)

BS Economics with Double Minors (Law, Media, and IR)

This program focuses on international negotiations for trade and commerce for business and economic advantage. Graduates of this program can evaluate the comparative advantage of trading with businesses and countries. They can evaluate the economic implications of policies related to GMOs, geopolitical dynamics, trade routes, and economic corridors such as CPEC. The graduates can help large importers, exporters, and logistic organizations design their business strategies. They can also help government bodies in evaluating and designing bilateral and multilateral agreements

The professional development of economists is a pivotal factor in building the human capital index. IoBM has always taken the lead in providing much-needed human capital to Pakistan's business industry. Keeping in view the dire need for a dynamic and enterprising industry IoBM offers a 4-year BS in Economics with double minors in Law, IR, or Media program to contribute towards building the backbone of the economy. This 4-year program has been particularly developed to fill the niche in Pakistan's industrial, banking, civil service, and media sectors. The program's purpose is to provide a strong foundation in the field of economics and integrate the core principles of effective management of organizations and the economy. This 144 credit hours program will be offered during the weekdays.

It is a 144 credit hour program with 22 compulsory courses (3 credit hours each), 8 elective courses (3 credit hours each), 5 aligned courses (3 credit hours each), and 13 other courses (3 credit hours each). The time limit to complete the BS degree is four years.

Eligibility Criteria:

Intermediate (any group)/A-Levels with at least 50% marks CGPA 2.0 out of 4 from a recognized university/institution.

Learning Outcomes

- Students should get not only well familiar with economic theories and laws but also with applied economics.
- They should be able to enhance their contribution towards the growth of the whole country/economy.
- Students should be able to apply quantitative techniques and modeling to analyze key economic indicators for the performance of an organization.
- Students should be well equipped with mathematical/statistical/economic tools to demonstrate strong analytical and problem-solving skills.
- They should be well equipped with software such as E-Views and SPSS.
- Students should be able to produce a research paper or article independently in any journal of international repute.
- They should develop a thirst for research-based studies like going for M.Phil. or Ph.D.
- They can further set an example by getting success in their lives for their juniors to go for research-based studies
- Students should be able to focus on the humanistic aspect of Economics w.r.t IR and Law and also its impact on society.
- Students should be prepared for future careers in our interconnected society, whether in mass media or advanced study
- Students should be able to analyze financial documents, like budgets, critically.
- They should be capable of analyzing fiscal policy, monetary policy, and trade policy to provide problem-solving solutions.
- Students should be able to get admission to institutes of international repute.
- They should get international or national scholarships.
- Understanding of the institutions, processes, constitutional background, and policy outcomes of the Pakistani government and the ability to compare the Pakistani government to other countries around the world
- Knowledge of key theories and concepts, historical developments, organizations, and modern issues in international relations.

Career Path

- Policy analyst/Research Economist
- Business Journalist/Content Developer
- Domestic and International Financial institutions
- NGOs/Development Sector
- Banking Sector/Financial Analyst
- Portfolio Manager/ Quantitative Risk Analyst
- Public Sector/Civil Service

Foundation Courses

COM107 Academic English
COM119 Communication Skills
COM205 Persuasive & Analytical Writing for Business Comm.
PSC301 Pakistan Studies
REL101 Islamic Studies
BED101 General Science
SSC202 Environmental Studies
SSC104 Principles of Sociology
PSY300 Introduction to Psychology
MTH100 Mathematical Economics
MTH104 Calculus I
MTH105 Calculus II
STA203 Probability Theory & Statistics
STA301 Models of Inferences
STA302 Methods of Data Analysis
SSC301 History of Ideas
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 Courses

Economics (Core Courses)

ECO101 Principles of Microeconomics
ECO102 Principles of Macroeconomics
ECO315 Microeconomics Analysis
ECO316 Macroeconomics Analysis
ECO304 Econometrics-1
ECO323 Development Economic
ECO412 Econometrics-2
ECO302 International Trade
ECO307 Monetary Theory & Policy
ECO402 Pakistan Economic Policy

Media (Core Courses)

MMM318 Business Journalism
MMM367 Digital Journalism
MMM374 Introduction to Journalism
MMM384 Design Thinking
MMM385 Writing for Digital Media
MMM395 Media History

International Relations (Core Courses)

BIR301 Introduction to IR
BIR302 Political Geography
BIR303 World Politics
BIR305 Religion, Culture & IR
BIR308 Peace Building and Conflict Zones
BIR312 Globalization

Law (Core Courses)

LAW105 Mercantile Law
LAW106 Company Law
LAW202 Banking Law in Pakistan
LAW203 Insurance Law in Pakistan
LAW301 Intellectual Property Patents, Copyrights
LAW400 Company Secretarial Practices

Elective Courses

Economics (Electives)

ECO407 Analysis of Pakistan Industry
ECO410 Issues in Political Economy
ECO411 Islamic Economics
ECO418 Resources & Environmental Economics
ECO442 Public Finance
ECO518 Governance & Public Policy
ECO310 History of Economics Thought
ECO321 General Equilibrium and Welfare Economics
ECO207 Game Theory
ECO314 Contemporary Issues in Macroeconomics
ECO444 Economics of Logistics
ECOXXX Agronomics
ECOXXX Merger, Acquisition & Restructuring

International Relations (IR) (Electives)

BIR314 Confidence Building Measures
BIRXXX Introduction to Political Science
BIRXXX Global Governance
BIRXXX Muslim Political Thought

Media (Electives)

MMM308 Contemporary World Media
MMM555 Discovering Film
MMM405 Media, Law and Ethics

Course Structure

Possible Options for Minors:

I. Law & International Relations (LI)

Semester One Principles of Microeconomics Islamic Studies Academic English Introduction to Psychology Principles of Sociology Calculus I	**Semester Two** Principles of Macroeconomics Foreign Language-1 General Science Persuasive & Analytical Writing for Business Communication Calculus II Environmental Studies
Semester Three Microeconomic Analysis Foreign Language-2 Introduction to IR Mercantile Law Probability theory & Statistics Mathematical Economics	**Semester Four** Macroeconomic Analysis Company Law Pakistan Studies History of Ideas Communication Skills Models and Inferences
Semester Five Econometrics-1 Development Economics Methods of Data Analysis Banking Law in Pakistan World Politics Religion, Culture & IR	**Semester Six** Econometrics-2 International Trade Insurance Law in Pakistan Intellectual Property, Patents and Copyright Globalization Political Geography
Semester Seven Monetary Theory & Policy Pakistan Economic Policy Company Secretarial Practices Peacebuilding & Conflict Zone Law Elective I IR Elective I	**Semester Eight** Economics Elective I Economics Elective II Economics Elective III Economics Elective IV Law Elective II IR Elective II

II. Media & International Relations (MI)

Semester One Principles of Microeconomics Islamic Studies Academic English Introduction to Psychology Principles of Sociology Calculus I	**Semester Two** Principles of Macroeconomics Foreign Language-1 General Science Persuasive & Analytical Writing for Business Communication Calculus II Environmental Studies
Semester Three Microeconomic Analysis Foreign Language-2 Introduction to IR Introduction to Journalism Probability theory & Statistics Mathematical Economics	**Semester Four** Macroeconomic Analysis Pakistan Studies History of Ideas Communication Skills Models and Inferences Digital Journalism

Semester Five Econometrics-1 Development Economics Methods of Data Analysis Media History World Politics Religion, Culture & IR	**Semester Six** Econometrics-2 International Trade Business Journalism Design Thinking Globalization Political Geography
Semester Seven Monetary Theory & Policy Pakistan Economic Policy Writing for Digital Media Peacebuilding & Conflict Zone Media Elective I IR Elective I	**Semester Eight** Economics Elective I Economics Elective II Economics Elective III Economics Elective IV Media Elective II IR Elective II

III. Law & Media (LM)

Semester One Principles of Microeconomics Islamic Studies Academic English Introduction to Psychology Principles of Sociology Calculus I	**Semester Two** Principles of Macroeconomics Foreign Language-1 General Science Persuasive & Analytical Writing for Business Communication Calculus II Environmental Studies
Semester Three Microeconomic Analysis Foreign Language-2 Mercantile Law Introduction to Journalism Probability theory & Statistics Mathematical Economics	**Semester Four** Macroeconomic Analysis Models and Inferences Pakistan Studies History of Ideas Communication Skills Digital Journalism
Semester Five Econometrics-1 Development Economics Media History Company Law Methods of Data Analysis Banking Law in Pakistan	**Semester Six** Econometrics-2 International Trade Insurance Law in Pakistan Intellectual Property, Patents and Copyright Business Journalism Design Thinking
Semester Seven Monetary Theory & Policy Pakistan Economic Policy Company Secretarial Practices Writing for Digital Media Media Elective I Law Elective I	**Semester Eight** Economics Elective I Economics Elective II Economics Elective III Economics Elective IV Media Elective II Law 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.

This four-year program requires completion of 126 credit hours of coursework. 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/FSc/FA/A' level

General Education Courses

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

COM107 Academic English
COM202 Business and Professional Speech
COM205 Persuasive & Analytical Writing for Business Communication
MTH102 Business Mathematics
STA104 Quantitative Techniques in Business
SSC104 Principles of Sociology
BED101 General Science
SSC202 Environmental Studies
PSC301 Pakistan Studies
REL101 Islamic Studies
PSY300 Introduction to Psychology

MTH100 Basic Mathematics ***
COM100 Foundation English***
*(*** Remedial non-credit course to be taken by those students who have not been able to reach the desired level of competence in the admission test.)*

Psychology Core Courses

PSY301 Research Methods in Business Psychology
PSY302 Writing Business Psychology Research
PSY303 Introduction to Psychological Testing
PSY304 Experimental Psychology
PSY305 Contemporary Social Psychology
PSY309 Developmental Psychology
PSY311 Consumer Psychology

Business Core Courses

ACC101 Introduction to Financial Accounting
FIN201 Introduction to Business Finance
SEL415 Social Advocacy and Change
ENT202 Entrepreneurial Business Operations
LAW409 Corporate and Business Law
SCM501 Supply Chain Management
MKT511 Brand Management

Distribution Courses

ECO101 Principles of Microeconomics
ECO102 Principles of Macroeconomics
MKT302 Marketing Management
MAN306 Intro. to Management & Organizational Behavior
MAN309 Leadership Journey
SSC401 Business Ethics
MAN405 Strategic Management

Elective Courses

Elective Psychology

PSY310 Positive Psychology (Compulsory Elective)
PSY306 Understanding Individual: Personal Construct
PSY307 Psychology of Organizational Change
PSY308 Psychological Aspects of Advertising
PSY501 Work Motivation and Attitude
PSY515 Projective Methods
PSY507 Cyber Psychology, Behavior and Social Networking
PSY508 Health Promotion in Corporate Setting

Elective Business

HRM513 HR Automation (Compulsory Elective)
HRM505 Organizational Change & Development
HRM514 Occupational Health and Safety
HRM515 Employees Engagement & Wellbeing
MKT507 Services Marketing
MKT508 Personal Selling
ENT502 Green Entrepreneurship
ENT503 Competitive Strategies for Startups

Course Structure

Semester One Academic English Business Math Islamic Studies Principles of Microeconomics Introduction to Psychology Principles of Sociology	**Semester Two** Introduction to Financial Accounting Pakistan Studies Principles of Macroeconomics General Science Quantitative Techniques in Business Research Methods in Business Psychology
Semester Three Introduction to Business Finance Entrepreneurial Business Operations Marketing Management Persuasive & Analytical Writing for Business Communication Introduction to Psychological Testing Contemporary Social Psychology	**Semester Four** Introduction to Management & Organizational Behavior Business and Professional Speech Environmental Studies Foreign Language I Business Ethics Experimental Psychology
Semester Five Foreign Language II Brand Management Introduction to Data Science Writing Business Psychology Research Developmental Psychology Positive Psychology (Compulsory Elective I)	**Semester Six** Consumer Psychology Leadership Journey Supply Chain Management HR Automation (Compulsory Elective II) Elective III Elective IV
Semester Seven Corporate and Business Law Social Advocacy and Change Elective V Elective VI *Internship (non-credit)*	**Semester Eight** Strategic Management Elective VII Elective VIII Capstone / Final Year Project

BS PSYCHOLOGY

The program offer an opportunity to learn about the subject, conventionally, and to see how the notions /theories /models work in the social ecology. Courses like; Psychological crises management; Forensic psychology; Psychology of diversity; Human promotion in corporate settings; Cyber psychology, behavior, and social networking; Work motivation and attitude; Projective methods; Health psychology; Consumer psychology – are phenomenal in imparting knowledge [along with conventional courses] and developing understanding to incorporate the learned ideas in the living situations.

This four years program requires completion of 129 credit hours of course-work [43 courses]. Student can take a minimum load of 12 credit hours (four courses per semester) or a maximum load of 18 credit hours (six courses per semester).

Entry Requirement: HSSC /FSc /FA /A level

General Education Courses

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

COM202 Business and Professional Speech
COM205 Persuasive & Analytical Writing for Business Communication
COM107 Academic English
MTH102 Business Mathematics
STA104 Quantitative Techniques in Business
SSC104 Principles of Sociology
SSC401 Business Ethics
BED101 General Science
SSC202 Environmental Studies
PSC301 Pakistan Studies
REL101 Islamic Studies

MTH100 Basic Mathematics ***
COM100 Foundation English***

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

Core Courses

PSY300	Introduction to Psychology
PSY303	Introduction to Psychological Testing
PSY304	Experimental Psychology
PSY305	Contemporary Social Psychology
PSY306	Understanding Individual: Personal Construct
PSY308	Psychological Aspects of Advertising
PSY309	Developmental Psychology
PSY310	Positive Psychology
PSY311	Consumer Psychology
PSY313	History of Psychology
PSY314	Psychopathology
PSY315	Statistics in Psychology
PSY316	Physiological psychology
PSY317	Personality psychology
PSY318	Cognitive Psychology
PSY319	Clinical Psychology
PSY320	Health Psychology
PSY321	Psychology of Education
PSY322	Cross-cultural Psychology
PSY323	Project Practicum
PSY324	Fundamentals of Psychological Counselling
PSY325	Research Methods in Psychology
PSY326	Organizational Psychology
PSY327	Writing Psychological Research

Elective Courses [opt for any 6]

PSY501	Work Motivation and Attitude
PSY515	Projective Methods
PSY507	Cyber Psychology, Behavior and Social Networking
PSY508	Health Promotion in Corporate Setting
PSY502	School Psychology
PSY503	Psychology of Diversity
PSY504	Forensic Psychology
PSY505	Psychological Crisis Management

Course Structure

Semester One Academic English Introduction to Psychology History of Psychology Principles of Sociology Islamic Studies Business Mathematics	**Semester Two** Quantitative Techniques in Business Foreign Language I Persuasive and Analytical Writing for Business Communication Research Methods in Psychology General Science Physiological psychology
Semester Three Business and Professional Speech Environmental Studies Pakistan Studies Writing Psychological Research Foreign Language II Business Ethics	**Semester Four** Developmental Psychology Introduction to Psychological Testing Contemporary Social Psychology Personality psychology Psychology of Education Statistics in psychology
Semester Five Experimental Psychology Cognitive Psychology Psychological Aspects of Advertising Positive Psychology Organizational Psychology Health Psychology	**Semester Six** Consumer Psychology Understanding Individual: Personal Construct Psychopathology Clinical Psychology Fundamentals of Psychological Counselling Cross-cultural Psychology
Semester Seven Project Practicum Elective I Elective II Elective III	**Semester Eight** Elective IV Elective V Elective VI *Internship (Non Credit)*

B.Ed (HONORS) 2.5 Year

B.Ed. honors (2.5 years) degree program is offered to pre-service and in-service teachers, enterprising educational entrepreneurs, potential and current administrators of schools and other educational organizations.

Professional development of school teachers and administrators is a pivotal factor for building the human capital index. IoBM has always taken the lead in providing the much-needed human capital to Pakistan's business industry. Keeping in view the dire need of dynamic and enterprising teachers and administrators in schools and educational organizations, IoBM offers B.ED (honors) 2.5 year program to contribute towards building the backbone of the educational sector. This 2.5-year program has been particularly developed to fill in the niche in Pakistan's educational milieu. The purpose of the program is to provide a strong foundation in the field of education and integrate the core principles of effective teaching and managing educational organizations. The main goal of this program is to produce graduates, who have the ability to apply the science of learning to practical educational probleMS The program not only meets the basic criteria of effective skills based pedagogy and foundations for solid administration in public and private schools, but also provides a clear path to pursue higher studies in Education (MPhil/PhD).

This is a 90 credit hours weekend program.

Areas of Specialization: School Leadership & Management, Early Childhood Development, English Language Teaching, Teaching of Science, Teaching of Mathematics, Teaching of Social Sciences

Eligibility Criteria:

- BA / BSc. / B.Com or equivalent degree (14 years of education) with minimum 45%/ 2.00 CGPA Division from a university recognized by HEC
- Success in aptitude test and interview conducted by IoBM

Foundation Courses (6 Course)

BED120 Academic Writing and Seminar Skills
BED203 Foundation and history of Education
BED301 Curriculum Development
BED233 Evaluation and Assessment
BED421 Sociology of Education
BED206 Educational Psychology
SED102 Philosophy of Education and its Psychological Roots
BED231 Educational Policy and Economics

Content courses (4 Courses)

BED205 Early Childhood Education
BED401 Area of Specialization 1
BED403 Area of Specialization 2
BED405 Area of Specialization 3

Professional courses (13 Courses)

BED341 Teacher Education
BED337 Educational Counseling
BED352 Strategic Management of Schools
BED363 Research Methods in Education
BED357 Critical Thinking and Reading
BED407 Innovations and Technology in Education
BED405 Inclusive Education
BED426 Comparative Education System
BED238 Interpersonal Communication Skills in Educational Settings
BED415 Lifelong Learning
BED359 School Management
BED351 Edupreneurship

BED491 Research Project: 6 Credit hours

BED281 Teaching Practicum - I
BED381 Teaching Practicum - II
BED383 Teaching Practicum – III

Course Structure

Semester One Foundations and History of Education Curriculum Development Evaluation & Assessment Innovations and Technology in Education	**Semester Two** Inclusive Education Teacher Education Critical Thinking and Reading Educational Psychology
Semester Three Philosophy of Education and its Psychological Roots Research Methods in Education Academic Writing and Seminar Skills Teaching Practicum-I	**Semester Four** Edupreneurship Sociology of Education Teaching Practicum-II School Management
Semester Five Interpersonal Communication Skills in Educational Setting Educational Policy and Economics Early Childhood Education Lifelong Learning	**Semester Six** Area of Specialization – I * Area of Specialization – II * Area of Specialization – III* Strategic Management of Schools
Semester Seven Comparative Education Systems Educational Counselling Teaching Practicum (6 credit hours) Research Project (6 credit hours)	

** Areas of Specialization: School Leadership & Management, Early Childhood Development, English Language Teaching, Teaching of Science, Teaching of Mathematics, Teaching of Social Sciences.*

B.Ed (HONORS) 1.5 Year

B.Ed. honors (1.5 years) degree program is offered to pre-service and in-service teachers, enterprising educational entrepreneurs, potential and current administrators of schools and other educational organizations.

Professional development of school teachers and administrators is a pivotal factor for building the human capital index. IoBM has always taken the lead in providing the much needed human capital to Pakistan's business industry. Keeping in view the dire need of dynamic and enterprising teachers and administrators in schools and educational organizations, IoBM offers B.ED (honors) 1.5-year program to contribute towards building the backbone of the educational sector. This 1.5-year program has been particularly developed to fill in the niche in Pakistan's educational milieu. The purpose of the program is to provide a strong foundation in the field of education and integrate the core principles of effective teaching and managing educational organizations. The main goal of this program is to produce graduates, who have the ability to apply the science of learning to practical educational probleMS The program not only meets the basic criteria of effective skills based pedagogy and foundations for solid administration in public and private schools, but also provides a clear path to pursue higher studies in Education (MPhil/PhD).

This is a 54 credit hours program is offered during the weekends.

Areas of Specialization: School Leadership & Management, Early Childhood Development, English Language Teaching, Teaching of Science, Teaching of Mathematics, Teaching of Social Sciences

Eligibility Criteria

- 16-years of Education (MA, MSc., MCom or equivalent) in any discipline like Sciences, Social Sciences, Humanities and others, with at least 45%/2.00 CGPA from a university recognized by HEC.
- Success in aptitude test and interview conducted by IoBM

Foundation courses (3 Course)

BED203 Foundation and history of Education
BED301 Curriculum Development
BED233 Evaluation and Assessment

Content courses (3 Courses)

BED401 Area of Specialization 1
BED403 Area of Specialization 2
BED405 Area of Specialization 3

Professional courses (8 courses)

BED341 Teacher Education
BED337 Educational Counseling
BED359 School Management
BED363 Research Methods in Education
BED357 Critical Thinking and Reading
BED407 Innovations and Technology in Education
BED405 Inclusive Education
BED351 Edupreneurship
BED481 Teaching Practicum
BED491 Research Project

Course Structure

Semester One	Semester Two
Foundations and History of Education Curriculum Development Evaluation & Assessment Innovations and Technology in Education	Critical Thinking and Reading Educational Counselling Inclusive Education Teacher Education
Semester Three	**Semester Four**
Area of Specialization – I * Area of Specialization – II * Area of Specialization – III * Research Methods in Education	School Management Edupreneurship Teaching Practicum (6 credit hours) Research Project (6 credit hours)

** Areas of Specialization: School Leadership & Management, Early Childhood Development, English Language Teaching, Teaching of Science, Teaching of Mathematics, Teaching of Social Sciences*

MSc ORGANIZATIONAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT

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 84 credit hours of course work – 28 courses including a research project of 3 credit hours. 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, 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 semesters.

Foundation Courses

Psychology
PSY400 Introduction to Organizational Psychology

Management
MAN418 Management and Organizational Dynamics

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
PSY434 Personality Theories

Human Resource Management
HRM617 HR Analytics
HRM619 Talent Acquisition
HRM621 Learning and Organizational Development
HRM408 Human Resource Issues in Pakistan
HRM409 Organizational Consulting Skills
HRM530 Research Practicum in HRM
HRM620 Labor Studies and Employee Relations
HRM622 Negotiations and Conflict Resolution Skills
HRM623 Managing Organizational Change
HRM624 Talent Management and Performance Development

Elective Courses Courses

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

Human Resource Management
HRM618 Managing Diversity and Inclusion in Organization
HRM612 Strategic Human Resource Management

Course Structure

Semester One Introduction to Organizational Psychology Management and Organizational Dynamics Managing Human Capital HR Analytics Introduction to Behavioral Statistics	**Semester Two** Group Dynamics Organizational Consulting Skills Psychological Testing-I Talent Acquisition Human Resource Issues in Pakistan
Semester Three Research Methods in Organizational Psychology Counseling Psychology Negotiations and Conflict Resolution Skills Labor Studies and Employee Relations Managing Organizational Change	**Semester Four** Consumer Psychology Personality Theories Learning and Organizational Development Leadership and Strategic Change Talent Management and Performance Development
Semester Five Psychological Testing-II Behavior Modification in Industry Personnel Psychology 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.*

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 Psychology 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 eight 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.

MPhil EDUCATION

MPhil in Education is specially designed for educators at all levels in private and public sector institutions as well as administrators who have an interest in research. The program provides a strong foundation in the field of educational research and integrates the core principles of research and development backed by innovative practices.

