

MS (Management Sciences)

1. Introduction to the program

Department Of Management Sciences, Shaheed Benazir Bhutto University, offers MS degree in Management Sciences. The program offers specialization in four different areas, Human Resource Management, Marketing, Finance, and sustainable operations. The MS program is an evening program and all classes are held from 2:00 Pm until 9:00 Pm during weekdays. Currently the department offers the MS program with Course work + Research. The student has to complete minimum 08 courses where each course is of three credit hours. The student also has to complete a comprehensive thesis of 06 credit hours. Thus, for the award of a MS degree a student must complete at least 30 Credit hours of courses. The minimum time for the award of a MS degree is 1.5 years, while the maximum time is 4 years.

2. Program Objectives

The MS Management is a full-time intensive degree program. This program is designed specifically for research students. The program seeks develop basic research skills in graduates relevant to business administration.. The program also meets interests of practitioners and gives them a chance to combine practice-oriented skills with academic research. In this programme the students' analytical skills will also be highlighted and they will have a chance to learn various softwares for analysis of data of various kinds. We provide broad set of learning opportunities to the students other than formal class sessions. For example, the department arranges seminars, workshops and training programs to provide an opportunity for social networking and knowledge sharing.

Finally, strong emphasis is given to academic writing skills, which include report writing, proposal writing, thesis writing and publishing research articles in top quality impact factor journals.

3. Eligibility for Admission

All national and international students fulfilling following requirements are eligible to admission in MS Management Sciences.

1. Sixteen years of education in the relevant disciplines.
2. Minimum 3.0 CGPA in semester system or 60 % marks in annual system
3. A student must have completed a minimum of 130 credit hours in Bachelors and 60 credit hours in the Master program in the relevant field, from any HEC recognized institution/University.

4. The applicant must have qualified the NTS-GAT general test/Institute's own test or any other test required by the HEC with 50% marks.
5. Interview is mandatory for admission and only those students are offered an admission letter who successfully pass the interview. Priority is given to those students who meet the following criteria
 - a. Knowledge of the subject.
 - b. Basic research knowledge/skills.
 - c. Preliminary research proposal (Written or verbal. Proposal in written form is highly appreciated)
 - d. Academic writing skills.

4. Degree's Requirements

A student admitted into the MS Management shall be required to complete 24 credit hours of course work along with six (6) credit hours of research work/dissertation. The scheme of the program is given below:

Minimum number of Semesters	03
Minimum duration	18 Months (1.5 Years)
Core Courses	12 Credit Hours
Specialization courses	12 Credit Hours
Thesis (Dissertation)	06 Credit hours
Total Credit Hours	30
Publication requirements	Nil

5. Semester Wise Breakup of Courses

Code	Course Title	Specialization	Cr. Hr
MS-Semester 1			
MGT(MS-Core)-701	Philosophy of Research	Core Subject	3(3-0)
MGT(MS-Core)-702	Advance Research Methods	Core Subject	3(3-0)
MGT(MS-XXX)-XXX	Specialization I	Elective 1	3(3-0)
MGT(MS-XXX)-XXX	Specialization II	Elective 2	3(3-0)
Credit Hours			12
MS-Semester 2			
MGT(MS-Core)-703	Advance Econometrics	Core Subject	3(3-0)
MGT(MS-Core)-704	Academic Writing	Core Subject	3(3-0)
MGT(MS-XXX)-XXX	Specialization III	Elective 3	3(3-0)
MGT(MS-XXX)-XXX	Specialization IV	Elective 4	3(3-0)
Credit Hours			12
MS-Semester 3 & 4			

MGT(MS-THS)-801	Research/Thesis	Research	6
Credit Hours			6
Total Credit Hours			30-36

Core courses can be selected from any of the courses listed below

6. Areas of Specialization for MS and PhD Management

Department of Management Sciences, SBBU offers specializations in the following five areas:

- Finance
- Marketing
- Human Resource Management
- Sustainable Operations
- Entrepreneurship ¹

Following is the curriculum of MS (Management Sciences) fully in line with HEC guidelines,

CORE COURSES		
Course Code	Course Title	Credit Hrs
MGT(MS-Core)-701	Philosophy of Research	3(3-0)
MGT(MS-Core)-702	Advance Research Methods	3(3-0)
MGT(MS-Core)-703	Advance Econometrics	3(3-0)
MGT(MS-Core)-704	Academic Writing	3(3-0)
MGT(MS-Core)-705	Quantitative and Qualitative Techniques in Research	3(3-0)
MGT(MS-Core)-706	Advance Strategic Management	3(3-0)
MGT(MS-Core)-707	Strategy and Sustainability	3(3-0)
MGT(MS-Core)-708	Introduction to Sustainability	3(3-0)

SPECIALIZATION COURSES (Finance)		
Course Code	Course Title	Credit Hrs
MGT(MS-FIN)-711	Portfolio Theories and Investment Analysis	3(3-0)
MGT(MS-FIN)-712	Advance Corporate Finance	3(3-0)
MGT(MS-FIN)-713	Analysis of Financial Statements	3(3-0)
MGT(MS-FIN)-714	International Financial Management	3(3-0)
MGT(MS-FIN)-715	Financial Risk Management	3(3-0)
MGT(MS-FIN)-716	Entrepreneurial Finance	3(3-0)
MGT(MS-FIN)-717	Behavioral Finance	3(3-0)
MGT(MS-FIN)-718	Macroeconomics and Financial Markets	3(3-0)
MGT(MS-FIN)-719	Seminar in Finance	3(3-0)

¹ The final decision rests with the department and depends on the availability of human resources.

MGT(MS-FIN)-721	Alternative Investments strategies	3(3-0)
MGT(MS-FIN)-722	Financial Modeling	3(3-0)

SPECIALIZATION COURSES (Human Resource Management)		
Course Code	Course Title	Credit Hrs
MGT(MS-HRM)-731	Recruitment and Selection	3(3-0)
MGT(MS-HRM)-732	Training and Development	3(3-0)
MGT(MS-HRM)