Eligibility

- As per HEC policy, 16 years of education with 2.5 CGPA or C-Grade.
- Candidates from relevant degree background are required to do coursework of 24 credit hours.
- Candidates from other disciplines are required to take six deficiency courses* as a pre-requisite to the MPhil program.
- Candidates must have cleared GAT General (NTS) test at the time of admission.

Program Requirements

- MPhil requires completion of course work of 24 credit hours and a 6 credit hour thesis.
- Minimum duration is 1.5 years and maximum are 4 years.

Core Courses

MPE604 Developing a Research Project
MPE610 Philosophical Foundations in Education
MPE615 Qualitative Research Methods in Education
MPE617 Statistical Testing and Inferences in Education
MPE620 Analysis of Educational Policies
MPE625 Authentic Assessment in Education

Thesis

MPE790 Research Thesis (6 credit hours)

Electives

MPE706 Global Trends in Education
MPE711 Readings and Critical Analysis in Education
MPE714 Innovations and Technology in Education
MPE717 Teacher Education
MPE721 Edupreneurship in the Changing World
MPE725 Distance Learning in 21st Century
MPE727 Lifelong Learning in Changing Contexts
MPE730 Planning Developing and Evaluating Curriculum

PhD IN EDUCATION

The aim of PhD in Education program is to promote scholarship, research and service at national and international levels. The research-oriented doctoral program is the highest academic degree facilitating candidates to remain updated in research literature and conducting socially relevant and intellectually competent research studies in specialized areas. The program offers a range of courses in contemporary topics of education and development, assisting the scholars to compete for leadership positions.

Eligibility:

MS/MPhil. or equivalent graduates from HEC-recognized institutes meeting the following criteria:

- A minimum CGPA of 3.00 on a scale of 4.00 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.
- GAT subject test conducted by the NTS with a minimum of 60% marks
- An interview conducted by the Institute.
- Any other HEC stipulated requirements.

Testing Requirement:

The Graduate Record Examination (GRE) test administered by the Education Testing Service or a Subject Specific Graduate Admission Test (GAT Subject) administered by the Education Testing Council.

Statement of Purpose:

Required as part of the application to admission in PhD program

Program Requirements:

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

- Course work of 24 credit hours (4 core courses and 4 electives)
- The student must publish one research paper during his/her PhD studies
- On completion of dissertation/thesis the student is awarded 30 credit hours
- Any other HEC requirement

Program Structure

Semester 1	**Semester 2**
Methods and Issues in Advanced Qualitative Research	Elective 1
Methods and Issues in Advanced Quantitative Research	Elective 2
Ways of Knowing	Elective 3
Designing and Developing a Research Framework	Elective 4

Courses

Core Courses
PED701 Methods and Issues in Advanced Qualitative Research
PED703 Methods and Issues in Advanced Quantitative Research
PED705 Ways of Knowing
PED733 Designing and Developing a Research Framework

Elective Courses
PED741 Application of Research Methods in Education
PED831 Writing Proposals for Grants
PED833 Independent Research Study
PED835 Global Insights in Teacher Education
PED837 Research & Innovation in Educational Leadership
PED820 Innovations & Pedagogies in Teacher Education
PED839 Designing & Conducting Action Research in Education

Thesis
PED991 Research Thesis (3 credit-hour)
PED992 Research Thesis (6 credit-hour)
PED993 Research Thesis (9 credit-hour)

It is mandatory for students to attend defense sessions given by MPhil and PhD candidates

PhD IN ECONOMICS

The PhD in Economics focuses on providing state-of-the-art teaching and research skills within the broader economics discipline. This program aims to produce scholars with 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

BS 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 16 years of schooling that corresponds to BS or MS/MPhil 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 three years and maximum is eight years.

PhD course work requirements for MS/MPhil degree with Economics background consist of six graduate level courses (18 credit hours). for BS/MS/MPhil degree with non-economics background completion of four deficiency courses (12 credit hours) is also required. BS with Economics background are required to complete 11 additional graduate level courses (33 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

PhD Course Structure

Deficiency Courses

BS (Without Economics background) (Maximum 12 Credit hours)

four Economics courses to be selected from BS (Economics) courses by a Doctoral Committee of the department

MS (Without Economics background) (Maximum 12 Credit hours)

ECO601 Microeconomics
ECO602 Macroeconomics
ECO603 Econometrics and Research Methods
ECO611 Mathematics for Economists

BS degree/Background (33 Credit hours)

Core Courses

ECO601 Microeconomics
ECO602 Macroeconomics
ECO603 Econometrics and Research Methods
ECO607 Development Economics I
ECO608 Theory and Practice of Economic Policy
ECO609 Mathematics for Economists
ECO611 Applied Econometrics
ECO612 Qualitative Research Methods
ECO613 International Trade & Globalization
ECO651 Independent Study I
ECO652 Independent Study II

PhD (18 Credit hours)

Core Courses

PDE701 Advanced Research Methodology
PDE702 Advanced Applied Econometrics
PDE704 New Dimensions in Economics and Public Policies
PDE705 Advance Microeconomics

Elective Courses

PDE711 Industrial Economics In a Globalized World
PDE712 Public Finance
PDE714 Selected Topics in Monetary Economics
PDE715 Selected Topics in Islamic Economics
PDE716 Mergers, Acquisitions and Restructuring
PDE717 Topics in Labor Economics
PDE718 Topics in Financial Economics
PDE719 Agricultural Policy
PDE720 Topics in Environmental Economics
PDE 721 Economics of Governance
PDE722 Topics in Health Economics

Course Structure (MS With Economics background)

Semester One	Semester Two	Semester Three
Advanced Research Methodology Advanced Applied Econometric Advance Microeconomics	New Dimensions in Economics and Public Policy Elective I Elective II	Research Thesis

Course Structure (MS Without Economics background)

Semester One Microeconomics (Deficiency Course) Macroeconomics (Deficiency Course) Econometrics & Research Methods (Deficiency Course)	**Semester Two** Mathematics for Economists (Deficiency Course) Advanced Research Methodology Advanced Applied Econometric	**Semester Three** New Dimensions in Economics and Public Policy Advance Microeconomics
Semester Four Elective I Elective II		

Course Structure (BS with Economics background)

Semester One Microeconomics Macroeconomics Econometrics & Research Methods	**Semester Two** Development Economics I Theory and Practice of Economic Policy Mathematics for Economists	**Semester Three** Applied Econometrics Qualitative Research Methods International Trade & Globalization
Semester Four Independent Study I Independent Study II	**Semester Five** Advanced Research Methodology Advanced Applied Econometric Advance Microeconomics	**Semester Six** New Dimensions in Economics and Public Policy Elective I Elective II
Semester Seven Research Thesis		

Course Structure (BS without Economics background)

Semester One Deficiency Course I Deficiency Course II Deficiency Course III	**Semester Two** Deficiency Course IV Microeconomics Macroeconomics	**Semester Three** Econometrics & Research Methods Development Economics I Theory and Practice of Economic Policy
Semester Four Mathematics for Economists Applied Econometrics Qualitative Research Methods	**Semester Five** International Trade & Globalization Independent Study I Independent Study II	**Semester Six** Advanced Research Methodology Advanced Applied Econometric Advance Microeconomics
Semester Seven New Dimensions in Economics and Public Policy Elective I Elective II	**Semester Eight** Research Thesis	

INTERNSHIP PROGRAM

At IoBM the Internship Program is designed to allow students to work on meaningful assignments and gain real-world experience; thus, making them immediately valuable for the organisations they join upon graduation. The internship aims to provide IoBM students with relevant corporate experience in reputed organisations. An internship bridges the gap between the theoretical knowledge and practical skills needed in professional life. Real-world experience related to their field and knowledge is of vital importance to students in two main areas:

Work Experience

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

Career Choices

An internship provides a more accurate picture of what individuals would do in certain professions. After experiencing a particular job environment and observing what it entails, students may decide if this is the right career. The internship is compulsory for MBA regular and Bachelors' students. MBA weekend program and evening program students are exempted from the internship program as they are already on the job.

Eligibility for Internship

MBA: Minimum CGPA = 2.8	Semesters completed at IoBM = Two
Bachelors Degree CGPA = 2.4	Semesters completed at IoBM = Four or Five

- Candidates must have completed MKT 404, Methods in Business Research (MBR) or any other equivalent course according to their degree program.
- Interested and eligible students are required to register INT 302 (Non credit) on SMARTZ.
- A registration fee may apply.
- The internship is for a minimum of six continuous weeks.
- Students are not allowed to take any weekday course along with official internship program.
- The internship is allowed only in organisations approved by the Internships & Placements Department.
- All interns are required to write a report based on the given guidelines.
- SOPs of internship will be provided to registered interns prior to the start of internship.

LIST OF COMPANIES IN WHICH IoBM STUDENTS DO INTERNSHIP

10Pearls
14th Street Pizza
360 Training
360Training.com
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
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 Pvt. Limited
ADM Denim
ADVANS Micro Finance Bank
Aftab Associates
Aga Khan Education Services
Aga Khan Health Services
Aga Khan University
Agha Steel
Ahmed Foods
AIG Pakistan
Airlift
Airmen Golf Course & Recreational Park
Aisha Steel Mills Ltd.
Akber Ali & Sons
AKD Commodities
AKD Securities
Akhuwat Foundation
Al Marai, Saudia Arabia
Al Meezan Investment Management Ltd
Albaraka Bank Limited
Alfalah Securities
Ali Asghar Textile Mills Ltd.
Ali Gohar & Co. Limited
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
Arif Habib Limited
ARMTECH Business Solutions (Pvt.) Ltd.
Arpatech
Arpatech Pvt. Ltd.
Artal Group of Companies
Artistic Milliners
ARY Communications
ARY Digital Television Network
AsiaCare Health & Life Insurance
Asiatic Public Relations Network Ltd.
Askari Bank Limited
Asktourism
Atco Laboratories (Pvt) Limited
Atlas Honda
Attock Cement Pvt. Limited
Auspak
Automobile Corporation Pakistan
Avanza Solutions
Aventis Pharma Pakistan Limited
Axis Communications
Badar Expo Solutions (BXSS)
Bandhani Group
Bank Al Baraka
Bank Al Habib
Bank Alfalah Limited
Bank Al-Habib Limited
Bank Islami Limited
Bank of Punjab
Barclays Bank Limited
BASF Pakistan
Bayer Pakistan
BDO Ebrahim & Co. Chartered Accountants
BenchMatrix
Bentham Science Publishers
Berger Paints Pakistan Limited

Berlitz
Beyond Profits
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
Careem
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.
Evalution 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
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
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 Mobel
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 Bank Limited
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
Lucky Textile Mills
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
Mondelz
Monsieur
Mother and Child Welfare Foundation
MS Associates
MullenLowe & Rauf
Muller & Phipps Pakistan Pvt. Ltd.
Multinet Pakistan Pvt Ltd
Multinet Pakistan Pvt. Ltd.
Mushawar Consulting
Mustafa & Co. Pvt. Limited
MWM Studio
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
NBP Funds Management
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
PharmEvo 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
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

Shaheen Airlines
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
Silk Bank
Sindh Education Foundation
Singer Pakistan Limited
SKF Pakistan Pvt. Ltd
Small & Medium Enterprise Development Authority (SM-EDA)
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.
SWVL
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.
Uber
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.
Zameen.com
ZAP Infotech Inc.
ZEPCOM
ZH Technologies Inc.
ZIL Limited
Zishan Engineers Pvt. Ltd
Zong China Mobile
ZRG International

PLACEMENT PROGRAM

IoBM emphasises close collaboration with the government, firms, banks and leading HR consultants to ensure appropriate induction of its graduates into these organisations. Close links are maintained with CEOs and Heads of Departments in organisations to provide graduates with the best possible career prospects. Efforts are made to match students' talents with the requirements of both multinational and local organisations.

IoBM's Placement Department provides a firm commitment to its graduates for developing their careers. This begins when the student is inducted and continues with a lifelong partnership. Some of the activities designed students' placement include but are not limited to the following.

Publishing Graduate Directory

Graduates are invited to showcase their resumes in IoBM's Graduate Directory. GD is circulated to 150 national and multinational companies and is an essential tool for being placed in the market.

Career Counselling Sessions

The placement department holds Career Counselling Sessions for the final semester students. In these sessions, executives of renowned companies mentor the graduating batch students in one-to-one sessions. The purpose of these sessions is to

- uncover the underlying concerns of students about their area of interest,
- answer their questions regarding professional life,
- guide them in building their career road map and prepare them to step into the corporate world.

Job Announcements

IoBM's placement department manages a database of job opportunities of reputed companies/organisations in the market. These opportunities are communicated regularly to our students, graduates & alumni via group emails.

Career Fairs

Career Fair is the annual feature of IoBM. It provides a meeting ground between the corporate world and students/graduates with resumes to HR representatives. Students are selected for jobs against companies' requirements immediately or later since their data remains readily available with such organisations for possible employment.

Employability Enhancement

The department organises workshops and sessions on employability enhancement for our students. These workshops are on how to give interviews, CV writing, professional personality development etc. These workshops are conducted by professionals having extensive corporate experience and provide the students with a boardroom perspective, valuable practical tips and a unique networking opportunity with industry gurus. It helps our students & graduates to get good jobs and achieve rapid progression therein.

On-Campus Recruitment Drives

The department facilitates companies to conduct on-campus recruitment drives. On the day of the recruitment drive, employers can conduct information sessions, as well as conduct employment tests or on-the-spot interviews

Career Counseling advice

Guidance and counselling are essential aspects of development for young adults at IoBM. The department is constantly engaged in assisting students in preparing for and finding jobs for them.

LIST OF COMPANIES IN WHICH IoBM GRADUATES ARE EMPLOYED

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
Abacus Consulting
Abacus-Global
ABAMCO Limited
Abbott Laboratories Pakistan Ltd.
Abudawood Pakistan
ACCA Pakistan
Ace Insurance Limited
ACM Gold Pvt. Ltd.
Adam Motor Co. Limited
Adamjee Life Insurance Company
Adcom Leo Burnett
ADM Denim
ADVANS Micro Finance Bank
Aftab Associates
Aga Khan Education Services
Aga Khan Health Services
Aga Khan University
Agha Steel Mills
Agility Logistics Pakistan
Agro Processors and Atmospheric Gases (Pvt.) Ltd.
Ahmed Foods
AIG Pakistan
Airlift Technologies
Airmen Golf Course & Recreational Park
Aisha Steel Mills Ltd.
Akber Ali & Sons
AKD Commodities
AKD Investment Management Ltd
AKD Securities
Akhuwat Foundation
Al Marai, Saudia Arabia
Al Meezan Investment Management Limited
Albaraka Bank Limited
Alfalah Securities
Ali Asghar Textile Mills Ltd.
Ali Gohar & Co. Limited
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
Arif Habib Limited
ARMTECH Business Solutions (Pvt.) Ltd.
Arpatech Pvt. Ltd.
Artal Group of Companies
Artistic Milliners
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 (formely Bakri Pakistan Pvt. Ltd.)
Bandhani Group
Bank Al Baraka
Bank Alfalah Limited
Bank Al-Habib Limited
Bank Islami Limited
Bank of Punjab
BankIslami Pakistan 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
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.
Citibank N.A. Pakistan
Citizen Archive of Pakistan
Citizens Foundation
Clariant Pakistan Limited
Classic Design
Clicktrade
Cloud BPO
Cloud 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
Cubix Labs
Cupola Pakistan Limited
Custom HR Solutions
Cybernet
Dadabhoy Investments Pvt. Ltd.
Dadex
Daewoo Pakistan Express Bus Service
Dalda Foods Pvt. Ltd.
DAMCO Pakistan (Pvt) Ltd.
Dany Technologies
Daraz Pakistan
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 of Companies
Dot Images
Drug Information Systems
Dubai Islamic Bank Limited
Duleaf
Dupont Pakistan
EDGE Financials
EFU General Insurance Limited
EFU Life Assurance Limited
Ellahi Group
Elixir Securities Pakistan Ltd.
Empact
Engage 24X7

Engage Consulting
Engage Consulting Limited
English Biscuits Manufacturers Ltd.
Engro Corp.
Engro Fertilizer
Engro Foods
Engro Polymer
ENI Pakistan Limited
EPFirms
Ephlux
EPlanet Communication
Epoxy Industries (Pvt.) Limited
Escape Advertisement
eSys Pakistan
Etihad Airways
Etilize Pvt. Ltd.
Evalution Factor (Pvt) Ltd.
Evernew Entertainment
Evolution Advertising
Excelerate
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Express News
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First Women Bank Ltd.
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Habib Bank Limited
Habib Metropolitan Bank Ltd.
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Herbion International Inc.
Hilal Confectionary Pvt. Ltd.
Himont Pharmaceutical Pvt. Ltd.
Hinopak Motors Limited
Hirelabs
Home Express
House of Habib
HR Outsourcing & Consulting
HRS Global
HRS International
HRSG
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
IBL Group
IBM Pakistan
ICE Animation
ICI Pakistan Limited
Icon Group of Companies
ICS Group
ICS Group of Companies
Ifrasoft Technology Limited
IGI Financial Services
IGI Life Insurance
IJARA
imrooz.com

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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
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Ismail Iqbal Securities
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Jaffer Business Systems
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Jeem Solutions
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K-Electric
Khaadi
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Lakson Group of Companies
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Lootlo.pk
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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
Mondelz
Monsieur
MS Associates
MullenLowe & Rauf
Muller & Phipps Pakistan Pvt. Ltd.
Multinet Pakistan Pvt. Ltd.
Mushawar Consulting
Mustafa & Co. Pvt. Limited
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National Investment Trust
National Marketing Services
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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
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Pakistan Refinery Ltd.
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Pharmatec
PharmEvo (Pvt.) Ltd
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Philips Electrical Co. of Pakistan
Philips Pakistan
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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

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Reckitt Benckiser Pakistan Ltd.
Red Tape Media
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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
Silk Bank
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.
SWVL
Symbios.pk
Synapse Consulting
Sysnet Pakistan Pvt. ltd.
Systems Limited
Talent Optimizers
Tameer Micro Finance Bank Ltd.
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.
TPL Holdings
TPL Trakker Limited
TPS
TradeKey
Transit HR Consulting
Transworld Associates
Travel Mate
Travel Solutions
Travelport
TripleE 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.
YB Holdings
Younus Brothers Group
Yunus Textile Mills Ltd.
Zameen.com
ZAP Infotech Inc.
ZEPCOM
ZH Technologies Inc.
ZIL Limited
Zishan Engineers Pvt. Ltd
Zong China Mobile
ZRG International

ENTREPRENEURSHIP & MANAGEMENT EXCELLENCE CENTER (EMEC)

Introduction

The Entrepreneurship & Management Excellence Center (EMEC) is the executive education and consultancy wing of Institute of Business Management. EMEC is responsible for conducting specialized management training programs by closely working with its clients. It provides a wide range of open enrolment, customized training programs, post-graduate diploma and summer school. These programs are designed for professionals, business personnel and leaders from various public and private sector organizations who aspire to seek new perspectives and insights on management Issues. These training programs are conducted by our distinct faculty members and leading industry scholars with research interests ranging from global business issues to local probleMS Many of our trainers are leaders in their fields and bring in new knowledge and experiences in their sessions.

Initiatives by EMEC

- Trainings, seminars and conferences
- Lectures by foreign experts on specialized topics
- Collaboration with relevant organizations, institutes and
- Associations
- Public & private partnerships administration of entrance tests
- Advisory/consultancy services
- Entrepreneur skills development

Programs at EMEC

Customized Training & Need Assessment Services

In order to bridge the gap between the actual and perceived market demand of organization's most important resource, their people, EMEC employs a need assessment tool customized for each client. The customized and effective need analysis would translate goals in to realistic achievable target determining in what areas the training is needed with a clear outcome. This process helps EMEC develops customized training programs for its clients.

Open Enrolment Training

With an aim of enhancing your skills and understanding to achieve your organizational, personal development and career objective, EMEC offers wide range of training prograMS We offer training in the areas of Management, Marketing, Human Resources, Information Technology, Finance and Accounting, Leadership, Supply Chain.

Past Training Programs

Human Resource Management

- Executive Diploma in Human Resources
- Leading HR Change
- Developing Talent Management & Employer Branding Strategy
- Maximizing Return on Training
- Result Driven Performance Management
- Maximize your Sales Force Performance
- Recruitment, Interviewing and Selection
- Management of Contract / Outsourced Labour
- Competency Based People Management

- Compensation and Benefit Management
- New Approaches- Employer Branding and Talent Managemen
- Fundamentals of Effective Mentoring
- HR as Business Partner
- Management of Contract Labor
- Sindh Labour Laws & Updates

Sales and Marketing

- Diploma in CRM
- Competitive Advantages through Channel Management in FMCG
- Digital Marketing
- Ali Baba store selling
- Strategic Marketing Management
- Digital Marketing

Communication

- Assertive Communication for Managers
- Personal Branding Toolkit
- Business Report Writing
- Company Secretary: Master class

Banking & Finance

- Financial Modeling
- Block chain for Executives
- Pool Management and Profit Distribution
- Halal Audit for Halal Certification

Leadership & Strategy

- Introduction to Design Thinking
- Developing Leadership Excellence
- Consultative Simulation Workshop on Value Innovation
- Aligning HR with Business Strategy
- Pedagogical Leadership Teaching Training
- Design thinking for Business Innovation
- Project Sizing & Costing
- Introduction to Systematic Reviews
- Impression Management
- Criticality and Risk Assessment
- Re-energizing Teams in a New Environment
- Teamwork Skills
- Leadership in Post Pandemic

Soft Skills

- Basic to Advanced Excel
- Advanced Excel & Dashboard Reporting
- Microsoft Power Pivot, Power Query and Power BI

Logistics & Supply Chain Management

- Supply Chain Excellence
- Asset Performance Management - using Blended Learning

Entrepreneurship

- Diploma in Tech Entrepreneurship
- Creative Digital Art Skills for Business Start-ups

Training Facilities

1. A semicircular u-shape Lecture Theatre with a capacity of 85 persons equipped with microphones/speakers on individual desks, BenQ flat-panel interactive touch screen (android based) for sharing whiteboard and other contents with the audience.
2. Flexibility with room layout with plenty of space to move around for games and activities
3. Fully air-conditioned training rooms with a backup power supply.
4. Good acoustics and soundproofing
5. Participant breakout spaces with Mira-cast-based smart screens and flip chart boards
6. Catering – appropriate provision of refreshments/ lunch
7. Location – easy to find on a map, convenient location with access to public transport
8. Ample and secured on-campus parking
9. Trainers Lounge for use of office staff and trainers
10. Wireless Internet access
11. Photocopying/printing/ email on-demand from USB

EMEC Workshops

March 2022- July 2023

Workshops

- Business Intelligence and Big Data Visualization, March 15 & 16, 2023
- Leading HR in the World of New Normal, January 28, 2023
- Predictive Maintenance using the Internet of Things (IoT), November 30 & December 1, 2022
- The Future Supply Chain: Supply Chain Transformation through Digital Disruptive Technologies, November 16 & 17, 2022
- Successful Talent Acquisition Strategies, November 12, 2022
- New Business Drivers Shaping the Future of Leadership Effectiveness, October 29, 2022
- Business Intelligence and Big Data Visualization, October 26 & 27, 2022
- Compensation and Benefits Strategy in Competitive Market, October 8, 2022
- Transitioning to Result-Driven Performance Management, September 25, 2022
- Futuristic Trends in Learning and Development, September 10, 2022
- Competency-Based People Management, August 6, 2022
- Employer Branding and Talent Management in a Disruptive World, July 2, 2022
- Aligning Business Strategy with HR, June 18, 2022

Diploma

Four-month Undergraduate Diploma in Web development, Graphic Designing, Social Media and Freelancing, June 19 till October 18, 2023

Training Programs

Developing Leadership Excellence and Communication Skills

Two-day training for the officers of the School of Logistics, Pakistan Airforce (PAF) Airmen Academy on February 28 & March 1, 2023

Capacity Building Training for the Teachers

Two-day Capacity Building training for the teachers of DHA College & School System (DHACSS), March 2022

Capacity Building Consultative Workshops

Four-day training for the officers of Islamic Relief Pakistan, March 2022

OFFICE OF RESEARCH INNOVATION AND COMMERCIALIZATION (ORIC)

The Office of Research, Innovation and Commercialization (ORIC) is an integral part of the institution's eco-system. It is headed by the Honourable President of IoBM, with the vision to make IoBM a hub of economic opportunities for academia, faculty and youth alike by fostering a research and innovation culture.

IoBM's continuously supports its researcher to conduct rigorous applied research to become a centre of excellence. It is imperative that apart from maintaining high standards in teaching, research is rigorously pursued and suitably rewarded. The research & development output of IoBM is in line with national needs and contributes to the country's socio-economic growth.

ORIC acts as a focal point for providing guidance and support to the constituent institutions in all activities related to research & development. As such, the office has a significant role in achieving IoBM vision. Therefore, the mission of this office is to facilitate and coordinate applied research activities and liaise with other national and international academics, research and industrial organizations to promote research at IoBM.

IoBM aims at making research a top priority for the future knowledge economy, which encompasses all the research activities, from the development of research proposals to the commercialization of research products - under a single umbrella.

The scope of work of ORIC includes, but is not limited to, initiatives as follows:

- Outcome-based research
- The research leading to product development
- Funding opportunities for research and product development
- Capacity building of students/faculty in winning research and product-development awards and hackathons
- Capacity building in research, innovation, and entrepreneurship

IoBM, in pursuance of achieving its agenda, established the President's Innovation Steering Committee (PISC), which is the regulatory body to oversee and support research, innovation and entrepreneurship. Hence, help ORIC execute its strategy and key performance Indicators as per the HEC's requirements. The Steering Committee is supported through its role and functions by the Deans of IoBM Colleges/faculties and ORIC.

ORIC also, after a rigorous exercise, drafted the ORIC Five Year Strategic Policy (2021-2025), and six strategic themes stood out;

1. Promoting the culture of Research & Development through research excellence & collaboration
2. Entrepreneurship (innovation, commercialization, incubation, patent)
3. Capacity Building of faculty, staff & students (training/exhibitions/community events)
4. Promoting Industry-academia linkage: a source of knowledge creation, innovation & economic growth
5. HR & Operations
6. Sustainability

Following identifying strategic themes, ORIC goals, objectives and strategies are determined to ensure more clarity.

Yearly Insights Highlights of Activities

1. Research Proposal Submitted for Funding

In the year 2021 – 22, around twenty-six (26) proposals have been submitted to numerous donors, including the Higher Education Commission (HEC), Islamic Relief Pakistan (IRP), United Nations Development Programme (UNDP), Government of Sind and other.

However, in 2020 – 21, around thirty-seven (37) proposals were submitted to HEC and numerous other national and international donors by our faculty.

2. Grants Secured

The research grant secured by IoBM through NRPU has amounted to Rs. 15.1 million in the year 2021 – 22, while in 2020 – 21 total amounts confirmed was Rs. 62.8 million.

QUALITY ENHANCEMENT CELL (QEC)

The 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.

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

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

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

The QEC is rated very highly by the ***Asia-Pacific Quality Network (APQN)***. It has received the best internal quality assurance award from APQN. APQN has recognized that QEC designed a post-graduate diploma in quality assurance in tertiary education which can be conducted locally and internationally. QEC is an active member in the 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 areas of Supply Chain, Human Capital Management, Finance and Accounting, Material Management, Production Planning, Project Management, etc.

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

QEC is also responsible for developing policies, procedures, and their revisions. HEC utilizes the services of QEC in its assessment of ***Institutional Performance Evaluations*** of other HEIs on a regular basis. QEC is also conducting workshops on areas of quality and the preparation of self-assessment reports of the programs of other institutions. Uploading of all IoBM programs on the e-portal (PQR) of HEC has been done successfully by QEC.

QEC is now engaged in moving towards ISO-21001 Management Systems for educational organizations and in setting up an IoBM Center of Excellence for Quality Management for continuous quality improvement in the 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 three 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 students must get satisfactory grades in one of their majors and in one non-major. The examination is to be conducted twice a year in the months of March 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 students have completed all course requirements and attained a CGPA of at least 3.0 in their 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's 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 examiners' 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 mannual 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's 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 examiners' 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 Policy

Eligibility criteria for approval of ‘I’ grade: Student missing final examination of a course due to a genuine reason, for example, serious illness/death in immediate family or official assignment may apply for ‘I’ grade with documentary evidence.

Conditions for I grade : Absences should not exceed the allowed limit; marks obtained in 1st & 2nd hourlies should be at least 60% and I grade processing fee of Rs.1000/= per course to be paid. Marks obtained should be at least 60% ‘I’ grade final exam otherwise ‘I’ grade will be changed to F grade.

Weightage Policy

Eligibility criteria for approval of Weightage : Student missing any of the two hourly examination of a course due to a genuine reason, for example, serious illness/death in immediate family or official assignment may apply for weightage with documentary evidence.

Conditions for weightage : Absences should not exceed the allowed limit; marks obtained in final examination should be at least 60% and weightage processing fee of Rs.2000/= per course to be paid.

Rechecking Policy

Eligibility criteria for Rechecking : After the final exam results have been posted, a student can apply for rechecking of final exam answer script/term project.

Conditions for rechecking : Absences should not exceed the allowed limit; marks obtained in 1st, 2nd hourlies & final examination should be at least 60% and rechecking processing fee of Rs.1000/= per course to be paid.
Note: Detailed policies are available on website in examination section.

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 the 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 the Rector for approval. After the 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 condoniation of excess absences supported with concrete evidence to the 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.edu.pk

DRESS CODE POLICY

A. For Female students:

- At least mid-thigh shirts should be worn with pants ,although knee-length shirts are desirable and preferred. Tucked in shirts with pants or jeans will be treated as a dress code violation.
- Ripped jeans are not allowed.
- Tights to be worn only with closed slit long shirts, otherwise to be avoided ,if worn in an exposed and indecent manner, as judged by the Proctor.
- All sort of revealing and indecent dress-up is not permitted.
- Trousers and shalwars above ankles are to be avoided.
- Clothes offensive in terms of cuts and style ,or by way of messages printed on them are to be avoided.
- Only light make-up, jewelry and perfume is permitted.

B. For Male Students:

- Only full-length trousers, jeans and shalwars are allowed. Track/sports lowers ,Bermudas and shorts are strictly not allowed.
- Footwear: Slippers are strictly not allowed . Dress shoes and shoes with back-strap are allowed.
- Male students are advised to maintain a proper hair-cut and refrain from piercing their ears and faces
- Offensive messages printed on shirts are not permitted.
- Ripped jeans are not allowed.

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. Tradionally, 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 are 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 reach their exam location and be seated at least 10 minutes prior to the exam time. Late comers will be made to wait for five 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 pretex.

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 DEPARTMENT

Admissions Department performs various functions to admit eligible and quality students. These functions are performed with full transparency and accuracy while maintaining due confidentiality of personal data of all potential candidates for admission.

Admissions Department ensures that admissions are purely merit based depending upon the candidates ‘scholastic achievements, performance in aptitude tests and interviews.

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 the following:

- A Higher Secondary School (HSC) Certificate with at least 55%* marks awarded by a recognized Provincial Intermediate Board
- 3 A-Levels with atleast 2C grades, Urdu will be accepted as a 3rd subject and not as a grade as long as the candidate has passed the course
- American High School Diploma with CGPA 2.5 or any other equivalent diploma
- Any other qualification if an authority has issued an equivalence certificate with minimum 55%
- IBCC equivalence may be required for A-Level and other foreign qualifications

In addition:

- Atleast 5C grades in O-Level exams (you need a total of eight subjects including: English, Urdu, Islamiyat, Pakistan Studies, and Math’s as compulsory subjects and three electives)
- IBCC equivalence may be required for O-Level and other foreign qualifications
- Minimum 55% marks in SSC or equivalent
- Success in aptitude test and the panel interview conducted by IoBM

Exemption from Aptitude Test on SAT-1

The applicant can apply for exemption in appearing in the IoBM Aptitude Test:

- A score of 550 (out of 800) in Mathematics
- A score of 550 (out of 800) in Evidence-Based Reading and Writing

Total score of 1100 is required for the exemption

**Subject to revision by the IoBM Management*

Programs List:

- BBA (Honors)
- BS Joint (Honors) Accounting and Finance
- BS Joint (Honors) Economics and Finance
- BS Joint (Honors) in Business & Psychology
- BS (Honors) Accountancy, Management and Law
- BS (Honors) Media Studies
- BS Entrepreneurship
- BS Industrial Management
- BS Logistics and Supply Chain Management
- BS Economics, Law and International Relations (ELI)
- BS Economics, Media and International Relations (EMI)
- BS Technology Management
- BS Psychology

Eligibility for entrance to the undermentioned Bachelor's Programs:

- BS Computer Science
- BS Data Science
- BS Actuarial Science and Risk Management
- BS Mathematics and Economics
- BS Software Engineering

The admission in these Programs would be based on the following:

- A Higher Secondary School (HSC) Pre-Engineering Certificate with at least 55%* marks awarded by a recognized Provincial Intermediate Board
- 3 A-Levels with atleast 2C grades including Mathematics subject, Urdu will be accepted as a 3rd subject and not as a grade as long as the candidate has passed the course
- 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 with minimum 55%
- Students from pre-medical track will be requried to complete few additional courses
- For BS Actuarial Sciences and Risk Management students other than pre-engineering group will be required to complete additional deficiency courses

In addition:

- Atleast 5C grades in O-Level exams (you need a total of eight subjects including: English, Urdu, Islamiyat, Pakistan Studies, and Math's as compulsory subjects and three electives)
- IBCC equivalence is required for O-Level, A-Level and other foreign qualifications
- Minimum 55% marks in SSC or equivalent
- Success in aptitude test and the panel interview conducted by IoBM

Exemption from Aptitude Test on SAT-1

The applicant can apply for exemption in appearing in the IoBM Aptitude Test:

- A score of 550 (out of 800) in Mathematics
- A score of 550 (out of 800) in Evidence-Based Reading and Writing

Total score of 1100 is required for the exemption

**Subject to revision by the IoBM Management*

Eligibility for entrance to BE Electrical Engineering Program:

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

- A Higher Secondary School (HSC) Pre-Engineering Certificate with at least 60%* marks awarded by a recognized Provincial Intermediate Board
- 3 A-Levels with atleast one C grade either in Mathematics, Chemistry and Physics
- American High School Diploma with CGPA 2.5 or any other qualifications
- Any other qualification if an authority has issued an equivalence certificate with minimum 55%
- IBCC equivalence certificate will be required for A-Levels and other foreign qualifications

In addition:

- Atleast 5 C grades in O-Level exams (you need a total of eight subjects including: English, Urdu, Islamiyat, Pakistan Studies, and Math's as compulsory subjects and three electives)
- IBCC equivalence may be required for O-Level and other foreign qualifications
- Minimum 55% marks in SSC or equivalent
- Success in aptitude test and panel interview

Exemption from Aptitude Test on SAT-1

The applicant can apply for exemption in appearing in the IoBM Aptitude Test:

- A score of 550 (out of 800) in Mathematics
- A score of 550 (out of 800) in Evidence-Based Reading and Writing

Total score of 1100 is required for the exemption

**Subject to revision by the IoBM Management*

Eligibility for entrance to B.Ed. Programs:

B.Ed. (Honors) 1.5 years Weekend Program:

For admission in the B.Ed (Honors) 1.5 years Weekend program, the candidate must possess:

16 years of Education (MA / MSc / MCom or equivalent degree) in any discipline like Sciences, Social Sciences, Humanities and others, with at least 45% or 2.00 CGPA out of 4 from a University/Institution recognized by HEC.

B.Ed. (Honors) 2.5 years Weekend Program:

For admission in the B.Ed (Honors) 2.5 years Weekend program, the candidate must possess:

14 years of education (BA / BSc / BCom or equivalent degree), with minimum 45% or 2.00 CGPA out of 4 from a University/Institute recognized by HEC.

BS Education:

For admission in the BS Education 4 years program, the candidate must possess:

- A Higher Secondary School (HSC) Certificate with at least *55% marks awarded by a recognized Provincial Intermediate Board
- 3 A-Levels with atleast 2C grades including Mathematics subject, Urdu will be accepted as a 3rd subject and not as a grade as long as the candidate has passed the course
- 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 with minimum 55%
- IBCC equivalence may be required for A-Level and other foreign qualifications

In addition:

- Atleast 5C grades in O-Level exams (you need a total of eight subjects including: English, Urdu, Islamiyat, Pakistan Studies, and Math's as compulsory subjects. The remaining three subjects are electives)
- IBCC equivalence may be required for O-Level and other foreign qualifications
- Minimum 55% marks in SSC or equivalent
- Success in aptitude test and the panel interview conducted by IoBM

Exemption from Aptitude Test on SAT-1

The applicant can apply for exemption in appearing in the IoBM Aptitude Test:

- A score of 550 (out of 800) in Mathematics
- A score of 550 (out of 800) in Evidence-Based Reading and Writing

Total score of 1100 is required for the exemption

**Subject to revision by the IoBM Management*

Eligibility for MBA (offered in Morning):

Please refer to Page No. 45 for specializations

The admission for this program would be based on the following:

- Sixteen years of Education 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 / membership 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 (CGPA will be considered, if both CGPA & Percentage are mentioned in the Transcript)
- Success in aptitude test and interview conducted by IoBM

Eligibility criteria is subject to revision by the IoBM Management.

Eligibility for MBA (offered on Weekends/Evening):

Please refer to page No. 45 for specializations

The admission in MBA (offered on Weekends/Evening) would be based on the following:

- Sixteen years of Education 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 last qualification in annual examination system
- Minimum CGPA 2.5 on a scale of 4 in semester system (CGPA will be considered, if both CGPA & Percentage are mentioned in the Transcript)
- Success in aptitude test and interview conducted by IoBM
- Candidates once admitted, not having a four year degree in business management/commerce will attend a Bootcamp of six weeks before the semester begins

Eligibility for MSc Organizational Psychology and HRM:

The admission in this program would be based on the following:

- Sixteen years of Education 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 last qualification in annual examination system
- Minimum CGPA 2.5 on a scale of 4 in semester system (CGPA will be considered, if both CGPA & Percentage are mentioned in the Transcript)
- Success in aptitude test and interview conducted by IoBM
- Candidates once admitted, not having a four year degree in business management/commerce will attend a Bootcamp of six weeks before the semester begins

Eligibility for entrance to MS/MPhil Programs:

The admission in MS/MPhil Programs would be based on 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 (CGPA will be considered, if both CGPA & Percentage are mentioned in the Transcript)
- Candidates must score minimum 50% marks in NTS/ETC test
- Success in panel interview conducted at IoBM

Programs List:

- MS Business Management
- MS Computer Science
- MS Mathematics and Scientific Computing
- MS Statistics and Scientific Computing
- MS Engineering Management
- MS in Electrical Engineering
- MS in English-Applied Linguistics
- MS in Economics
- MPhil in Education
- MPhil in Organizational Psychology

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 program, 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. They 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:

- Minimum 55% marks in overall academic career in annual examination system or 5 Cs in O-Level and 3 A-Levels with atleast C grades in any subjects
- Success in interview
- Candidates must score minimum 60% marks in NTS/ETC test

PhD Eligibility Policy:

1) MS with relevant degree

18 Credit Hours of Courses plus 30 Credit Hours of Thesis

2) MS with irrelevant degree

Minimum 12 Credit Hours of deficiency Courses (from BS approved by Doctorial Committee) plus 18 Credit Hours of Courses plus 30 Credit Hours of Thesis

Program List

- PhD in Business Management
- PhD in Economics
- PhD in Education
- PhD Computer Science
- PhD Statistics & Scientific Computing

Policy and Procedure for Transfer of Credit Hours

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 request for transfer of credit hours will be reviewed if the previous program was incomplete and courses were done during the last three years. The credit equivalence committee (CEC) will examine such cases and decide accordingly, keeping in view the following:

- All requests must be for the same level of program. Courses completed in Bachelor’s program cannot be considered for Master’s program

- The credit hours will not be considered from program which has been completed and the student has been graduated.

- Transfer applications can be submitted once and atleast two weeks before commencement of the first semester, late applications for transfer of credits will not be considered nor any second application will be accepted.

- Student will be required to submit the application along with course outlines and an official transcript

- Student must have secured B or better grade as per the IoBM grading plan in each course meant to be transferred and the course title /outline must match with IoBM course plan. However, the decision of the subject specialist or Credit Equivalence Committee will be final.

- The Committee has the right to reject any course or an application
- Maximum of three courses can be transferred in PhD programs
- Maximum of four courses can be transferred in MPhil/MS programs
- Maximum courses of two semesters can be transferred in Bachelor's / MBA Programs 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 the 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 program from IoBM are eligible to register for MBA if there were no any disciplinary issues. 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.
- A MPhil or a 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. 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. Special scholarship programs are available under CSR activity for deserving students of selected districts in Sindh through IoBM Outreach Program, TCF Alumni Program and Kiran Foundation.

Educational Assistance on Need

IoBM grants Educational Assistance (EA) to its regular students. It is a 50% waiver of the tuition fee and is automatically renewed for the next semester, subject to maintaining the specified criteria and GPA.

Merit Scholarships

IoBM offers Merit Scholarships to its meritorious students which is 50% of the tuition fee and automatically renewed for the next semester, subject to maintaining the specified criteria and GPA in the first semester.

Sports Scholarship

Sports scholarship awarded to the students who have achievements at a regional, national or international level in the last 8-12 months and are the active player of IoBM sports team. After the endorsement of student's application by the HoD sports, scholarship is awarded to student which is 50% of tuition fee.

Program Promotional Waiver

Students of the following programs are eligible to get 50% tuition fee waiver:

- BS Industrial Management
  GPA 2.5 with minimum 15 credit hours or 5 courses in a semester

- B.Ed (1.5 and 2.5 years)
  GPA 2.5 with minimum 12 credit hours or 4 courses in a semester

External

Endowment Fund

Various endowment funds have been set up by IoBM, public and private donors to provide financial assistance for students who deserve and in need.

Following external financial assistance are being provided to students:

- Iobm Endowment Fund
- Lucky Cement Scholarships
- Sindh Educational Endowment Fund (SEEF), Government of Sindh
- Shan Foods Endowment fund
- Bashir Janmohammad CCSIS Building Endowment Fund
- Mitsubishi Corporation Scholarships
- Faysal Bank Zakat Fund

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. 25,000.00 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	22,080.00	7,360.00	132,480.00	142,480.00
All Master's (Regular) Programs	10,000.00	23,805.00	7,935.00	142,830.00	152,830.00
All Master's (Specialized / Weekend) Programs	10,000.00	23,805.00	7,935.00	142,830.00	152,830.00

** Subject to change*

Note:
Additional fee will be charged for remedial (non-credit) courses such as MTH100 or COM100 which have to be taken by those students who have not been able to reach the desired level of competence in the relevant section of the admission test.

Rs. 44,160/- will be additional Lab Charges for BE Electrical Engineering in Electronics and Telecommunication program.
Rs. 44,160/- will be additional Lab Charges for BS Computer Science and BS Software Engineering program.
Rs. 20,000/- will be charged for MBA Boot Camp (Page No. 46) for MBA students joining IoBM for the first time.

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	16,044.00	82,800.00
PhD Programs	5,000.00	17,424.00	417,450.00

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.

Convocation Fee:

Rent for gown and cap with mask (mask is nonreturnable)	1,000.00
Degree folder including degree cost	4,500.00
Physical arrangement and lunch cost for the Graduate only	4,500.00 approximately
Brochure	500.00
Administrative charges	1,500.00
Convocation Fee	***1,2000.00***

Security deposit for the gown and cap (refundable)	5,000.00
Convocation fee	12,000.00
Total amount with security deposit	***17,000.00***

Note:

- ***Rs. 5,000.00 will be refunded after the gown and cap are returned in good condition***
- ***The catering and physical arrangements costs for parents will be communicated after finalizing the quotation.***

Fee Refund Policy

Interpretation

1. In this policy reference to the masculine also 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. shall be refunded 50% if dropped after 7 days but within 14 days of commencement of classes.
   c. shall not be claimed from the 15th 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 fee for students suspended for one semester shall also be refunded as per clause 6 above.
9. Tuition fee 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 Refund (0%) Refund	From 16th day of commencement of classes

1. %age of Fee shall be applicable on all components of fee, except for security & admission charges.

*** Timeline shall be calculated continuously, covering both weekdays and weekends.*

Provisional Admission

11. Candidates awaiting the results of last required qualification shall be provisionally admitted provided 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 fee and the caution money provided that an application for refund is submitted within seven days of declaration of results/grades (along with a copy of result/grades). If a candidate fails to do so, the tuition fee shall stand forfeit. The caution money shall remain payable only for refund till six months from the date of application for refund. This is without prejudice to the other terms of this policy.

Deferment of Admission-Fresh Entrants

12. In case of a written request of the candidate for deferment of admission for a semester, he must sign an affidavit stipulating the matters stated in this policy and duly notarized, the paid tuition fee shall be carried forward to next semester.
13. If a candidate of the nature in clause 12, later decides not to join and informs the Institute of his withdrawal or does not join :-
    a. 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 withdrawal from the Institute.

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 said 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 only for refund till six months from the date of intimation of the final refusal of admission from IoBM. Upon expiry of the said 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 No. 8)

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. Bashir Janmohammad, Chairman
- Mr. Talib Syed Karim, President
- Chairman, Higher Education Commission
- Mr. Justice Irfan Saadat Khan
- Secretary, Universities & Boards Department, Government of Sindh
- Mr. Masood Hashmi
- Mr. Muhammad Ali Tabba
- Prof. Dr. Sarosh Hashmat Lodi
- Prof. Dr. Tariq Rahim Soomro
- Dr. Shahida Wizarat
- Dr. Shujaat Mubarik
- Dr. Muhammad Abbas
- 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:

- Prof Dr. Bhawani Shankar
- Dr. Nadeem Hanif
- Dr. Amjad Waheed

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)
Electrical (Electronics & Telecommunication), MS-Engineering Management and MS-Electrical Engineering

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
- Mrs. Sabina Mohsin
- Mr. Mehtab Syed Karim
- Dr. Mussarrat Hasan
- Mr. Mohsin Furquan
- Mr. Mehboob Syed Karim
- Mr. Talha Syed Karim
- Mr. Nabhan Shah Karim
- Mr. Naveed Qazi
- Mr. Masood Hashmi
- Syed Amr Ali Karim
- Mr. M. W. Jahangir, Secretary

FACULTY

Acting Rector

Dr. Tariq Rahim Soomro Professor of Computer Science, and Acting Rector at IoBM, earned his BSc (Hons) and M.Sc. degrees in Computer Science from the University of Sindh, Jamshoro, Pakistan, and his PhD in Computer Applications from Zhejiang University, Hangzhou, China, making him the first Pakistani to receive all three degrees in the field of Computer Science. He has more than 28 years of extensive and diverse experience as an administrator, computer programmer, researcher, and teacher. He has served as Coordinator, Head of Department, Head of Faculty, Dean of Faculty, Head of Academic Affairs, and acquired wide experience in accreditation requirements of ABET USA, NCEAC & HEC Pakistan, KHDA UAE, and MOHESR UAE. He has published over 100 peer-reviewed papers. He is member Task Force on Arabic Script IDNs of the Middle East Strategy Working Group (MESWG) of ICANN, and received ISOC Fellowship to the Internet Engineering Task Force (IETF) at the 68th IETF Meeting. He is the first Pakistani to became IEEE Computer Society Distinguished Visitor (2021-2023) and to be selected by the IEEE Computer Society at the 2021 Inaugural Class of IEEE Computer Society Distinguished Contributors.

College of Business Management

Dr. Muhammad Shujaat Mubarik is Professor and Dean College of Business Management (CBM). Having done his PhD from University of Malaya, Malaysia, Dr. Mubarik brings blended-experience from industry, academia, and research. His areas of interest are supply chain management, sustainability, and intellectual capital. He has more than 100 research papers (Clarivate/Scopus/ABDC/ABS indexed) published in journals of high repute. He also has four books to his credit, published by internationally reputable publishers like Springer and Taylor and Francis. Dr. Mubarik has also contributed various book chapters in the international best-selling handbooks; prominent among them is Palgrave's Handbook on Cross-Cultural Negotiation. He has worked on various funded projects in collaboration with colleagues from national and international universities. He is also a consultant and corporate trainer and has extended his services to many multinational and national firms.

Accounting and Finance

Dr. Imam Uddin earned his PhD in Islamic Business & Finance from University of Karachi. He also holds a Specialization Degree in Islamic Jurisprudence, Bachelor of Laws (LL.B), and Post Graduate Diploma in Islamic Banking & Finance from reputable Institutions & got the status of approved PhD supervisor in the field of Business Management & Business Education by HEC. Currently, he is Associate Professor and Head of Department at IoBM. He brings more than 16 years of experience from industry, academia, and research. Dr. Imam has served the Islamic Banking Industry in the capacity of Islamic Finance expert for many years where he was engaged in product development and product management. He has also designed & developed courses for several Institutes in the field of Islamic Banking, Finance & Accounting. He has spoken at several International Conferences.

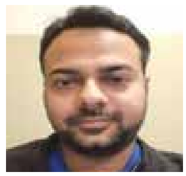
Sharique Ayubi holds a Master in Business Administration (MBA) from Institute of Business Administration (IBA), Karachi as well as an MA in Economics from the University of Karachi. He joined IoBM in 2004 and is working as an Associate Professor since 2010. His industry experience has been in the National Development Finance Corporation (NDFC), where he worked for fourteen years. He has been teaching courses in Finance, Accounting, Management and Marketing for over 25 years at various reputable universities and business schools. Sharique Ayubi served KASBIT Institute for four years as HOD, Management Sciences. He was awarded CIDA scholarship to attend "Training of Trainers" program under the LUMS-McGill Social Enterprise Development Program. His research interests are financial markets and institutions, Regulations in Banking and Securities Markets, and Comparative Management.

Mehboob Moosa is currently pursuing a PhD in Business Management at IoBM. He holds an MPhil in Business Management and is also FCMA from Institute of Cost & Management Accountants of Pakistan, a CA Finalist from the Institute of Chartered Accountants of Pakistan and holds a PGD in Islamic Banking & Finance from the Center for Islamic Economics (CIE). He is working with IoBM as an Assistant Professor. His 38 years' experience include working with national and multinational companies like BOC (Pakistan) Ltd., Al-Futtaim Engineering, Dubai, Habib Group, World Group of Companies (Automobiles), Liberty Textiles, Century-21 Textiles etc., as well as audit firms like KPMG Taseer Hadi, Sidaat Hyder, Rahim Jan and teaching in educational institutions of UK and Pakistani education streams.

Dr. Bilal Ahmed Chishty is Assistant Professor in the Department of Accounting and Finance. He has over 26 years of experience in accounting, finance, management, and teaching in middle and senior positions. He has been associated with private and public sector organizations in the country for various tasks and responsibilities. He holds a Master's degree in Business Administration (MBA) from Khadim Ali Shah Bukhari Institute of Technology (KASBIT), Karachi, and also did MS (Finance) from Hamdard Institute of Management Sciences (HIMS) Karachi. He completed his Ph.D. at the University of Malaysia Sarawak (UNIMAS) in the field of finance. His core areas of research are short-term financing, capital structure, corporate finance, behavioral finance, and financial inclusion. Besides teaching, he is managing and supervising various capstone projects. He is course coordinator, and course leader of financial management and fintech.

Syed Sarmad Hasan completed his CMA from ICMA Pakistan in 1994 and MBA from UMS, Malaysia in 2017 with distinction. He was trained as a Financial Strategy Specialist at the prestigious American Management Association (AMA), New York, USA in 2014. Currently, he is working as Assistant Professor in the Accounting & Finance department at IoBM and is also the program coordinator of BS – Accounting & Finance and BS – Eco- nomics & Finance. He has worked in the corporate sector and with international NGOs for 25 years in Pakistan, Thailand, Bangladesh and Malaysia at various positions including CFO and Director Finance. His areas of expertise include financial analysis, strategic planning, budgeting, financial reporting and performance measurement. He is pursuing his PhD in Finance from UMS, Malaysia. He has published several articles in peer reviewed international journals.

Dr. Arslan Qayyum is Assistant Professor in the Department of Accounting and Finance. He did his PhD (Finance) from the University of International Business and Economics (UIBE), Beijing, China in 2019, under a fully-funded Chinese Government scholarship for PhD studies. He has served as an instructor of Accounting and Finance subjects in many reputable national and international institutions including Stratford College, NCBA&E, COMSATS University, and UIBE. He has also published research articles in reputable peer-reviewed national and international journals and has presented working papers in international conferences.



Dr. Arsalan Hussain has completed his PhD in Business Management from Universiti Utara Malaysia. He holds an M.Phil. degree in Business Management from IoBM. and MBA from Quaid-i-Azam University, Islamabad. He has teaching experience of over 10 years at higher education institutions in Pakistan. Dr. Arsalan is Assistant Professor at the College of Business Management, IoBM. His research interests are in the areas of capital structure, financial performance, financial innovation, Fintech, and corporate finance. He has published more than 15 articles in international peer-reviewed and indexed journals of Scopus, Web of Science, and JCR impact factor journals. Recently, Dr. Arsalan has been recognized as an HEC-approved PhD supervisor, in the discipline of Management Sciences & Business Education.

Kamran Rabbani, Senior Faculty member at IoBM has been with the institution for the last twelve years. He has a Master's degree in Finance, has completed Intermediate level CA, and has a Diploma in banking. He has more than 24 years of corporate banking experience and SME lending, product development, financial analysis and risk management, having worked in leading banks in Pakistan and in Saudi Arabia. He has attended workshops and seminars on different topics, locally and internationally. He was Master Trainer of a US-based company. His research interest mainly lies in SME and Micro-lending issues, and its best practices. He has published two research papers on SME financing. He has participated in designing Commercial/ Retail, Banking, and SME and Micro-Financing courses, for MBA students.

Muhammad Asim Khan has completed his course work of MPhil leading to PhD program. He received his MBA from the Karachi University Business School, M.Com. from the University of Karachi. He is working with IoBM as a Senior Lecturer. 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 twenty-three years. He has also been associated with several prestigious institutions as a visiting faculty member. His areas of interest include Management Accounting practices, and Corporate Finance. He has published several research papers in reputed journals at national and international level and has participated in national and international conferences as well.

Muhammad Muzaffar Ali is currently pursuing an MPhil leading to PhD program. He has received his M.Com, MEd and B.Ed from the University of Karachi. He is working with IoBM as a Senior Lecturer. He worked with several corporate sector companies in shipping and manufacturing and automobile sector in Accounting and Finance capacities for seven years. He has also served Aga Khan Education Service, Pakistan and Fatimiyah Education Network as Head of Department for more than eighteen years. He also served in the Ministry of Education of the Maldives where he was a convener of accounting and finance department in Male City. He has also been associated with several universities as a visiting faculty member for more than twelve years. His research interests include capital markets, analysis and forecasts related to corporate accounting and financial markets.

Dr. Nayeem Ansari holds a PhD Degree in Management Sciences. He is an active academician and a researcher in the field of Energy & Finance. Currently, he is working as Assistant Professor in the Accounting & Finance department at IoBM. He has over 20 years of experience both in the corporate sector and academia. He has been acted as a Company Secretary, CFO & also a trainer in different corporate sectors.

Khawaja Masood Raza, Senior Lecturer Accounting and Finance, holds an MPhil and Masters in Islamic Banking & Finance from the University of Karachi (KU), and is currently pursuing PhD in Islamic Banking & Finance from there. He is a Certified Shari'ah Advisor and Auditor (CSAA) from the Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI), Bahrain. His industry exposure extends over 30 years in banking, textile, information technology and consultancy, working with large organizations locally and internationally. While associated with the industry, he has been teaching Accounting, Finance, Islamic Banking, Islamic Finance and Taxation courses for over twenty years, at various universities and institutes. His area of expertise includes Accounting & Financial Management. His research interests are Accounting, Finance and Islamic Banking & Finance

Shakira Fareed is currently enrolled in a Ph.D. (Business Management) program at the University of Malaysia Sarawak and she has a specialization in Finance. She holds her MBA in Finance and Risk Management from IoBM and MA in Economics from Karachi University. She is working with IoBM as a Lecturer. She has worked as a student counselor and secondary teacher at Groom Well School. She has been a coordinator of capstone projects in addition to working on capstone database development and management. She has five and a half years of research experience.

Dr. Ruqia Shaikh is currently Assistant Professor - Accounting & Finance at CBM. She has a PhD in Management, with specialization in Accounting, from Zhongnan University of Economics and Law, China. She also has a Master's degree in Finance from Sukkur IBA University. In China, she worked as a Postdoc Scholar with Henan University, published her work in reputable journals, and taught Accounting and Finance at Zhengzhou and Wuhan Universities, as a Visiting Professor. She was awarded a PhD fellowship, and a distinguished PhD student grant by the Chinese Scholarship Council (CSC). Her research interests include Ownership and control mechanisms, Earnings management and Investment efficiency, and she is also interested in working on methodologies like textual analysis, and bibliometric analysis. Her work has been published in prestigious journals such as Managerial and Decision Economics, Technology in Society, and Environmental Science and Pollution Research.

Dr. Kiran Jameel currently Assistant Professor- Accounting & Finance department, and PhD Program coordinator at CBM, did her Ph.D. in Finance from the University of Karachi in 2018. She has worked before as an Assistant Professor at Hamdard University, Karachi, and at the University of Karachi. She has ten (10) years of experience in teaching, research, and consultancy in Management Sciences and Business Administration. She has published 18 research papers in HEC categorized national and International journals, as well as three book chapters for renowned international publishers i.e. Springer & IGI. She is also an external reviewer for several national and international journals. Her research interest includes Sustainable Financial Risk Management, Fintech, Behavioral Finance, and Islamic Financial Markets & SDGs.

Mohsin Ali has completed MPhil (MS) in Accounting from Charles Sturt University, Australia in 2018. He holds an MBA in Finance from SZABIST and BS in Finance from Karachi University. He has joined IoBM in 2021 as a Lecturer in Accounts and Finance Department. He has worked in the Accounting and Finance industry in Australia and Pakistan. He has been giving lectures in the Charles Sturt University and some other universities and institutes in Pakistan. His future plans include a doctorate degree in the same field. His research interest is specifically in the field of Finance, Islamic finance and Technological advancements in the field of finance and accounting. He has contributed some research in the same field while completing his studies.

Dr. Rizwan Ullah is an Assistant Professor in the Department of Accounting and Finance at IOBM, and an HEC-approved supervisor. He completed his PhD in Finance from the Harbin Institute of Technology Harbin, China, in 2020, and his MS in Finance from Quaid-i-Azam University, Islamabad, in 2015. He has published 16 papers so far, in impact factor journals including the Journal of Environment, Development, Sustainability, and others. He completed his IPFP at the University of Chitral under the HEC program in 2022, and National Faculty training at HEC Islamabad. He also worked as a faculty member for four years at top universities in China and Pakistan. His research interest lies in Corporate Environmental Performance, Green Corporate Social Responsibility Firm Innovation and Firm Financial Performance.

Naeem Uddin Kamran has completed his MS in the field of Management Sciences from the Preston University Karachi, and Also an Associate Member of Institute of Cost and Management Accountants of Pakistan . He is currently working with IoBM as SENIOR LECTURER. He has been teaching since 2000. His professional experience includes teaching varied Accounting and Finance courses in diverse higher education con- texts as well as professional institutions such as ICMAP and ICAP, ACCA. . His key academic and professional achievements include receiving Best Faculty member Award from ICMAP as well as DHA SUFFA University. He is also interested in Completing his PHD from IoBM.

Communication & Languages

Dr. Aliya Sikandar holds a PhD in Education from the Institute of Business Management, MA TESOL from the Institute of Education, University of London, UK, and a Master's degree in English Literature from the University of Karachi. Dr. Sikandar is currently the Head of the Communication & Languages Department at IoBM. Her PhD concerns Critical Discourse analysis of research consultations in higher education. She is working with IoBM as Associate Professor and also has an RSA certificate in Teaching of English (COTE) from the University of Cambridge. She has worked for the Aga Khan University for almost 24 years before joining IoBM full time in September, 2013. Currently, she is engaged in teaching Business Communication courses. Her areas of interest are Business Writing and Speech, Critical Discourse Analysis, Scholarly Writing and Spoken Discourse.

Pir Muhammad is an MPhil fellow and holds a Master degree in Arabic and Islamic Studies from the University of Karachi. He also holds a Master degree in English Literature and Applied Linguistics from National University of Modern Languages (NUML). He is currently working as a Lecturer in Communication and Languages Department. He completed his Dars-e-Nizami (Aalim-e-Deen) course of eight years and one-year specialization course in Islamic Jurisprudence from Jamia Darul Ullom Karachi.. He has done a post graduate diploma in Islamic Banking and Finance from Center for Islamic Economics (CIE) Karachi. He was a lecturer of Quran, Hadith and Fiqh before joining the institute. He has been teaching Islamic Studies and Arabic language courses at IoBM since 2012. His area of interest is Islamic Studies, Islamic Finance and Arabic language.

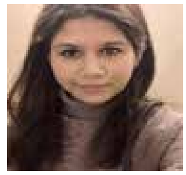
Ms. Kishwer Nazli, Senior Lecturer in the Communication and Languages Department, completed her MSc in Geography, M.A in English Literature and Linguistics, and MS in Applied Linguistics from the University of Karachi. Her work experience with reputable universities such as FAST, ZIAUDDIN, KIET and NED extends over 14 years. She has published a paper in ICLAP titled "Gendered language in Media", and another on "A comparative analysis of monolingual and bilingual teaching" in IJRS. She is currently working on a paper focused on "Language and gender at the workplace". Her areas of interest are Critical Discourse Analysis and Second Language Teaching. She also trains teachers on the SPELT platform and others, and has hosted many conferences. She published a paper titled "The Role of Computer-Assisted Language Learning in Language Teachers' Professional Development" in January,2023, as the first author.

Lubna Ali, currently working as a senior lecturer in the Communication and Languages Department, holds an MPhil from the Institute of Business Management, and a Master's degree in English Linguistics and Literature from the National University of Modern Languages. She has over seventeen years of teaching experience not only in Pakistan's reputable universities but also abroad, in Dubai and London. Her research interest lies in teaching English as a second language and second language acquisition. Besides teaching, she is an active member of the Society of Pakistan English Language Teachers (SPELT).

Shazia Noman is currently working as a senior lecturer in the Communication and Languages Department. She is a skilled ESL instructor, with a passion for teaching and learning. She takes pride in Implementing traditional and innovative methods to motivate students to learn in a dynamic learning atmosphere. Shazia has sixteen years of teaching experience in various institutions including Iqra University, PAF-Kiet University and CAMS. She is currently completing her MPhil in Applied Linguistics.

Amna Akbar is a Lecturer at the department of Communication and Languages, IoBM. She received a Gold Medal for securing 1st position in her Master's in English Linguistics from the University of Karachi. She previously worked as an Academic English Instructor in the Faculty of Liberal Arts & Human Sciences, Ziauddin University. There, she was also a managing editor of the Journal of Liberal Arts & Human Sciences published by FLAHS. During her one and a half year stay, she spearheaded numerous resource planning and development projects for the faculty at The Language Centre, ZU. Her research interests include Media and Critical Discourse Analysis, Phonology and Sociolinguistics. She recently presented her research paper at The International Conference on Media Science and Digital Communication 2021.

Nida Zehra Abbas, currently working at IOBM as Lecturer in the Department of Communication and Languages, has a Masters degree in English Literature, from the University of Karachi. Her professional experience includes teaching ESL and Business Communication Courses for over six years. She has taught a varied selection of English Language courses at higher secondary, undergraduate and graduate levels. She remains active in student counselling and society work at IOBM. Her academic achievements include being awarded a bronze medal for her Bachelors, and a gold medal for her Masters by the HEC.



Environment and Energy Management

Dr. Shahid Amjad has a PhD from the School of Ocean Sciences, University of Wales, (UK). His MS is from the University of Oslo, Norway, in Benthic Ecology. He has also completed courses in Management from the University of New South Wales, Australia. He is a Professor and Heads the Department of Environment and Energy Management. Dr. Amjad represented Pakistan as a member of the UN International Seabed Authority, Jamaica. He participated as a scientist in the Pakistan's expedition to Antarctica. He has been associated with the National Institute of Oceanography as Director General. He is Member Experts' Committee SEPA Sindh and holds memberships of other prestigious organizations. He is HEC Approved Supervisor, and has over 30 National and International research publications to his credit.

Dr. Jamshaid Iqbal, currently Assistant Professor in the Department of Environment and Energy Management, CESD – IoBM, holds a PhD in Environmental Sciences from NUST - Islamabad. He has about 15 years of professional experience including teaching, research, industry and consultancy. He has been associated with various national and international organizations including World Bank (WB), IFC, ADB, USAID, and the International Islamic University, Islamabad. His key areas of research include solid waste management, climate change, energy management, environmental impact assessment and occupational health and safety. Dr. Iqbal is an HEC-approved PhD supervisor. He has published several research-based articles in peer reviewed and HEC recognized national and international journals. He is also Member - Reviewer Panel, for many peer- reviewed international and national journals.

Entrepreneurship

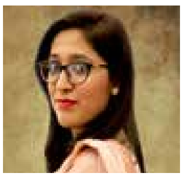
Dr. Munir Hussain, Assistant Professor – Entrepreneurship, holds a PhD degree in European Studies. He is an expert in corporate governance of SMEs in the European Union. He has an MBA in International Business from the University of Wales Institute Cardiff, UK, and a Postgraduate Diploma in Business Administration from the London School of Commerce, UK. He has authored a book published by SPRINGER, and written and published many research articles in national and international publications. He has participated in three international conferences between 2012 and 2017, in Islamabad, Istanbul - Turkey, and Abu Dhabi. He is an HEC-approved PhD supervisor, and oversees entrepreneurial ventures of students, startup incubation, as well as guides students participating in sustainable-business-related competitions. His research focus is on sustainable entrepreneurship in Pakistan, corporate structures of SMEs and startups, geo-economics, and economic regionalism.

Dr. Omar Javaid has a Ph.D. in Socially Sustainable Entrepreneurship, from the Institute of Business Management (IoBM), MS in Management Sciences from KIET, MBA-Exec from IoBM with majors in Marketing, and BE in Industrial & Manufacturing Engineering from NED University. Dr. Javaid has a total of 17 years of experience, working in corporate, non-profit, and education sectors. His core competency is in mentoring new startups and ventures. Since 2010, he has helped hundreds of students fulfill their entrepreneurial ambitions. He has also published various research articles and editorials in professional journals, magazines, and newspapers; and is an avid reader of books and articles on Entrepreneurship, Social Entrepreneurship, Islamic Economics and Finance, and Philosophy of Economics and Business Management.

Rehan Muzamil Butt is faculty member in the Entrepreneurship Department at IoBM, and has been Head of the Department. He did his Masters from the University of Wales, U.K., and has a second Masters in Marketing. His business experience with FMCG and B2B organizations extends over 15 years. He has published research papers in national and international journals, and presented them at conferences. His teaching experience extends over 12 years. He also has been Technical Advisor at business incubation centers at IoBM and other universities, is a reviewer for Journals including PBR, and a Certified Halal Lead Auditor. He has conducted corporate trainings for a host of institutions, and mentored over 1300 students in business startups and socially sustainable projects. His PhD thesis has been submitted to IIUM, Malaysia.

Muhammad Masood Mir, is currently serving in the Institute of Business Management as a Senior Lecturer in Entrepreneurship department. He has more than 12 years' diversified experience in teaching and corporate sectors. He is also in finishing stage of his PhD, -Business Administration from IBA- University of Sindh. His expertise includes the talent management, organizational culture, leadership, and organizational behavior, Intrapreneurship and Organizational Psychology. Furthermore, he has the research exposure, almost 16 papers are on his credit and published in national and international HEC recognized journals also indexed in the most influential indexing bodies Clarivate analytics (ESCI, SSCI) with complex and innovative tools and detailed analysis. He is also the trainer of research-based software's like. AMOS, Smart-PLS, SPSS, Expert Choice. He has keen interest in writing the papers in Management Sciences. In future he would like to be an explorer and sailor in the ocean of research and management sciences.

Sardar Muhammad Nawaz holds an MBA from PAK KIET. He is working as a Senior Lecturer with IoBM. His areas of expertise are delivering motivational talk, business startup strategies business plans, public dealing, developing SOPs, business reporting strategies, legal advisory to entrepreneurs. He started his career by founding an NGO with the motive of providing free education to the underprivileged community. He was responsible for marketing strategies and fund-raising campaigns. He has working experience in corporate industry i.e. Banking, Outsourcing Businesses or BPO Services.



Bazla Mukhtar is currently pursuing PhD in Business Management from Institute of Business Management and holds an MBA degree with specialization in Marketing from IoBM together with a BS degree in Zoology from the University of Karachi. She is working as a Lecturer and is also serving as the Program Coordinator for the Entrepreneurship program at IoBM. She has experience of more than 5 years within the fields of academia and research. She also has multiple national and international publications to her credit. In addition to this, she is serving as a production overseer for a venture since 2014 by the name of Wyllie Consultancy which is a US based company providing professional content development services to clients across the globe.

Marium Mateen Khan is a Senior Lecturer, Cluster Head Marketing & Languages for the Entrepreneurship department and the Assistant Editor of JoEED at IoBM. She did her MBA and BBA (Honors) both in Marketing from PAF-KIET. Her areas of expertise include: Consumer Behavior, Brand Management, Entrepreneurship, Customer Relationship Management, Supply Chain Management, Sales Management, and Digital Marketing. She has 10 years of research experience having 20+ research publications in HEC recognized Y and X category journals. She has 23 conference proceeding publications out of which 7 conference proceedings are ISI indexed. She has supervised research theses of BBA level students. She has mentored 95+ startups with a success rate of 30%. She has also won the Inspirational Women Award in 2023.

Kazim Usman is currently pursuing MPhil in Applied Economics from Applied Economics Research Centre (AERC) and a Master's degree in Economics from University of Karachi. His research interest is Economics of Happiness, Axiology of Economics and Islamic Economics. He has been working as a Lecturer with IoBM, teaching core courses of Economics and Social Entrepreneurship. His goal is to serve in interdisciplinary research in philosophy of economics and its sociological repercussion especially in developing countries.

Saima Munawar is an accomplished Senior Lecturer in the Entrepreneurship Department, possessing extensive experience in teaching and Teacher Training at both international and local levels. In her capacity as Managing Editor of the International Journal of Experiential Learning & Case Studies, she plays a critical role in shaping the discourse on experiential learning. Saima holds a Master of Philosophy degree in Business Management and a Graduate Diploma in Teaching English to Speakers of Other Languages (TESOL). Moreover, her commitment to advancing the field of entrepreneurship is demonstrated by her ongoing pursuit of a PhD in Marketing. Saima's research interests are focused on consumer and employee behavior, which is evident from her numerous peer-reviewed journal articles and international conference publications.

Health and Hospital Management

Dr. Ather Akhlaq is an Associate Professor of Health Informatics and Health Management and currently holds the position of the Director of ORIC at IOBM. His PhD was from the University of Edinburgh, UK, ranked among the top 50 universities of the world. He is also currently heading the Health Management MBA program. He has a broad experience in interdisciplinary research covering the diffusion of innovation and digital technologies in healthcare, asthma, child abuse, and digital business. Dr Ather has extensively published his work in top journals of health and business topics. He is an expert in mixed methods data collection and analysis. He has contributed to many international research projects investigating digital and public health and recently won the HEC NRPU project of around 4 million.

Dr. Abdur Rahman Aleemi is Associate Professor and HoD Research (CBM). He is leading the MS/PhD programs in Business Management at the Graduate Business Research Department of the College of Business Management. He holds a PhD in Business Management from IoBM, an MPhil from IQRA University and MBA from Virtual University of Pakistan in Finance. His main research interests fall in the areas of Financial Economics, Corporate Finance, Digital Finance & Fintech. He is also a leading researcher in the areas of Islamic Banking, Banking Regulations, Stability, Market Power, Market Micro Structures and Financial Inclusion. He possesses more than 13 Years of diverse experience of industry and academia. He has served both in academia and industry at different positions for various projects and responsibilities. He has supervised several MS/PhD theses and published several research papers in peer reviewed journals and has also presented his work at national and international conferences. Last but not the least he is leading Capstone Projects and has been involved in funded projects with reputed organizations such as ICAP.

Dr. Syed Jamal Shah is Assistant Professor in the Health & Hospital Management department. He secured his PhD from one of China's most prestigious institutes, "The Harbin Institute of Technology (HIT)" in the field of Business Administration (OB/HR). He is also enrolled as a post-doctoral fellow, Health and Hospital Management, with Antai College of Economics & Management, Shanghai Jiao Tong University, which ranks among one of top 100 global universities as per QS. His research interest includes Human Resource Management, Healthcare Management, Organizational Behavior, Marketing and strategic management. His research work has appeared in journals such as the Baltic Journal of Management (SSCI), the International Journal of Occupational Safety and Ergonomics (SSCI), the International Journal of Conflict Management (SSCI), and Current Psychology (SSCI).

Management and HRM

Dr. Shagufta Ghauri holds a doctorate in Business Management from IoBM. She is currently working as the Head of the Department Management & HR, Assistant Professor and Faculty advisor SHRS,. She holds vast teaching experience across major universities of Karachi and has been associated with IoBM for the past 15 years teaching Management & HR courses and has also been involved with curriculum development and training manuals. Dr. Shagufta is an honorary member to the Pakistan Education Foundation. She has several conference presentations and research publications in HEC and Scopus recognized journals. She is also the Patron and faculty advisor of Strategic Human Resource Society and has been organizing the Zenith Leadership & Development Conference on an annual basis since the last eleven years.

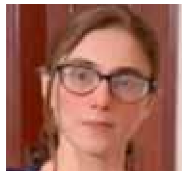
Javaid Ahmed holds an MBA degree with Distinction from Lancaster University Management School where his empirical research was awarded 1st prize by the now CMI and a BSc Engineering from the University of London, Kings College. He is the Head of Strategy & Accreditation, Consultant & Trainer Strategic Planning & Market Creation. He has been Head of the Departments of Marketing and Management/HRM. He is an IFC Certified Board Director, FCMI-Fellow of the Chartered Management Institute, FCIM-Fellow of the Chartered Institute of Marketing (UK), Member of MENSA and a UK Chartered Engineer. He brings to academia over 28 years of a successful top management career. He is the recipient of the 2013 Faculty Excellence Award conferred jointly by IoBM and the International Association of University Presidents. In 2020 he earned the Harvard University Premium Certificate of Teaching in Higher Education. Javaid is case research active in competitive strategy and market creation, has supervised MPhil research and taught the pre-doctoral course on Strategy and Governance.

Dr. Fazal Anwer Khalidi has done 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 is working as Assistant Professor with IoBM. He has 24 years of consul- tancy and senior management experience with multinational pharmaceutical companies. He has also been associated with leading business schools of Karachi as an adjunct member of faculty. He has also attended an executive development program at the Thunderbird School of Global Management, Arizona, USA.

Dr. Mirza Dilshad Baig, Assistant Professor at IoBM, has a Doctorate in Management Sciences. He has rich experience of over three decades in Human Resources and Organizational Development (HR&OD), in private, public and multinational organizations. He has served as Head of HR&OD in most of the organizations. Besides having successful corporate exposure, he was teaching in different educational institutions as a visiting faculty. His teaching expertise lies in the areas of HR Management, Organizational Change & Dynamics. He has several research papers in international journals. Dr. Baig is also a corporate trainer and has provided consulting services to renowned organizations in Pakistan in the field of Strategic HR Management and Organizational Development.

Dr. Muhammad Arif holds a PhD in Management Sciences and an MBA in HRM from SZABIST, Karachi and Master in Maritime Affairs from Bahria University. He is a recipient of Tumgha-e- Imtiaz and currently working as Assistant Professor and Director Research at IoBM. He has held various command and staff appointments and has served as Base Commander PNS ABDOZE, Director Submarine Training center, Captain Training of all Karachi based Educational/Training organizations. He has a versatile and enriched teaching/management experience. He has served as a senior faculty member at the Pakistan Naval Academy as well as directing staff at Pakistan Navy Staff College Lahore, teaching Management/Leadership as well as supervising the research works of senior national and international military officers. As Director Submarine Training Center, Dr. Arif was awarded Tumgha-e-Imtiaz Military TI (M) by the President of Pakistan in recognition of his unique efforts. He is serving at IoBM since January 2019.

Dr. Bilqees Ghani is an Assistant Professor in the HRM and Management department. She earned a Doctorate in Business Management with an emphasis on Human Resource Management and Organizational Behavior from the Institute of Business Management (IoBM). Her research has mainly appeared in international leading-ranked journals like Behavior and Information Technology, Asian Journal of Business Ethics, South Asian Journal of Business Studies, and Frontiers in Psychology. Her research interests draw upon social exchange theory, performance appraisal, and employee workplace attitudes and behaviors, especially extra-role behaviors. Previously, she worked for ITP (a family-owned business) for around 2–3 years. She also has been a part of a number of reputable corporate organizations, such as Abbott Laboratories, the Civil Aviation Authority of Pakistan, and Deloitte Pakistan, as an intern/trainee.



Dr. Shiraz Ahmed has recently achieved his Ph.D. in Business Management from IoBM . He is working as Assistant Professor in Management and HRM Department. He is ICF credentialed coach (PCC), EMCC accredited practitioner coach (EIA), and certified TPMA trainer from IFC-LPI. With over 10 years' experience, he has expertise in designing, developing and executing world-class programs in Management and Leadership Development and Executive Coaching. He has trained and coached mid-senior professionals and future CEOs from ASA, APAC, and MENA regions from fortune-500 Companies. In last 5 years, Shiraz has coached 40+ senior executives from such companies. He has developed and facilitated Leadership develop- ment programs for hundreds of junior-senior level professionals from different industries from Ethiopia, Ghana, China and many more countries.

Dr. Muhammad Azeem Qureshi is postdoctoral research fellow at the University of Malaysia Perlis (UniMAP). He obtained his PhD degree in the field of Business Management and awarded the Certificate of Merit for distinguished performance during his Ph.D from IoBM. He was awarded the MS degree in Management Sciences with a Gold Medal and an MBA degree in Human Resource Management from Institute of Business and Technology. Currently, he is work ing as an Assistant Professor in the Department of Management & HR. He is also a HEC approved PhD supervisor and associate editor of Pakistan Business Review (PBR). His research area encompasses Business Management, Organizational Behavior and specifically, Leadership, Ethics and Layoff Survivor Sickness. He has published several research papers in HEC recognized national and international peer-reviewed journals.

Dr. Afaq Ahmed Kazi holds a PhD in Human Resources Management, B. Pharmacy, LLLB, MBA and MPA from University of Karachi. He is working as an Associate Professor & Senior Management Consultant with IoBM. He got his professional training from various international bodies such as Pritchett Associates USA, Change Management and Business Process Restructuring by Catalyst Consulting Group USA. He is a senior Human Resources and Industrial Relations professional with over 27 years of professional experience. He has served the industry in HR and management at C-level positions at leading multinational companies in Pakistan and abroad. As a researcher, academician and trainer, he has been associated with a number of universities in Pakistan and provides consultancy services to the Industry. Dr. Kazi is also a specialist in Human Resources & Management with expertise in employment laws. As a researcher he has many research publications in local and international journals and international conferences.

Dr. Sania Usmani, currently Associate Professor in the HR and Management Department at IoBM, completed her Post-Doctoral Fellowship from Universiti Sains Malaysia in 2021. She holds a PhD degree in Management from Iqra University. Her MBA major was in Finance and Supply Chain Management. She has worked with Total Atlas, Royal Bank of Scotland, and Dawlance Ltd. She has completed certifications in Entrepreneurship from IBA, in Neuromarketing from University of Copenhagen and in Readiness (CoRe) from Harvard University. She has expertise in SPSS, Amos, and Smart PLS software packages for statistical analysis. She has attended various international conferences. She has won best paper award in the Australian (2013) and South Korean (2019) Conference. She has published several research papers in HEC and Scopus recognized journals.

Dr. Junaid Ansari is an Assistant Professor in the Management & HRM Department at IoBM. He completed his Postdoctoral fellowship from Universiti Malaysia Perlis in 2022. He holds the degrees of Ph.D. (Business Management), and MBA (Advertising & Media Management) from IoBM. His academic qualifications include Bachelors in Computer Science & IT from NED University, Karachi. At IoBM, he has been teaching MBA, MPhil and PhD level courses, and has published research-based articles in HEC, WoS, and Scopus recognized journals. Dr. Ansari has served the IT sector for more than 12 years, as an Entrepreneur/Head of Software Division, and developed software applications for key public and private-sector organizations in Pakistan, for which he received appreciation from P@SHA and APICTA.

Dr. Saba Gulzar is Assistant Professor in Management and HR Department at CBM. She holds a PhD in Business Management from IoBM. Her main research interests lie in the areas of Human Resource Management and Organizational Behaviour. She is also conducting research on HR Automation, Employees Competencies, Psychological Contract and Deviant Workplace Behaviour. Dr. Saba possesses more than 15 Years of diverse experience of academia. She has served in different positions and handled diverse responsibilities. She has supervised several BBA/MBA theses and published several research papers in well reputed peer-reviewed journals, and has also presented her research work at national and international conferences. She leads Capstone Projects to support and facilitate students.

Dr. Syeda Tayyaba Fasih is Assistant Professor in Management and HR department. She holds a Ph.D. in business management from IoBM, MSC from IoBM in HRM and organizational psychology, and BBA from Bahria University in Human Resource Management. Her main research interests fall in the areas of exclusive talent management practices, sustainable management practices, leadership, and entrepreneurial management. Dr. Tayyaba possesses more than 4.5 years of diverse experience in research and teaching. During this period, she has led Capstone Projects and taught various HRM core and elective courses. She is also supervising a Ph.D. thesis also has published research articles in impact factors international journals such as the “International Journal of Ethics and Systems”, and in peer-reviewed journals and has also presented her work at national and international conferences.

Bushra Javed is currently pursuing her Ph.D in Business Management from IoBM. She holds an MPhil in Business Administration from the Air University, Islamabad. Prior to this, she did her MBA in Finance from University of Education. She is working as a Lecturer with IoBM. Her research interests include Data Driven capabilities, Data driven culture, and Industry 4.0. She has over four years of experience in the academia. She has freelance working experience of academic writing and creative writing. She has several research publications and conference presentations to her credit. She holds a distinction in MBA and has been a scholarship holder since her first semester throughout her MBA.

Marketing

Mohammad Ekhlaque Ahmed is currently pursuing his MPhil in Business Management from IoBM. He holds a Master's in Business Administration from IBA, Karachi. He is working with IoBM as Assistant Professor, Head of the Department and Lead Capstone Course Projects. 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, Dadabhoy Cement and Rajby industries before joining IoBM as a permanent member of 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 He is also a corporate trainer in the field of Marketing & Management.

Dr. Syed Amir Saeed holds his PhD in Marketing from Institute of Management Sciences, Peshawar and an MPhil in Marketing and MBA from University of Peshawar. Currently, he is working as an Associate Professor in Marketing Department. He joined teaching in year 2000. He has worked with 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, for major clients including the World Bank and British council. He has also provided advertising consultancy for different national and multinational brands.

Dr. Muhammad Adnan Bashir, Associate Professor in marketing, has done his Ph.D. in Marketing from IoBM, and MPhil & MBA from the Iqra University - Karachi. He holds BSc (Hons) & MSc degrees in Microbiology from the University of Karachi. He has over six years of work experience, in both multinational and national pharmaceutical companies. He has worked for GlaxoSmithKline, Atco Laboratories, and Novartis Pharma Pakistan. His research areas include Branding and Customer Engagement through Online Social Media.

Dr. Amber Raza. , holds a PhD in Business Management and MBA in HRM from IoBM. She did her MPhil in HRM from PAF- KIET. She is working as an Assistant Professor & HoD Academics with 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; and has supported 100 plus students in their research projects which were based on diverse topics with focus on Management and Marketing.

Syed Muhammad Fahim is a PhD scholar at IoBM and holds his MS in Management Sciences from Institute of Business and Technology (IBT). He is currently working as Assistant Professor with IoBM. He has an extensive experience in the field of research and marketing. With more than 25 research papers at his credit, he has developed specialized skills in partial least square Structural Equation Modeling (SEM). He received customized training on PLS SEM in Malaysia. His forte is structural equation modeling via Smart PLS. He has attended and conducted workshops on Smart PLS at various national and International forums.

Dr. Aysha Karamat Baig obtained her PhD from Swinburne University. She is currently working as an Assistant Professor at IoBM. Her doctoral study was on consumer boycott behavior where she specifically investigated the factors that drive Muslim consumers' participation in global macro-boycott campaigns. During her PhD, Aysha has developed a strong passion for understanding boycott behavior, and the factors related to cross-cultural consumer psychology that influence boycott behavior. Her research interests include Consumer Boycotts, Neuro-Marketing, Culture and Consumer Psychology. She also contributes as a reviewer to a few journals such as Pakistan Business Review and Journal of Islamic Marketing. Her teaching areas include Marketing Management, Consumer Behavior, Digital Marketing and Neuro-Marketing. Her articles have been published in peer reviewed journals.

Mukhtar Ahmed has completed his MPhil course work in Business Management from IOBM. He holds a Master's degree in Business Management from "The Institute of Management Sciences" Lahore and Bachelor's degree in Pharmacy from "University of Sindh". He is working as a Senior Fellow in the Marketing Department. From 2016 to 2018, he was associated with Institute of Business Management (IoBM) Karachi, Institute of Business Management (IBM) Lahore, and Superior University Lahore as a visiting faculty. He has attended the European Leadership Program from Germany organized by Schering AG. He has a diverse experience of over 30 years in the corporate circuit, especially in pharmaceuticals. He spent his entire career in multinational organizations with in sales and marketing. He has worked in various positions from Sales Executive, Product Manager, to Business Unit Head.

Fariha Raza, Senior Lecturer, Marketing, holds BBA (Hons) and MBA degrees from Institute of Business Administration (IBA), Karachi. She also has an MS in Management Sciences from Szabist, Karachi. Currently she is enrolled in PhD Management Sciences at Szabist, Karachi. Her forte is business research. She has a unique blend of corporate and academic experience spanning across 25 years. She has served as General Manager Business Administration at Hilal Foods, and as Deputy General Manager Marketing at Dewan Farooque Motors Limited. Apart from teaching Marketing and Research courses at undergraduate and graduate levels at IoBM, she also supervises capstone projects.

Shah Muhammad Saleem, currently Senior Lecturer in Marketing, received his MBA from the Institute of Business Administration (IBA), after his M.Sc. in Applied Physics from the University of Karachi. A result-oriented, integrity-driven, high-performing manager and seasoned professional, he has 30 years of outstanding experience of working in a matrix organizational structure. He served Abbott Laboratories (Pakistan) Ltd. as Head of Business Excellence & Demand Management, Marketing Manager, National Sales Manager, International Marketing Manager for Sri Lanka & Bangladesh and Group Product Manager. He was also a visiting faculty for over four years at IBA, PAF-KIET, and Bahria University. His areas of interest cut across a wide are of management disciplines. and he is registered in the M.Phil. leading up to PhD program.

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Dr. Muhammad Tabish serves as an Assistant Professor in the Marketing Department (CBM). He has demonstrated outstanding versatility through his eight years of corporate experience in a variety of national and multinational corporations, combined with seven years of enriching university teaching and administration experience. As a Ph.D. holder since 2021, his expertise in managing various corporate projects is complemented by a robust and expanding research and teaching profile. The publication of research papers in internationally renowned journals demonstrates his commitment to advancing knowledge in his discipline and his passion for teaching and research.

Syeda Dur-e-Afshan Ali holds a Master Degree in Business Management with Majors in Marketing from IoBM. She has also completed a 6 weeks certificate course from INSEAD on Marketing and Sales Excellency. She is currently associated with IoBM as a Lecturer. Prior to that she has been associated with different organizations in the role of marketing and communication and holds 15 years' experience. BLITZ DBB, Manhattan Communications, Syngenta Pakistan are some organizations she has worked with. She has also served as an external trainer for National Bank of Pakistan. Before joining as permanent faculty at IoBM, she has taught at IU, PAK KIET, Karachi university and IOBM as visiting faculty for 6 years. Her area of interest is motivational speaking, trainings, learning and observing change and shifts in marketing landscape.

Midhat Nadeem is Senior Lecturer in the marketing department at IoBM. He has done his MBA with specialization in Marketing, from IoBM. He is also a PhD candidate, and his research interests are in the areas of green marketing, digital marketing, environmentally sustainable consumer behavior and brand management. Prior to joining the Marketing Department, he was associated with EMEC, in the capacity of Senior Coordinator – Training and Projects, managing the business portfolio of open enrollment and customized training programs. He has also served as a project coordinator and a Lead Trainer for multiple donor funded training and capacity building programs, including but not limited to the projects awarded by USAID, TDEA, UNDP, Aurat Foundation, Asia Foundation and IUCN.

Nida Shaukat is currently pursuing her PHD in Marketing from IoBM. She holds A BBA from IBA and an MBA from Institute of Business Management with a Gold Medal with specialization in Marketing. She is working as a Senior Lecturer in the department of Marketing at IoBM. She started her corporate sector career as a Project Trainee Vaccine Department for Glaxosmithkline and later worked as a copy writer for Headline advertising, Marketing executive exhibitions for Dawn Media Group and Assistant Manager Distribution for K Electric. Nida started her career in academia with IOBM as a Lecturer in the Marketing department. She has taught in Dubai for 6 years in the marketing department at Murdoch University Australia (Dubai Campus). Currently she is serving as a Senior lecturer in the marketing department at IoBM.

Asma Rehman, is currently enrolled in a PhD in Business Management at IoBM and is specializing in Marketing. She holds her MBA in Marketing and BS (H) from IoBM. She has been working as a Lecturer with IoBM. She has been teaching in IoBM as a Visiting faculty for the last two years. Prior to working in Higher Education, she has worked in the capacity of Marketing Manager for a private firm. She is also the founding member and Marketing Consultant in an entrepreneurial venture called Murtafiyah, a Training & Consultancy Firm.

Yamna Khan is a Lecturer in the Department of Marketing at CBM. She has recently completed her PhD in Business Management from the Institute of Business Management (IoBM). Her major areas of research include marketing, food sustainability, and consumer behavior. She did her BBA as well as MBA from the Institute of Business Management. She has considerable experience of teaching Marketing-related courses. She has mentored students at both graduate and post-graduate levels, and led many student projects where students were required to gather first-hand information on marketing-related operations from different companies.

Logistics and Supply Chain Management

Dr. Muhammad Junaid has completed his PhD in the field of Management Science and Engineering (Supply Chain Management) from Taiyuan University of Technology, China, and holds a Master's degree in Business Administration from Bahauddin Zakariya University, Multan. He is currently working as Acting HoD Assistant Professor at IoBM. He has seven years of teaching, research, and administrative experience. His key academic and professional achievements include receiving a Chinese government scholarship for PhD, working as an editorial board member of Journal of Business Management Studies (JBMS), working as head of the department Operations and Information Systems Management and director PhD Management Science Program at Mohammad Ali Jinnah University (MAJU), winning an excellent research paper award at ICMESS-2018, Japan, and several publications in the prestigious scientific journals indexed/ranked in SCI/SSCI, Scopus, ABDC. His research interests include supply chain risk management, supply chain digitization, supply chain mapping, sustainability, circular economy, and smart manufacturing.

Syed Adeel Shah holds an MPhil in Supply Chain Management from Iqra University. He also holds an MBA and BSC (Hons) in Textile Sciences from the Textile Institute of Pakistan. He is working as a Senior Lecturer at IoBM. He has a wide experience in Textile Supply Chain, teaching, training, research and SCM. His career spans over fifteen years and he has worked in leadership positions at various organizations. He was Country General Manager at Karl Rieker GmbH & Co. KG (Bodelshausen / Germany) and Country Head Supply Chain Management in Wünsche Group (Germany). His experience in SCM and Textile Studies is over twelve years, during which he has served in Karachi's most prominent institutes, including, AIFD and KUBS.

Sajid Nazir is Senior Lecturer, Logistics & Supply Chain Management at IoBM. He earned his Master's degree in Supply Chain Management from Coventry University, UK, in 2018, and has participated in the Coventry University Global Leadership Program, that took him to different countries for presentations and provided him leadership training. He also has a Diploma in Global Leadership from the UK. He had earlier completed his BBA from Iqra University. Before Joining IoBM, Sajid worked in the corporate sector at national as well as international levels in Banking, Aviation, and Pharmaceutical industries among others, as a supply chain professional. He has more than 10 publications in reputed journals, to his credit. His certifications and memberships pertain to CISCOM, CSCA, and MCIPS.

Dr. Zeeshan Asim has a PhD in Technology Management from Universiti Malaysia Pahang. He also did his Masters from Coventry University, England. He obtained his BS in Electronic Engineering from Sir Syed University of Engineering and Technology. He is working as an Assistant Professor with IoBM. He has published several articles in high quality international scientific journals. Dr. Zeeshan Asim has about four years of industrial experience and six years Academic Experience in mentoring young Engineering professionals across various Universities and public sector R&D firms. He has worked for National Productivity Organizations, Asian Science Consortium, Jaguar- DHL joint venture Project in Coventry, UK and served as Senior Lecturer with Sir Syed University of Engineering and Technology, Karachi during the course of his career.

Dr. Syed Muzzammil Wasim is currently Assistant Professor in the Logistics and Supply Chain Department at IoBM. He completed his Ph.D. from Taiyuan University of Technology in 2020, with a specialization in the field of Supply chain management, and did his Post-Doc at the School of Economics and Management, Nanjing University of Science and Technology. He completed his Master's as well as Ph.D. on international scholarships. He has international teaching experience in different management subjects at the undergraduate and graduate levels, and has been part of many national and international journals as a reviewer, board member, and editor. His research interests are sustainable supply chain management, knowledge management, and sustainable performance.

Saheer Ali is a Senior Lecturer in the Logistics and Supply Chain Department. He is currently pursuing his Ph.D. in Management from Universiti Kebangsaan Malaysia. He completed his MBA from Staffordshire University, UK, and bachelor's in international business from Asia Pacific University. He has more than six years of experience in teaching and corporate exposure. He has served both in academia and industry in different positions and managed various projects. He started his professional career in banking at Faysal Bank, and later joined Mohammad Ali Jinnah University as a lecturer. His primary research focus is on Supply Chain Management, Industry 4.0, and Green Supply Chain Management.

Sherbaz Khan is a PhD Scholar in the domain of Digital Marketing, studying the role of digital influencers on consumer behavior. He is Senior Lecturer in the Department of Supply Chain and Logistics, College of Business Management (CBM), as well as Managing Editor - Pakistan Business Review at CBM. He was the former Director of the Office of Research, Commercialization, and Innovation (ORIC) at Jinnah University for Women, Karachi until January 2023, and Associate Editor of the Journal of Independent Studies and Research at SZABIST. He did his MBA in Marketing from Greenwich University in 2013. His research interests cover, but are not limited to, Supply Chain resilience and Digital Marketing.

Musawir Ali Soomro completed his MBA (Logistics and Supply Chain Management) and BBA (Hons.) from IoBM. He is currently serving as a Lecturer in the Logistics and Supply Chain Management Department at IoBM. Prior to working at IoBM, he has worked at TCS as an Operations Coordinator. Because of his passion for teaching, he started his career in academia as a Research Associate at IoBM, and in light of that he has published articles pertaining to solid waste management, reverse logistics, forecasting practices in well-known journal.

College of Computer Science and Information Systems (CCSIS)

Advisor

Dr. Ahmer S. Karim 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 is the Advisor, College of Computer Science and Information Systems (CCSIS). 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 other academic conference proceedings. Dr. Karim has also published several academic books on Information Systems.

Brig ® Dr. Muhammad Abbas is an accomplished academic and administrator with a wealth of experience in research, curriculum development, instructional design, academia-industry linkages, quality of education, and management of academic activities. He obtained his PhD and MS degrees from the University of Manchester in Information Systems Engineering, and his B.E degree from NED University. With over 28 years of experience, he has a proven track record of delivering results through effective planning and implementation of strategies. He has served in various important positions at NUST/GHQ, including Director of Research and Development, Associate Head of Department, Director of Quality Assurance, and Senior Instructor. He is a member of the Pakistan Engineering Council (PEC) and an HEC-approved Supervisor, and has published more than 70 international research papers in reputable journals and presented them at conferences. As Acting Dean of CCSIS, Dr. Abbas brings his extensive knowledge and expertise to lead the faculty and students toward academic excellence.

Actuarial Science and Risk Management

Prof. S. M. Aqil Burney has a PhD in Mathematics, from Strathclyde University Glasgow-UK, with specialization in Statistics. He is currently a Senior Professor at the College of Computer Science and Information Systems (CCSIS), teaching Mathematics, Statistics, Actuarial Science & Risk Management. He is a member of the BASR and Academic Council of IoBM. He has taught for more than 49 years in the UK, and has been associated with IoBM since 2013. He has gained extensive experience in academic management and organization as Provost, Registrar, Project Director of various ICT projects, and is a Founding-Director of the IT Institute, University of Karachi. He is an approved HEC Supervisor, and has supervised 21 PhDs and 15 MS/M.Phil. scholars, in mathematics/computer science/statistics and data science. His research work has garnered 4125-plus citations.

Ayesha Hameed holds an MPhil degree in Business Management from IOBM. Prior to this, she completed her MBA (HR) from IQRA University. Currently, she is working as a Lecturer at IoBM. Her research interests are in Stress testing modeling, Quiet life hypothesis, Intuitional Investment, International financial reporting and standards Previously, she was working as a visiting faculty at IQRA university main campus. Besides teaching experience, she has extensive experience of working as a Recruitment specialist. Ayesha is a spiritualist, deeply connected with self, passionate and self-motivated individual. Ayesha deeply believes in self-awareness and self-development. She believes in immense human potential and developing her own as she helps others develop theirs. Her deep- rooted belief in transforming lives inspired her towards her current role.

Jahangir Baig is currently pursuing his PhD in Statistics from University of Karachi. He holds an MPhil in Statistics, MSc in Statistics and a B.S in Computer Science from University of Karachi. He is working as a Senior Lecturer at IoBM. His areas of interest are Predictive Modeling, Statistical Inference, Data Mining, Sampling Designs. He has taught at University of Karachi, NED University, BBSUL Karachi, prior to joining IoBM.

Steve James holds an MS in Financial Mathematics from Technical University Kaiserslautern, Germany. He is working as an Assistant Professor with IoBM. He has more than five years of teaching experience at PAF KIET. He has also worked at Daimler (Germany).

Sohail Ahmed Khan holds an MS in Finance (specialization: Financial Mathematics) from Germany and MSc in Applied Mathematics from the University of Karachi. He is working as Assistant Professor with IoBM. 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 at the University of Karachi. His research interests includes Computational Finance, Application of Methods from Financial Mathematics in Insurance, Interest Rate Modeling.

Mathematics and Statistics

Dr. Abdul Hanan Sheikh holds a PhD degree in Applied Mathematics from Delft University of Technology, The Netherlands. He is working as an Associate Professor in Mathematics and Head of Department, Mathematics & Statistics. He has authored more than 30 research articles in various international and local journals, in collaboration with Berlin University of Technology, Germany and Pennsylvania State University, USA. He has presented at conferences in countries including USA, Belgium, Denmark, France, Netherlands, Pakistan. He has supervised 2 PhD and 11 MS thesis. He has taught both foundation and advanced courses in Mathematics including Calculus, Differential Equation, Linear Algebra, Numerical Methods and Analysis, Scientific Computing, Multigrid Methods at various universities. He has been pioneer member of SIAM students chapter Delft, member of Royal Dutch Mathematical Society, Pakistan Mathematical Society and International Association of Engineers.

Laiq Muhammad Khan, has an MSc in Statistics from the University of Karachi, and MS (Statistics and Scientific Computing) from IoBM. He is working as Assistant Professor in the Department of Mathematics and Statistics. He has over 48 years' experience of teaching Statistics. His research interests are in the field of modeling, design of experiments and statistical Inference. During MS (SSC) he worked on developing statistical models for Aggregate Losses in Insurance. He has published research work in multiple national & international Journals as well as in Proceedings of conferences. He has guided MS (SSC) candidates. He has taught at Fast, Institute of Computer Science over a period of six years. He has been associated with IoBM as faculty since August, 2000.

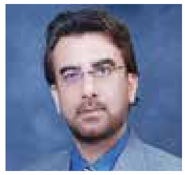
Dr. Sami ullah holds a Ph.D in Applied Statistics from Universiti Teknologi Petronas, Malaysia. He was a Post-Doctoral Researcher at Universiti Teknologi PETRONAS, Malaysia. He is currently working as an Assistant Professor in Mathematics and Statistics Department.

Dr. Fatima Riaz holds a Ph. D. degree in applied mathematics in the field of fluid dynamics from University of Karachi. She is currently serving as Assistant professor of Mathematics in IoBM. She has almost 18+ international publications on her credits. She had been the presenter in some National and international conferences and workshops. She has almost 7 years of experience in teaching at different levels and at different universities, she has served as a lecturer at Indus University, visiting lecturer at FAST University, and a research assistant at Karachi University.

Rizwan Ahmed is currently pursuing PhD in Economics from IoBM. He holds his MSc in Statistics and MPA (Finance) from the University of Karachi, MAS (Applied Economics) from Applied Economics Research Center, University of Karachi and MS (Economics) degree from IoBM. He has been associated with IoBM since September 2006 and is currently working as an Assistant Professor in the Department of Mathematics & Statistics. He has Nine research publications in his credit out of which three in Pakistan Business Review ('X' category Journal) published by IoBM, two publications are in research journals indexed by Scopus. He also has completed an online certificate course on "On- line Teaching" from University of New South Wales, Australia. His areas of interest are Quantitative Analysis for Business and Management, Statistical Inference, Econometrics, Macroeconomics, Mathematical Economics and Financial Econometrics.

Hina Samreen is currently enrolled in PhD program at IoBM. She is an MS Economics from Institute of Business Management (IoBM) and M.Sc. Mathematics from University of Karachi. She is currently working as an Assistant Professor in the Mathematics and Statistics Department. 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.

Muhammad Wajahat Ali is enrolled in MS (Statistics & Scientific Computing) from IoBM and holds an MSc (Statistics) from the University of Karachi. He is currently working as a Senior Lecturer at IoBM. He has almost twenty-seven years of teaching experience at various institutes. His areas of interest are Design of Experiment, Quantitative Analysis for Business & Management, Statistical Inference, Advanced Quantitative Methods, College Algebra and Calculus for Business Decisions. He is also a faculty advisor of Mathematics Society at IoBM and has organized the Mathematics Colloquium, annual national and international conferences in the Collaboration with International organizations. He is associated in the project designing and its market at different levels. He has published many research papers in national and international Journals.



Attra, a Senior Lecturer in the Department of Mathematics, did her M.Sc. in 2010 from FUUAST in Mathematics, securing a distinction. She received three Gold Medals for Department Position, Science Faculty Position, and as a 'Topper Student'. Recently, she completed my MS in Mathematics and Scientific Computing, from IoBM. Her research has been published in three reputable journals of Pakistan, in the X-Category. She has taught in NUST(PNEC) for two years, before joining IoBM as Lecturer in Mathematics. The Mathematical courses she teaches include Calculus & Analytical Geometry, Linear Algebra, Complex Variable & Transform, Multivariable, Differential Equation, Business Mathematics, Calculus for Business Decision and College Algebra.

Muhammad Arshad holds an MS degree in Applied and Computational Mathematics (ACM) from Florida State University (FSU). Before going to US, he did double Masters; first one from University of Karachi in pure Mathematics and second from LUMS in pure and applied Mathematics. He is an Assistant Professor-in-Practice at IoBM. He is a recipient of Fulbright Scholarship, FSU graduate Scholarship and LUMS Scholarship. He was a posi tion holder in his graduate studies. He has vast experience of teaching Mathematics in different universities like Bharia University Karachi, DHA Suffa University Karachi and IoBM. His research interests are in Number Theory, Set Theory, Discrete Mathematics and Logic.

Rida Irfan holds Masters of Science degree in Applied Mathematics from NED University of Engineering and Technology, Karachi. She previously completed her Bachelors in Electronics Engineering from NED university. She has been associated with IoBM since 2019 as Visiting Faculty, and is currently working here as Lecturer in the Mathematics and Statistics Department. She has more than 5 years of teaching, research, corporate, and administrative experience in education sector at reputable universities in Karachi, Pakistan. Her research interests include Operations Research, Applied Statistics, Image Processing, and Assistive Technology.

Muhammad Bilal holds an MPhil in Mathematics and is also pursuing PhD in Mathematics at University of Karachi. He is working as a Lecturer at IoBM. Before joining IoBM, he was associated with Bahria Education Foundation as Curriculum Advisor for Mathematics. He has been teaching mathematics courses for a while in universities including UoK and IoBM. His research interests are mathematical inequalities and real analysis.

Computer Science

Dr. Ehsan Rehman holds a PhD in Computer Science in Artificial Intelligence from the National University of Singapore (NUS). He completed his bachelor's from GIK institute. He is currently working as an Assistant Professor and HoD of the Computer Science Department at IoBM. His academic experience includes being a full-time teaching staff at NUS, and the HoD of Computer Science department at Karachi Institute of Technology and Entrepreneurship (KITE). His research interests include Robot Motion Planning, Artificial Intelligence, Machine Learning, Graph Algorithms, Probabilistic Algorithms and Blockchain Technology. He has published in top conferences and journals and has supervised various student projects. He has taught various courses of Computer Science and Mathematics, including among many others, Data Structures, Algorithms, Discrete Mathematics, and programming courses in C, C++, Java, and Python.

Engr. Muhammad Asghar Khan, Assistant Professor, has a Master's degree in Network and e Business Centered Computing, from the University of Reading (UK), an MBA and Masters in HRM from the Australian Catholic University (Australia), an MS in Computer Software Engineering from NUST, and BS Computer Engineering from Sir Syed University. He has sixteen years of teaching and industrial experience, at various national and international organizations such as London Institute of Management and Technology, Clearswift Limited, Geo TV, Sir Syed Case Institute of Technology, and Efroze Chemicals. He is a member of the Pakistan Engineering Counsel, Australian Endeavour Network, ISACA, and Australian Human Resources Institute. Engr. Khan is also serving as a Course Coordinator for the Computer Science and MIS Department

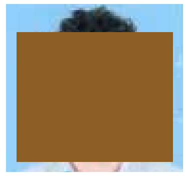
Engr. Khalid Bin Muhammad, a PhD candidate in Computer Science, has over 25 years of professional experience in teaching and industry (Dawlance/PPL). He had headed I.T, at IoBM, and conducted various trainings and courses. His research interests include but are not limited to N.L.P (Urdu Language), Artificial Intelligence, Data Warehouse, Data Mining, Big Data, B.I, D.S, Image-recognition, IoT, Fuzzy Logic, H.C.C and M.L. He is proficient in various programming languages, especially Python. He serves as the Focal Person for Turnitin at IoBM. He is Life-time member of the P.E.C, IEEE-USA, IEEE C.S, IEEE I.E.S, Rapid Miner Community and Joint Secretary of IEEE Ex-Comm. He is also a reviewer for many High Impact Factor International Research Journals, and has published many research papers in local and international journals.

Dr. Wazir Ali has a PhD in Computer Science from the University of Electronic Science and Technology of China. He is presently working as Assistant Professor and Head of Research Department at IoBM. His professional experience includes teaching varied Data Science subjects. His academic and professional achievements include receiving a PhD scholarship from the Chinese Scholarship Council. His PhD project was fully funded by the National Key R&D Program of China. His research has been published in scientific journals, and presented them at major NLP conferences. One of his papers was nominated for Best Paper Award at RANLP-2021. More recently, his proposed dataset became part of the publicly available Stanza software package, released by the Stanford University NLP group. He also serves as Member - Scientific Committee, at various NLP conferences.

Syed Farhan Mazhar is pursuing his PhD in Canada. He completed his M.Phil course work from Department of ISPA, University of Karachi and 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 is working as an Assistant Professor at IoBM and is has worked in a variety of organizations in the educational and professional services industry, including national and international organizations; some of these being: NED University, Concordia University College, Canada, Capital Health, Ed monton, Canada. His areas of interest are Software Engineering, Semantic Web, Data Mining, ERP, Database Management System and Project Management.

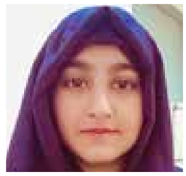
Najmus Saher Shah is currently pursuing her PhD in Computer Science from Pakistan Institute of Engineer- ing and Applied Sciences (PIEAS), Islamabad. She holds an MS (Computer Science) from IoBM. She is also a 2nd position holder in her BSc (Hons) in Economics from the University of Karachi. She is working as a Senior Lecturer at IoBM. Her research interests include areas such as Data Mining, Forecasting, Artificial Intelligence, and Database Management System.

Kauser Shaheen has an MS in Computer Science from SZABIST University. She is currently working with IoBM as Lecturer, Computer Sciences. She is a talented professional with superb teaching skills developed over the last 15 years. She is a dedicated, passionate and committed to acting not only as a teacher but as a mentor as well to her students. She has excellent communication skills which makes learning easier for students and also much more fun. She has the ability to resolve issues tactfully, has excellent time management skills, and can willingly coordinate with other faculty members in developing new programs and courses, to enhance the abilities of the students in computer sciences. She has attended many seminars and exhibits, to remain updated in the field of computer technology.



Afsheen Maroof currently working as Lecturer in Computer Sciences at IoBM, is also pursuing her PhD in Computer Science from Muhammad Ali Jinnah University. She holds an MS in Computer Science from Muhammad Ali Jinnah University, and a BS in Computer Science from the University of Azad Kashmir. Her areas of interest include Natural Language Processing, Linguistics Deep Learning and Machine Learning. She has worked as part time teacher in the University of Poonch in Rawalakot, Azad Kashmir, prior to joining IoBM

Ujala Rehan holds a BS in Software Engineering from Ilma University and is a certified Web Engineer and SEO Expert from NED university. She is working as a Lab Supervisor at the Institute of Business Management. Her areas of interest are SEO, Web engineering, WordPress, and digital marketing. She has taught at Aptech prior to joining IoBM. She is also currently pursuing her MBA in Marketing from IoBM.

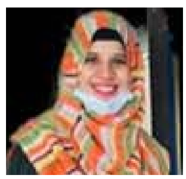


Dr. Asim Iftikhar holds a PhD in Information Technology from Universiti Kuala Lumpur (UniKL), Malaysia. He also has MS and MCS degrees in Computer Science. He is working as a Senior Lecturer at IoBM. He has eighteen years of teaching experience at the university level, and has conducted several professional training programs for faculty, students and corporates. He has published fourteen research papers in local and leading international journals including two 'W' category (Impact Factor), and presented several at conferences. His areas of specialization include Software Engineering, Artificial Intelligence, Algorithms, Web Development and Computer Graphics.

Engr. Urooj Yousuf Khan is currently pursuing her PhD in Computer Science at IoBM and holds a BE Degree in Computer and Information Systems Engineering from NEDUET. She is a Gold Medalist in MSCS Computer Science from SZABIST, DUBAI. She is a Cisco Certified Network Professional holding CCNA(RS) and CCNP(RS) certifications. She is working at IoBM (CCSIS) as a Lecturer. Previously, she worked as a lecturer and IT-Administrator at Pakistan Islamia Higher Secondary School Sharjah and AlNawal Computers, UAE. She has a number of publications in various reputed international journals. Her research interests include Computer Networks, Internet of Things and Fog Computing.

Muhammad Ramzan completed his Masters in Computer Science from Muhammad Ali Jinnah University (MAJU), Karachi in 2021, and is pursuing his PhD in Computer Science at the same university. He is currently working as a Lecturer in the Computer Science Department in the College of Computer Science and Information System (CCSIS), IoBM. Prior to joining IoBM, he worked as a Computer Instructor at the Modern Institute of Science and Technology (MIST), Naushahro Feroze - Sindh for four years, and at Indus University Karachi, as a Junior Lecturer. His areas of interest include machine learning, deep learning, information retrieval techniques, and natural language processing.

Noor-ul-Huda, Lecturer with a Master's degree in Computer Science from the National University of Computer and Emerging Sciences, and Bachelors in Computer Science from University of Sindh Jamshoro. She has 7 years of teaching and industry experience in Sapphire Consulting Services, TPS Pvt. Ltd, FAST Karachi and APS college Saddar. Her research area are Database development and Programming languages. Her Master's thesis topic is "Comparison of NoSQL and NewSQL databases".



College of Engineering and Sciences (CES)

Electrical Engineering and Engineering Management

Dr. Seema Ansari holds a PhD degree in Telecommunication Engineering from the University of Malaga, Spain, MS/CS Telecommunications, from University of Missouri KC, USA, and B.E. Electronics from NED University of Engineering & Technology, Karachi Pakistan. She is Advisor to the Rector and Associate Professor at the College of Engineering Sciences (CES), IoBM. She was formerly Associate Dean and Head of the Department at CES. She has been Director Asia Pacific Institute of Information Technology, Karachi, (a joint venture of APIIT Malaysia and affiliated with Staffordshire University U.K. She has taught at NEDUET and DUET, Karachi. She has 70+ publications in international and national journals. Her research focus has been on Internet of Things (IoT), 5G, 6G, Underwater Communications, MAC strategies for Underwater Acoustic Wireless Sensor Networks.

Dr. Muhammad Imran Majid is a Commonwealth PhD Scholar in Electronic Engineering from the University of Surrey, UK, and Commonwealth Academic Fellow from University of Warwick, UK. Previously he attained MS in Space Engineering from Umea University, Sweden, and BSc in Electrical Engineering from UET Lahore. In 2016, he joined IoBM as Associate Professor and is currently HoD of Electrical Engineering Department, where he crafted the MSEE, MSIoT and BS Technology Management programs. His work experience spans more than 15 years. He has worked at Telenor Pakistan, SSBV, Surrey Satellites and University of Toronto. He is a Chartered Engineer registered with ECUK, Senior Member IEEE, IEEE Karachi Ex-Com member. His research interests include information theory, resource allocation and applied heuristics for future systems.

Dr. Fayaz has a Ph.D. in Engineering Management from Gomal University in D.I. Khan, and MS in Telecommunication Engineering Management from UET Peshawar. In addition, he holds a BS Telecommunication Engineering degree from BUITEMS Quetta. He is also a Certified Project Director from GAQM, UK, and a Certified Professional in Engineering Management from ASEM, USA. He is currently Assistant Professor and Head of Research at the College of Engineering Sciences (CES), IoBM. He has published more than sixty research papers in peer review journals. His research interests lie in the areas of technology management, project management, strategic management, and sustainable development. Currently, he is also a Joint Postdoctoral Researcher at the UniKL, Malaysia, and at IoBM.

Koonj Tagar, Designation & Department: Lecturer, Electrical Engineering Department, Master of Engineering (Electronics Systems Engineering), M.U.E.T, Jamshoro, Research Fellow at University of Malaga, Spain. Academic Achievements: Erasmus+ International Mobility Project ICM-CAPRIO for Masters Research Work at University of Malaga, Spain.Research Interests: Artificial Intelligence, Machine Learning & Image Processing.

Dr. Irfanullah Khan holds a Ph.D. in Industrial Engineering Management from Hanyang University, South Korea, ME in Mechatronics Engineering and BE in Industrial and Management Engineering from Mehran UET Jamshoro. He is working as an Assistant Professor in the Department of Engineering Management. He is a Professional Engineer registered with the Pakistan Engineering council. His current research interests lie in the area of Supply Chain Management Optimization, Inventory Management, Production Management, and Data Science. He has published three research articles in prestigious international journals and two conference papers.

Rashid Qutub holds an MSc in Production Management from Technical University Hamburg Harburg, Germany and BE Mechanical Engineering from NED Engineering University. He is working as a Senior Lecturer with IoBM. He got the opportunity to work with German Aluminium manufacturing company, Hydro Aluminium in Hamburg and has worked indepth to investigate and correlate the microstructure & mechanical properties of Aluminium Alloy. He has worked in the production planning, material planning and in the mechanical design department of Siemens Engineering and KSB Pumps. He has worked with ERP such as SAP/R3 and Comet in these organizations. He has also worked in an automobile industry and has been associated with Dawood Yamaha Ltd in their Production departments. He is fond of learning foreign languages and is fluent in German language.

Osama Mahfooz is pursuing his PhD in Telecommunication Engineering from the University of Malaga, Spain, holds an MBA degree in Telecommunication Management from IoBM and BE in Electronics from the PAF- Karachi Institute of Economics & Technology. He is working as a Senior Lecturer at IoBM. He has completed a CCNA Exploration certification from Aptech. He has published several articles in prestigious international and national scientific journals, conference proceedings and book chapters.

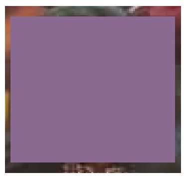
Abdullah Aziz holds a Master's degree and a gold medal in Mechanical Engineering from NUST. He did his Bachelor of Engineering (Mechanical) from NED University of Engineering & Technology. He is working as a Lecturer with IoBM. He began his career at Karachi Shipyard & Engineering Works as Assistant Superintendent (ASP) and took charge as acting Manager (QHSE) before he began pursuing his career in academia. He is NEBOSH ICG1 & GC3 certified, ISO 22000 Associate, ISO 9001 Lead Auditor, OHSAS 18001 Auditor, and Six Sigma Green Belt.

Rabia Hassan is a PhD scholar at University of Engineering & Technology Taxila, Pakistan. She received her MS Degree in Engineering Management from Institute of Business Management, Karachi Pakistan and B.E in Electronics degree from Pakistan Air Force Karachi Institute of Economics & Technology (P.A.F KIET). Currently, she is a Lecturer & Research Associate in the Electrical Engineering Department. She has been associated with the automotive industry of Pakistan for five years where her major area was product development. Her areas of research are Climate Change assessments, Waste Management, Pollution Control and Management and Environmental issues.

Tahniyat Aslam is a PhD scholar in Electronic Engineering from NED University of Engineering and Technology, Karachi, Pakistan. She holds an M.E Degree in "Telecommunication Engineering" from NED University of Engineering and Technology and B.S in "Telecommunication Engineering" from Sir Syed University of Engineering and Technology, Karachi, Pakistan. She is working with IoBM as a Lecturer. She taught as a Visiting faculty in NED University of Engineering and Technology and currently working as a Lecturer in Electrical Engineering Department of IoBM. Her research interest includes antenna and microwave systems network security, Inter- net of Things (IoT) and its applications.

Fatima Maqbool is a PhD scholar in Computing at Shaheed Zulfiqar Ali Bhutto Institute of Science and Technol- ogy, Karachi, Pakistan. She received her MS Degree in Engineering Management from Institute of Business Management, Karachi Pakistan and B.E in Electronics degree from Pakistan Air Force Karachi Institute of Economics & Technology (P.A.F KIET). She has been awarded the "Best Achiever Award" from PAFKIET and awarded a merit certificate, based on her academic excellence from IoBM. Currently, she is working as a Lecturer in the Electrical Engineering Department at IoBM. Her research area includes Artificial Intelligence, Machine Learning, Signal Processing, and Business Process Reengineering (BPR), Project Management, Automation and Robotics, Embedded Systems and Designs; Navigation, Guidance and Control.

Kubra Bashir holds an M.E Degree in "Telecommunication Engineering" an B.E in "Telecommunication Engineering" from NED University of Engineering & Technology. She has worked as a Visiting Teacher in NED University of Engineering and Technology for 2 years and as Physics Lecturer in Excellence Intermediate College for 3 years. She is currently working as a Lecturer in Electrical Engineering Department of IoBM. Her area of interest is Optical Fibers, Signals & Systems and Electrical Circuits.



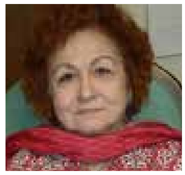
Industrial Engineering & Management

Dr. Mohammad Irshad Khan holds a PhD degree in Chemical Engineering and a Postgraduate Diploma from University of Bradford, UK. He is working as Professor with IoBM. 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.

Dr. Fahad Bin Abdullah is an Assistant Professor with a PhD from the Institute of Business Management. His research articles in the fields of energy policy and analysis have been published in impact factor journals. He also has a BE Mechanical Engineering degree from NED University and an MSc in Mechanical Engineering and Management from London South Bank University. Production, operations, manufacturing techniques, energy efficiency, and energy management are among his teaching interests.

Dr. Falak Shad holds a PhD in Energy and Environment Management, MBA in Finance from IoBM and Bachelors of Engineering in Industrial & Manufacturing Engineering from NEDUET. Currently, she is working as Assistant Professor at IoBM. Dr. Falak has published her work in national and international journals and She also has presented her research articles in various international conferences. Her research interest focuses on environmental issues, climate change supply chain management and quality management. She also contributes in prestigious research journals. She has six years of industrial experience in leading automotive industries as 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.

College of Economics and Social Development (CESD)



Professor Dr. Shahida Wizarat did her Masters from Vanderbilt University, Nashville, Tennessee, USA and PhD in Economics from the University of East Anglia, UK. Her areas of interest are industrial productivity; profitability; concentration; economic policies; international financial institutions; debt management; privatization and liberalization; food security; political economy; natural resources, conflict and growth. She has authored 80 papers and four books: The Rise and Fall of Industrial Productivity in Pakistan (OUP); Fighting Dependence; Fighting Imperialism: Liberating Pakistan (CRS) and Alternative to the IMF (Partridge, Singapore). She is member editorial board, Journal of the Institute of Far East - Russian Academy of Sciences and member editorial board, Asian Economic and Financial Review (AEFR). Currently she is Dean College of Economics and Social Development (CESD) IOBM.

Commercial and Professional Studies

Rabia Sabri is a qualified Chartered Management Accountant (CMA) ICMAP, MS in Finance, and MBA in Accounting and Finance. Currently, she is pursuing Ph.D. Finance and Chartered Financial Analyst Level 2 (CFA) from CFAI. She is currently Senior Lecturer and HoD Business & Professional Studies at IoBM. She has more than fifteen years of teaching and corporate experience. She has taught Accounting, Finance, Financial Reporting, and Economics courses at various universities in Karachi, served at two universities in Saudi Arabia, and taught ACCA and PIPFA courses. Her research areas are Financial Reporting, Behavioral Finance, Islamic Finance, Equity Valuation, and Fixed-Income Securities Analysis.

Muhammad AsadUllah is pursuing his PhD in Business Management from IoBM. He is a Senior Lecturer and the Acting Head of the Department of Professional and Commercial Studies at the IoBM. Prior to this, he has worked at various Business Schools as a visiting lecturer and as a trainer at EMEC, IoBM. His teaching area of interests are Accounting, Taxation and Business Law. Muhammad AsadUllah has published 28 research papers in reputed SCOPUS, Web of Sciences and HEC indexed journals. He has also presented numerous research papers in International conferences. He has research expertise in FinTech, Forecasting, Panel Data Analysis and Finance. He is also a member of Editorial Board International Journal of Smart Business and Technology (IJSBT).

Mavara Siddiqui has completed her Masters of Philosophy in Business Management from IoBM. Prior to this she completed her MBA from University of Karachi and a Masters degree in Economics from Federal University. She is working as a Lecturer and a PhD scholar in the field of Business Management at IoBM. She has also served as a Graduate Research Assistant at IoBM prior to joining the institute as a permanent faculty. Additionally, she has vast industry experience of working as a Marketer in the corporate sector. She has worked on numerous research studies and has gained valuable academic research writing experience, with many research papers and national & international conference presentations to her credit. She is interested in educational improvements, economic development, research and econometrics, consumer behaviour, and varied business areas.

Nayab Amjad Jumani working as lecturer at Commercial and Professional Studies Department. A member of ACCA – UK and has experience working in auditing and fund accounting at various financial institutions including Ernst and Young and UBL fund Managers. Also has more than 8 years of experience lecturing ACCA courses.

Economics

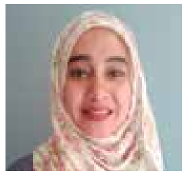
Dr. Mirza Aqeel Baig, Assistant Professor and Head of the Department, Economics has done his PhD and an MPhil in Economics from IoBM. He is also a member of BASR at IoBM. Dr. Baig has also completed his Masters in Applied Economics and Masters in International Relations from the University of Karachi. He has over twenty years of teaching experience at various institutions, with more time spent at IoBM. His research interests lie in International Monetary Policy, Macro Economics, and Econometrics. He has presented many papers in diversified areas of economics at national and international conferences. His research papers have been published in reputed refereed, national and international journals. He has been part of different research projects at IoBM conducted in collaboration with FPCCI, TDAP, IUCN, and WWF, and also contributed to the Sindh Economic Survey. He occasionally authors articles for magazines and newspapers on current, economic, and social issues.

Dr. Muhammad Ajaz Rasheed holds a PhD in Economics at IoBM. He received an MPhil in Economics from IoBM, an MAS (Applied Economics) from the Applied Economics Research center (University of Karachi) and MSc (Statistics) from the University of Karachi. He is working as an Assistant Professor with IoBM. He has 30 years of professional, including teaching experience in the area of Statistics and Economics. His research primarily focuses on Macro-Economic Modeling and social sector development. He has published research papers in national and international journals and has contributed to many research projects of national interest. The area of his contribution has been as follows: Sindh Economic Survey, review of Pakistan's large-scale manufacturing sector 2010, comprehensive development strategy for Baluchistan and many other researches.

Dr. Shujaat Abbas holds a PhD in Economics with specialization in International trade and development issues from the University of Karachi and a Master degree in Business Management with specialization in Finance from the Federal Urdu University of Arts, Sciences, and Technology, Pakistan. He is working as an Assistant Professor with IoBM. He has worked for the University of Karachi as an adjunct member faculty for one and a half years before joining IoBM as a full-time faculty member in 2016. His research interests include international trade and finance, open-economy macroeconomics, and international political economics. He has published various research articles for national and international journals.

Dr. Kashif Imran got his PhD in Economics from the University of Malaya, Kuala Lumpur, Malaysia, in 2018 in the field of Development Economics, focusing on international remittances, household development, and poverty. He has been working as Assistant Professor at the Department of Economics at IoBM since 2018. He is involved in research and teaching. He has more than sixteen articles on his credit that have been published in journals of international repute in Pakistan and abroad. Dr. Imran has attended several international research conferences. He has been serving at the University of Malaya, Kuala Lumpur, the Institute of Business Management, Karachi, Ilma University (formerly Institute of Business and Technology), Karachi, and Applied Economics Research Center, Karachi.

Dr. Muhammad Usman holds a Ph.D. from the University of Malaya, Kuala Lumpur, Malaysia. He has secured his MAS (Master of Applied Sciences in Applied Economics) from Applied Economics Research Center (AERC), University of Karachi. Since 2020, he has been working as an Assistant Professor at IoBM. He has wide experience in teaching, research, and conducting projects. He has done several research projects under the Ministry of Higher Education Malaysia and the University of Malaya. His areas of interest are social and behavioral sciences including not-for-profit organizations, faith-based organizations, Islamic Economics and finance, Islamic Social finance, and, especially the institution of waqf. He has published his research articles and book chapters in nationally and internationally recognized refereed journals and presented his research findings at various international conferences.



Dr. Hira Mujahid, Assistant Professor in the Department of Economics at CESD, has a PhD in Economics. She is also Head of Research at CESD, and an HEC approved supervisor. She is also on the Editorial Team of the Journal for Business Education and Management - UIT University, Karachi, and Assistant Editor, Journal of Education and Educational Development, IoBM. She teaches courses such as Principles of Microeconomics and Macroeconomics, Managerial Economics, and Seminar in Economic Policy. She has supervised MPhil theses, and looking forward to supervising more on Governance Models and Macroeconomic issues. Her research articles are published in HEC and Scopus recognized national and international journals. She has participated in several international conferences and presented papers at several of them..

Ch. Sohail Ahmed holds an MSc in Statistics from KU, MPA from IBA, and an MAS in Economics from the Applied Economics Research Center, Karachi. He also holds a PGD (Computer Science) from the University of Karachi. He is currently working as a Senior Lecturer at IoBM. His research primarily focuses on International Trade and Econometrics. He is pursuing MPhil Degree in the area of International Trade. He has served for 30 years at various public and private institutions.

Muhammad Zubair is currently pursuing his PhD in Economics from IoBM. He holds MS Economics from IoBM and Master's Degree in Economics & Finance from the University of Karachi. Currently, he is working as an Assistant Professor at IoBM. He has also secured his post graduate diploma in Economics & Finance from the University of Karachi. Prior to joining IoBM he has worked with University of Karachi as a visiting faculty. He has experience of 4 years in Broadcasting with Radio Pakistan in the capacity of Business anchor and reporter covering economic policy, trade and industry and etc. Mr. Zubair is also engaged in research and he has participated in various international conferences within and outside Pakistan.

Sadia Mansoor She received an MSc degree in Economics from Quaid- e-Azam University, Islamabad. She holds her MAS Economics in the Applied Economics Research Center from University of Karachi. She is currently working as a Senior Lecturer at IoBM. Her areas of research are development economics and public policy. She worked as a visiting faculty in different universities before joining IoBM as a full-time faculty member. She has attended a number of international conferences and has various publications to her credit. She is also a co-supervisor of MS thesis at IoBM. She has been associated with the Institute as visiting faculty in the past.

Irfan Lal holds his Masters in Economics from the University of Karachi and MAS (Applied Economics) from Applied Economics Research Center, University of Karachi. He is currently working as a Senior lecturer at the Department of Economics at IoBM. He has eleven years of teaching experience at various institutes. His areas of interest are Quantitative Analysis, Macroeconomics, Microeconomics, Development Economics and Business Finance. He has published more than twenty research articles in reputed local and international journals. He was also part of two international research projects completed by IoBM namely, Valuation of Mangroves in PQA Indus Delta: An Econometric Approach; in Collaboration with International Union for Conservation of Nature (IUCN) and Fisher Improvement Program (FIP) and Marine Stewardship Council certification (MSC) of Yellow Fin Tuna; in Collaboration with World Wide Fund for nature (WWF).

Zia Ullah holds an MAS degree in economics from the Applied Economics Research Centre University of Karachi and an MSc degree in economics from the Quaid-i- Azam University Islamabad. He is currently working as a Senior Lecturer at the department of economics. He is associated with the department of economics since July 2012. He has published various research papers in reputed journals of Pakistan. He has also contributed in various projects sponsored by the Institute of Business Management.

Yousuf Aboya is a Ph.D. scholar in Economics at IoBM, has an M.Phil in Economics from IoBM and M.A in Economics from the University of Karachi. He is working as a Senior Lecturer at IoBM. He has eight years of teaching experience at various business institutions. His research interests are in Monetary Economics, Macro- economics & International Trade. He has some research publications in reputable journals to his credit. He has also presented papers in various conferences.

Education

Dr. Sarwat Nauman is currently heading the Department of Education as an Associate Professor. She has teaching experience of 19 years, and has been associated with IoBM since 2010. She is also Chief Editor of the Journal of Education and Educational Development, and an HEC Pakistan approved supervisor. Her experience in the field of education is diverse, and includes teaching courses related to Education, English Language, English Literature and Communication. Dr. Sarwat was appointed as Country Director, Pakistan, by the Higher Education Teaching and Learning Association (HETL) in 2020, and has conducted many seminars, workshops and conferences in the field of Education.

Dr. Zehra Habib holds a PhD in Education from George Mason University, USA. She is currently working as a Senior Fellow at the Department of Education and is also an Associate Editor of the Journal of Education and Educational Development, a biannual Y category, HEC recognized journal, published by the Department of Education, IoBM. She has over two decades of teaching experience and has been associated with IoBM since 2017. Prior to that she was a visiting faculty at SZABIST, Karachi and has also served St. Josephs' College for Women Karachi in the capacity of Professor, Department of English, for over 15 years.

Dr. Rabia Aslam is currently working as an Assistant Professor in the Department of Education, IoBM. She completed her PhD in Educational Leadership and Management from SZABIST, Karachi in March 2022. She did her M.Phil. in Education and M.Ed. from Hamdard University. She also holds a degree of M.Sc. in Analytical Chemistry from the University of Karachi. She has been associated with the teaching profession since 2004. Her last experience was at Benazir Bhutto Shaheed University, Lyari, where she worked as a lecturer for four years. She has research expertise in the areas of Feedback, Assessment & Evaluation, Educational Leadership & Management, Teacher Education, and Technology Integration. In addition, she has a number of national and international impact factor publications in HEC-recognized renowned journals

Amna Shahid, Senior Lecturer at IoBM, holds an MBA in Educational Management and is pursuing her PhD in Education at IoBM. She did her Bachelor in Professional Psychology at the Institute of Professional Psychology, Bahria University. Her areas of interest for research are early childhood education and educational psychology. Her experience covers teaching children ranging from three years olds, to post-graduate level students. Apart from being an educationist, she is also an entrepreneur and enjoys venturing into different creative tasks

Diana Ambrose is working as a Senior lecturer at the Institute of Business Management in the Education Department. She is pursuing her Ph.D. in Education from the Institute of Business Management. She has worked at various prestigious institutes for the last 25 years. Her areas of interest include Early Child Education, Curriculum Development, Gender Education, Educational Psychology, Child Development, and Teacher Education.

Center for Policy and Area Studies

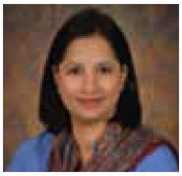
Dr. Asad Shahzad holds a PhD and MS in Economics from Institute of Business Management. He earned his MA in English Literature from the University of Karachi. Currently, he is working as an Assistant Professor and Acting HoD of Center for Policy and Area Studies. He has taught at several reputable educational institutes. His paper "Incoherences in Konrad Lorenz's Concept of Aggression" has been cited in Jai Galliott's Commercial Space Exploration: Ethics Policy and Governance. His paper "Iqbal's Ideal 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. His research works address significant contemporary economic, political, and moral issues with reference to pre-modern, modern and postmodern philosophy

Urfi Khalid holds an MA in Physical and Political Geography from the University of Punjab. She is working as an Assistant Professor with IoBM. Prior to her current assignment, she was associated with IoBM as visiting member of 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. A research paper article by her was 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 holds a Master's degree in Chemistry from University of Karachi. He is working as a Senior Fellow with IoBM. He worked for four years in the chemical process industry before joining Central Superior Services in 1983. He joined Foreign Services in 1986. He attended the Chinese Language Course at the Beijing University of Language and Culture (1989-91). During the 30 years of his diplomatic career, he worked in different capacities at Pakistan's foreign missions in China, Iran, the Netherlands, Morocco, Switzerland, Chengdu (China) and North Korea. He has also been Pakistan's representative 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.

Dr. Farjad Ali holds a PhD degree in Arabic literature and language from University of Karachi. He has two MA's in Islamic studies and in Arabic with 1st class 1st position from University of Karachi and he was awarded two gold medals as well. He is presently holding the position of Assistant Professor, Department of CPAS at IoBM. He has teaching experience of 10 years in different Institutes including University of Karachi and Sindh Madrasatul Islam University. The areas of his research interest are Religion, The Holy Quran, its language and Philosophy. He has published a research paper in an HEC recognized research journal.

Business Psychology



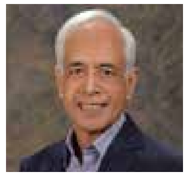
Dr. Nadia Ayub received a Post-Doctoral Fellowship from the School of Psychology, University of Queensland, Australia, and earned a PhD in Psychology from the University of Karachi, Pakistan. She is an HEC approved PhD supervisor and has supervised a number of MPhil & PhD thesis at IoBM. She is working as Professor and Associate Dean, Psychology Department 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 30 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 received the International Education Faculty Achievement Award from the International Association of University Presidents for 2014 and HEC Best University Teacher Award for 2011.

Dr. Sana Sadia is Acting HOD & Assistant Professor in the Department of Business Psychology at IOBM. She is also a Member of the Review Board of "JEED", a journal of the Department of Education, CESD. Her major areas of interest include child psychology, neurodevelopmental disorders, community and social psychology, and positive psychology, that is delivered through her work related to special needs and neurodiversity. Dr. Sana has 10 years of experience in clinical therapy. She has been associated with several national and international organizations and clinics, as a clinical psychologist, behavioral and child therapist, research psychologist, family therapist, and community counselor.
She has also been visiting faculty in the department of psychology, University of Karachi, and visiting faculty designated as associate professor, at the Institute of Industrial and Electronic Engineering (PSCIR). She had presented research papers at several national and global conferences.

Dr. Syed Shameem Ejaz, PhD in Psychology from the University of Karachi, is Assistant Professor in the Department of Psychology, at CESD, IoBM. He has been teaching psychology for 12 years as a regular faculty and as a visiting faculty prior to that, at different institutions. He has been a practicing psychotherapist for 19+ years. His research interests lie in personality, perception, emotion, as well as cognitive impact of social and ecological interactions, as well as in brain-computer interface (BCI). He has been providing research consultation to national and international clients like UNICEF, UNDP, Bayer France, Crop-Sciences Switzerland, Syngenta France-Pakistan. He is actively engaged with vulnerable social groups, especially the youth, providing counseling and psychotherapeutic interventions to deal with stress, anxiety, and depression in conventional clinical setups, and through workshops.

Marvi Makhdoom holds an MPhil Degree in Organizational Psychology from IoBM, and is currently working as a Lecturer, in the Business Psychology Department. Prior to that she worked as a Visiting Faculty in several renowned universities. She has done various national and international courses and diplomas in Psychology, Mental Health, as well as Counselling. Her research work includes areas such as Moral Integrity, Job Involvement, Work Values, and Family Relationship.

Media Studies



Ejaz Wasay holds an MBA from IBA. He is Head - Department of Media Studies & Sr. Fellow Marketing. He joined IoBM on January 1, 2011. His industry experience spans over 37 years, in the fields of Marketing, Corporate Communication, and Advertising. He has worked for Unilever, Gillette, Philips, Orient McCann-Erickson and UBL. His overseas assignments with Gillette took him to Brazil and the UAE. He has led two major research projects at IoBM - a Consumer Perception Study for Indus Motor Company and a Media Responsibility & Independence Index research for USAID. His articles have been published over many years in the Marketing Review, and Aurora. He has been Council Member MAP over 15 years, and its President in 2005; and Jury Member of PAS and Effie Awards.

Dr. Ayaz Ahmed Siddiqui has lived, studied and worked within the communications industry in Karachi, London and Hong Kong since the last decade. He completed his PhD on the evolution of media political tactics of mainstream opposition groups in Pakistan since 1988, at the School of Communication in Hong Kong Baptist University. He was part of an international study group on ethical best practices within leading Asian news organisations, as the Pakistan lead examining the Daily Dawn. Dr Ayaz has presented research at leading communication conferences and is a member of the International Communication Association (ICA), as well as Agahi Awards. His Op-eds and stories have appeared in The Wire.in, The Eastern Eye - UK, The News, The News on Sunday and Synergyzer magazine.

Taqi Shaheen holds a Masters in Arts (MA) from National College of Arts, Lahore. He is currently working as an Associate Professor of Practice. As a film-maker, educator and media artist, his work crosses mediums and defies genre distinctions to fashion curious observations of contemporary South Asian cultures and mediascapes. Since 2004, he has been working closely with creative practitioners to produce collaborative works using artistic practices, pedagogic alternatives, and creative investigations to address alternate experiences of learning. He has presented his research in the US, Europe, and the Middle East at various academic conferences including International Symposium of Electronic Arts (ISEA). His publications include Subjective Atlas of Pakistan (Oxford University Press, 2020), and his works include a documentary series on artists as educators, amongst others.

Nabhan Shah Karim holds MA in Filmmaking from Kingston University London, UK and Bachelor in Film and Television from Indiana University Bloomington, USA. He is working as an Assistant Professor of Practice and Head of Media Production Department at the level of Manager. 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 specializing in Digital Videos.

Muhammad Faraz holds a Master's degree in Mass Communication. He is a professional screenwriter, story writer, translator, researcher and a poet, and has over six years experience in teaching screenwriting at IoBM, and over fifteen years of script writing & research for various media groups including CNBC, JAAG Broadcasting System, Total Media Network and others. Currently working as a Senior Lecturer at IoBM he is leading a longer-term project focused on archiving and publication of acclaimed Urdu Screenplays.

Shayan Hussain has completed his Masters degree in the field of Film and TV Production from IQRA University. He is currently working with IoBM as Lecturer & Assistant Manager. He has been teaching since 2021. His professional experience includes TV Commercials, short films & documentary production for both digital and conventional media. He has produced a number of TV commercials for brands like Pepsi, Coca-Cola, Nestle, Unilever, Total Parco, Telenor with the creative agencies like Ogilvy Pakistan, ADCOM Leo Burnett, Mullen-Lowe Rauf, IMPACT BBDO and many others. He also worked with acclaimed directors and professionals not limited to Pakistan but from India, the Middle east and Central Europe, i.e. Anurag Kashyap, Arun Gopalan and Ronald Koetizier

VISITING FACULTY AT INSTITUTE OF BUSINESS MANAGEMENT (IoBM)

Aaqib Ali
MBA (Finance), IoBM

Abdul Basit Acc and Fin
FCA - 2005

Abrar Ahmed Khan
MBA (Marketing), IoBM

Abdul Qadir Lakhani
ACCA - 2016

Abdus Salam Shaikh
MBA

Afsheen Omer
MBA from IoBM in 2011

Afzal Shahabuddin
MBA, IBA

Ali Ammar
MBA from IBA in 2009.

Aly Ahad Mawji
MA , Education

Aimen Inam Agha
MS (Clinical Psychology)

Ameenullah Aman
PhD. Malaysia

Ammarah Akhuand
MSC, Economics, IoBM

Aneela M. Ramzan
MSc. Karachi University

Annan Waffi Sohail Qureshi
MBA, Hamdard University

Aqeel Anwar Kamal
MBA (Finance & Accounting)

Arbaz Ahmed Yar Khan
LLB, Hamdard University

Arham Khan
MBA, IoBM

Arif Deen
MBA

Arsalan Raza Hemani
CFA

Asad Hasan
ACMA

Atif Rafeeq
MBA, IoBM 2008

Atiq Bin Ishtiaq
MBA, IoBM

Ayesha Ahmed
MBA, IoBM

Ayesha Khan
M.Phil (Organizational Psychology) IoBM

Ayesha Noor
MBA (HR), IoBM

Ayesha Tariq
SHRM, USA

Azadar Hussain
MBA (Marketing & Advertising) - 2005

Azmat Khan
MSc (Telecommunication & Networking)

Bina Junaid
CFA

Commander (R) Khalid Durrani
MBA (USA)

Danish Khalil
MBA (Marketing & LSCM) IoBM

Dr. Abdul Khaliq Aboya
Ph. D. in Philosophy

Dr. Amir Iqbal
PhD

Dr. Shahid Iqbal
PhD

Dr. Aamir Hussain Siddiqui
PhD

Dr. Abdur Rasheed
PhD

Dr. Asghar Ali
PhD

Dr. Faizan Iftikhar
PhD

Dr. Fouzia Nasir
PhD

Dr. Hafiz Syed Husain
PhD

Dr. Khurram Iftikhar
PhD. Karachi University

Dr. Lubna Mushtaque
"FISQUA (Fellowship), Dublin MBA, IoBM"

Dr. Muhammad Irfan
PhD

Dr. Muhammad Mujtaba
PhD

Dr. Muhammad Nabeel Ashraf
PhD

Dr. Muhammad Qamar Zia
PhD

Dr. Muhammad Shujaat Saleem
PhD

Dr. Muhammad Sufyan Ramish
PhD

Dr. Muhammad Tariq Yousuf Khan
PhD

Dr. Mushtaq Ahmed
PhD

Dr. Noman Saeed
PhD

Dr. Qamar Abbas
PhD

Dr. Sulaiman Fahad
MBA (Health & Hospital Management) - 2013

Dr. Syed Ammad Ali
PhD

Dr. Syed Imran Zaman
PhD. - 2018

Dr. Syed Mehboobul Hassan Bukhari
PhD

Iqra Ramzan
M.Phil. (Clinical Psychology)

Ehsan Badar
CFA, USA

Erum Rizvi
MBA (HR & Marketing)

Fahad Hussain
MBA (LSCM)

Fahad Mushtaq Shaikh
ACCA (UK) 2021

Faheem Vohra
MBA, IOBM

Faisal Ali Shaikh
MBA

Faisal Durrani
BBA (Marketing)

Faisal Saleem Mushabbar
M.A.(Economics), UK

FAKHIR MUSHARRAF
MBA, UK

Faraz Ahmed Shaikh
MA Philosophy, KU,

FARAZ NASIM
MBA, IoBM

Farhan Ahmed Yousfani
MBA

Farooq Shaikh
MBA, IBA

Fawad Alam
MBA, UK

Fawaz Ahmed
MBA (Marketing)

Hafiz Imtiaz Ahmed
MSc (Biomedical Engineering

Hafiz Muhammad Ali Amanullah
ACCA - 2022, ICAEW (Finalist) - UK

Hafiz Waqar Yousufi
MA-Quran o Sunnah KU

Hammad Asim
MBA

Hamza Kazi
MBA from IoBM

Haris Ali Khan
PhD, University of Karachi

HARIS INAM
MBA, IoBM

Harish Chander
MBA - Gold Medalist from IOBM

Hena Anwar
MBA, IoBM

Humza Mahfooz
MBA, IoBM

Iqbal Hussain
M.Phil. - 2020

Irfan Ansari
MBA, IBA - 2018

Jamil Ahmed
ACMA, ICMAP - 2018

Javed Malik (HRM)
MBA

Jibran Siddiqui
MBA, IoBM

JUNAID SAEED
CFA - 2022

DR. KAMRAN ABBAS NAQVI
PhD in Economics 2020

Kashif Saleem
ACCA - 2019

Kashif Shamim
M.Sc (HRM)

Kazim Jamil
LLB

Khurram Bashir
CPA, Indiana State Board of Accountancy

Lubna Tahir Sheikh
MBA (Marketing) - 1999

Madiha Ashraf
MS Finance

Mahnoor Maqsood
MBA (Marketing) - 2020

Mahwish Baasit Hussain
M Phil-Business managemen

MAIRA AKHTAR
MBA from IoBM

MALIK MANSSOR KABANI
MBA & MPhil-Marketing

MANSOOR ALI SHAHANI
Msc. (Pakistan Studies)

Maria Paola
Spec. in Early Learning Method, Pedagogy

Masood Ahmed Zia
MBA (concentration HR)

Mian Sohail Sarwar
BSc (Textile Engineering)

Midhat Arif
MSc. Karachi University

Mirza Salman Baig
MBA from IoBM

Mobashir Mussawar
MBA (Marketing)

Mohammad Mujeeb Beig
MS (Islamic Finance) - 2021

Muhammad Aftab Changi
MBA (HR)

Muhammad Ahmad Qadar
MBA, Uni. Of Punjab, CFA, Institute, USA

MUHAMMAD ALI
CA

Muhammad Asama A. Jabbar Bhadelia
MBA (Marketing), IoBM

Muhammad Ather
MBA (Marketing), IoBM

Muhammad Hassaan
MBA, Marketing, IoBM

Muhammad Haziq Patel
MBA (Marketing)

Muhammad Imran Khan
MSc (Information Technology)

Muhammad Junaid
PhD (Islamic Learning)

Muhammad Kashif Rasool
MBA, IBA

Muhammad Moonis Azad
PhD (English

Muhammad Najmul Islam
M.Phil (Economics)

Muhammad Nauman Batavia
hartered Accountant (ACA)

Muhammad Raheel
MBA (LSCM) IBA

Muhammad Rashid Zafer
CA- 2004

Muhammad Saad Hassan
MBA (Finance)

Muhammad Sajid Salim
MS (Economics) IoBM

Muhammad Shahzaib Ghayas
M.Phil Organizational Psychology

Muhammad Shoaib Pasha
MBA (LSCM)

MUHAMMAD TAHIR
MSc, UK

MUHAMMAD ZAKAULLAH
M.A Arabic from KU

Muhammad Zuhair
MBA (Education Mgmt.)

Mukarram Hasan
MBA, IBA - 2008

Mustafa Humayun
MBA (Marketing) - 2014

Naheed Ghaffar
MBA SCM

Najeeb Agrawalla
MSc, UMIST, Manchester, UK, MBA, IBA

Nasir Ullah Khan
MS (Applied Linguistics), NED

Nauman Hussain Tirmizi
MBA, IBA

NAVEED ILYAS SAYA
MBA (Marketing), IoBM

Naveed Muhammad Khan
MBA, IBA

NAZIA AZFAR
EMBA, SZABIST

NOMAN UL HAQ SIDDIQUI
MA Economics

Osama Bin Ajaz
MS Statistics

Pervez Mobin
MBA, UK

Perwaiz Ishtiaq
Msc (Mass Communication)

RAHEEL YOUSUF
MBA, IoBM

Rahul Aijaz
Bachelor (Media Studies), SZABIST

Rais Ahmad
MBA, Federal Urdu

Rizwan Tahir
MA (Mass Communication)

SAAD RAFI
MBA

Saad Shakeel
M.Phil

Sana Tawfik
MBA (Finance)

Sannan Ali
MBA (LSCM)

Sarfaraz Ahmed
MBA, IBA

Sayyid Aiman Rizwan Ali
MBA (Marketing)

Seema Kamran
Masters of Philosophy in Business Mgmt.

Shahrukh Nadeem
MBA (Marketing)

Shahzad Arbab
MSc(Information Technology) - 2012

Shaista Fazal
MA, IR, KU (in progress)

Shazia Asif
CELTA

Shazia Baig
MBA (Finance), IBA

Shazia Hassan
MBA, International University

SHEIKH ABDUL QADIR
MS *(Environmental Engineering

Syed Abdul Basit
MBA, IoBM

SYED AHMED ABBAS ZAIDI
MBA, IoBM

Syed Ghulam Raza
MA (IR) - 2007"

Syed Kazim Askari
Bachelors of Design, - 1998

Syed Sarwar Kazim
MSc Statistics - 1987

Tabassum Shaikh
BSc. UK

TAHIR SARTAJ
"ACCA, BSc Honors"

Taimoor Mushtaq
Masters of Commerce

TARIQ AZIZ
"MBA,MIS, BS Computer Science"

Tariq Javaid
MS, Bahria University

Umair Sani
MSc, SZABIST

Dr. Usman Ali
PhD (Philosophy)

Yasmeen Amber Khuhro
Charter Banker - 2018

ZAIN UL ABYDEEN KHANDWANI
MBA

Nadeem Zia
Masters in Computer Science

Mahin Mujtaba
MBA (Marketing) - 2010

Dr. Sabahat Naseem
PhD (Clinical Psychology) - 2020

Omaima Choudhry
M.Phil (Org. Psychology)

Arsalan Haneef Malik
MBA (Finance) - 2007"

Najeha Afzaal Bela
MBA - 2011"

Farrukh Acc and Fin
FCA - 2005"

Imran Shakir
"ACMA, CPA MBA"

Misbah Iqbal
M.Phil, IoBM

Muhammad Uzair Ali
MBA (Finance) - 2005"

Shurjeel Uddin
MBA - 2014

Syed Ghazanfar Ali
PGD (Islamic Banking & Takaful), - 2010

Madiha Arif
MSC (Blotechnology) - 2020"

Muhammad Hassan Marfani
CA- 2015

Adnan Asghar Moosajee
CA (Finalist) ICAP B.com - 2004

Asif Ali Khan
MBA (LSCM) - 2018

Umer Tanveer
MBA (LSCM) - 2010

Raza Hasnain
MBA (Marketing) - 1995

Shahbaz Ahmed Awan
MBA (Advertising and Media Management)

Dr. Muhammad Kashif
PhD (Eurpeon Studies) - 2020

Dr. Faisal Afzal Siddiqui
PhD (Statistics) - 2013

Muhammad Ayub Khan
MBA (Marketing & HR) - 2007

Ranjeet Kumar
MBA Marketing

Farrukh Shehzad
MBA (Marketing) - 2021

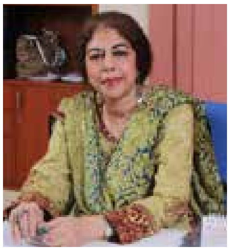
ADMINISTRATION

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.

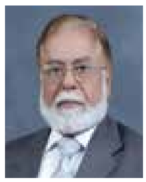


Sabina Mohsin
Executive Director
BBA, University of Arizona, USA
MS, US International University, Nairobi, Kenya

Dr. Imran Batada
CTO
PhD

Brig Muhammad Mushtaq SI (M), S.Bt (Retd)
Director Adminstration
MA

Dr. Mohammad Ali Shamim
Advisor to President
PhD France



Muhammad Waziruddin Jahangir
Advisor to President for Corporate Affairs
BCom, (Sindh University) CA Finalist, (ICAP)

Dr. Muhammad Arif
Director Research and Assistant Professor
PhD, SZABIST

Muhammad Misbahuddin
Senior Manager & Head of HR
MBA, LLB

Aslam Kurban Ali
Senior Manager Finance
ACMA

Imdad Ali Mugheri
Manager and HoD Admissions
MBA, LLB

Riaz Akbar Contractor
Manager Sports & Student Affairs
B.Com

Dr. Amber Raza
HoD Academics and Coordinator MBA Program
PhD Marketing, IoBM

Nadeem Ahmed Khan
Manager Internal Audit
MBA, CIMA Finalist (England)
Chartered /Corporate Sec. FCIS (Pak/England)

Syed Adnan Faisal
Manager, Maintenance
BE, Electrical Engineering

Asim Farooq
Manager and Head of Development
MSc ERP, BCS, BCCI, FAST

Malik Barolia
Manager, Salary & Compensation
MBA

Fesal Bin Naseem
Controller of Examination
MS, MSc Applied Physics

Muhammad Azhar
Manager, Finance
Professional Accounting Affiliate

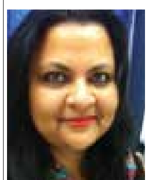
Muhammad Adnan Fuzail
Manager QEC Coordination
MBA

Syed Faraz Ali
Manager (ORIC)
MPhil

Atif Shahab
Manager Quality Assurance
MPhil

Nabhan Shah Karim
Assistant Professor of Practice and Head of Marketing and Media Production
MA (UK)

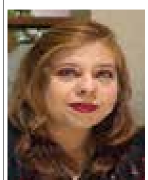
Shaikh Muhammad Sharif Nasir
Librarian
MLIS, KU



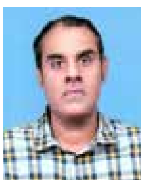
Juveria Baig
Senior Assistant Manager & HoD Internship, Placement and International Office
MBA (Marketing)

Sartaj Hussain
Senior Assistant Manager & HoD Security
BA

Muhammad Hassan Sayeed
Senior Assistant Manager Financial Assistance & Scholarship Office
MBA



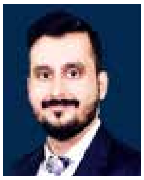
Anjum Aziz
Proctor, Administration
MBA



Muhammad Umer Hafeez
Senior Assistant Manager & Head of Network Customer Support
MS

Abdul Khaliq
Assistant Manager, Internship, Placement and International Office
MBA

Abid Ali
Assistant Manager, Accounts & Taxation
CA (Intermediate)

 **Muhammad Adnan** Assistant Manager, Admissions MBA, MIS	 **Hammad Munir Magoon** Acting HoD, Assistant Manager, Purchase MBA	 **Ali Abbas Mirza** Assistant Manager, Marketing & Communications MBA
 **Naseem Haq** Assistant Manager, Housekeeping MBA	 **Raza Abbas** Head of SSK-BIC BA, USA	 **Muhammad Omar Iftikhar** Assistant Manager, Public Relations MBA
 **Ali Masood Jadoon** Assistant Manager, ORIC MS	 **Masood Hasan** Assistant Manager Finance MBA	**Shayan Hussain** Assistant Manager and Lecturer MS
 **Hafiz Humayun Baig** Assistant Registrar/ Assistant Manager MA	 **Syed Mustafa Hussain** Assistant Manager MA	 **Kiran Zubair** Assistant Manager, HR MBA
 **Donia Niaz** Assistant Manager, ORIC MBA	 **Abdul Sajid Khan** Assistant Manager, Oracle Database Administrator MCS, MBA	

Mohammad Arif Shaikh Senior Maintenance Officer Diploma of Associate Engineering	**Rashid Aqeel** Senior Officer, Internal Audit CA Finalist	**Muhammad Kamran** Senior Officer, Examination MCS & MBA
Muhammad Asim Senior Accounts Officer BCom	**Muhammad Zahid** Senior Accounts Officer BCom	**Ameer Ali** Assistant Librarian MLIS
Muhammad Nazim Khan Senior Maintenance Officer MBA	**Hafiz Ahsan Ul Haq** Senior Officer, Purchase MBA	**Noman Ahmed** Senior Officer, Corporate Affairs MBA
Sarah Hakeem Senior Officer, OGS MS	**Salman Hassan** Senior Officer, SSK-BIC MBA	**Shaikh Muhammad Fahad** Senior Officer, Salary & Compensations BCom
Syed Muhammad Zeeshan Senior Accounts Officer MA	**Farooq Ahmed** Executive Secretary to the ED BA	**Muhammad Irfan** Web Developer, Senior Officer BE (SW)
Amir Ali Khan Admission Officer MA	**Syed Muhammad Ayaz** Administrative Officer MA	**Dr. Rustam Ali Leghari** Medical Officer MBBS
Faiza Hasan Rizvi Coordinator, EMEC Projects MBA	**Hussain Ali** Media Coordinator BS	**Shahzeb Khan** Library Officer BLIS
Tariq Majeed Graphic Designer BS	**Syed Noman Reyaz** Network Support Officer BA	**Umair Saeed Kirmani** Business Development Executive Officer MBA
Muhammad Faisal Nisar IT Officer BCom	**Nida Iqbal** Library Officer MLIS	**Asad Hussain** Outreach Officer BCom
Sheroonia Zameer Admission Officer MBA	**Aamir Khan** Officer Salary & Compensations BCom	**Riffat Shafique** Web Developer Officer BSIT
Zohaib Ali Analyst Programmer / Officer BS (CS)	**Humaira Kanwal** Officer ORIC MA	**Sumaiya Mithani** Alumni Officer MBA
Sana Shakil Senior Secretary cum Teaching Associate MSc	**Arsalan Khan** Regstrar'sOfficer BCom	**Afshan Gul Khan** Capstone Officer Marketing MBA
Madiha Khan Senior Secretary to the President MBA	**Dania Raheel** Officer, SSK-BIC MBA	**Moonis un Nisa** Secretary Dean Office MBA
Kanwal Hussain Officer MPhil	**Yusra Shehzadi** Department Officer, GBR MBA	**Kashif Hussain** Officer, Internal Audit BCom
Neha Arshad Capstone Officer MBA	**Bushra Azeem** Department Officer, MHM BE	**Adnan Ahmed** Marketing Statistician BS
Abeera Jamil Department Officer MBA	**Mahnoor Khan** Capstone Officer BS	**Shuaib Ahmed** Assistant Editor / Officer BBA
Anamta Salam Marketing Executive MBA	**Sarfraz Ahmad** Officer, OGS MPhil	**Shahzaib Asim** Assistant to Director Research Officer BBA
Navera Abrar Editorial Secretary / Officer, Education B.Ed	**Adeet Kumar** IoT Lab Engineer BE	**Muhammad Najam Alam Siddiqui** Account Officer ACMA Part Qualified
Mahwish Web Developer, Officer MSCS	**Muhammad Mustafeez ur Rehman** Capstone Officer, LSCM BE	**Muhammad Qavi Hassan Tahir Khan** Editorial Officer, CCSIS MS
Rahul Kumar IoT Lab Engineer BE	**Ali Asghar Shabir** Videographer & Editor, Media Studies BS	**Fatima Tul Zehra** Assistant Editor / Officer, CBM BBA
Faryal Farid Bhatti Officer, Internship, Placement & Int. Office MBA	**Mahru Nadeem Vellani** Social Media Coordinator BS	**Asim Ahmed Khan Yousfi** Officer, EMEC & Registration Diploma in Graphic Desiging, BA

ACADEMIC CALENDAR

FALL 2023

Registration of Courses and Fee Payment (On board students)	Tuesday, August 22, 2023 Onwards
Orientation for newly admitted students	Saturday, September 2, 2023
Commencement of Classes	Saturday, September 9, 2023
Eid-e-Milad-un-Nabi (SAW)*	Thursday, September 28, 2023
Last day to drop courses without penalty	Thursday, November 2, 2023
Last day to drop courses with penalty**	Thursday, November 30, 2023
Revision and Presentation Week	Saturday, December 23 to Thursday, December 28, 2023
Quaid-e-Azam's Birthday	Monday, December 25, 2023
Final Exam	Saturday, December 30, 2023 to Thursday, January 11, 2024
Classes End	Thursday January 11, 2024

Exam Schedule

Week	Exams	Dates
8th	Midterm/Assessments	28/10/2023 to 02/11/2023
17th & 18th	Final	30/12/2023 to 11/01/2024

* Subject to the appearance of moon
** Grade 'W' will appear in Transcript

Note:
All dates are subject to change. Students will be informed of the changes well in advance.
For details of examination please visit the website.

SPRING 2024

Registration of Courses and Fee Payment (On board students)	Monday, December 18, 2023 Onwards
Orientation for newly admitted students	Saturday, January 13, 2024
Commencement of Classes	Saturday, January 20 2024
Kashmir Day	Monday, February 5 2024
Last day to drop courses without penalty	Saturday, March 09, 2024
Pakistan Day	Saturday, March 23, 2024
Last day to drop courses with penalty**	Thursday, April 11, 2024
Eid-ul-Fitr*	Tuesday, April 9, 2024 to Thursday, April 11, 2024
Labor Day	Wednesday, May 01, 2024
Revision and Presentation Week	Saturday, May 04, 2024 to Thursday, May 9, 2024
Final Exam	Saturday, May 11, 2024 to Thursday, May 23, 2024
Classes End	Thursday, May 23, 2024

Exam Schedule

Week	Exams	Dates
8th	Midterm/Assessments	09/03/2024 to 14/03/2024
17th & 18th	Final	11/05/2024 to 23/05/2024

* Subject to the appearance of moon.
** Grade 'W' will appear in Transcript.

Note:
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SUMMER CRASH 2024

Registration of Courses and Fee Payment (On board students)	Saturday, April 20, 2024 Onwards
Commencement of Classes	Saturday, June 8, 2024
Eid-ul-Azha*	Sunday, June 16, 2024 to Tuesday, June 18, 2024
Last day to drop courses without penalty	Tuesday, July 02, 2024
Ashura*	Tuesday, July 16, 2024 to Wednesday, July 17, 2024
Last day to drop courses with penalty**	Saturday, July 27, 2024
Independence Day	Wednesday, August 14, 2024
Revision and Presentation Week	Saturday, August 03, 2024 to Thursday, August 08, 2024
Final Exam	Saturday, August 10, 2024 to Saturday, August 17, 2024
Classes End	Thursday, August 17, 2024

Exam Schedule

Week	Exams	Dates
5th	Midterm/Assessments	6-07-24 to 11-07-24
10th	Final	10-08-24 to 17-08-24

* Subject to the appearance of moon.
** Grade 'W' will appear in Transcript

Note:
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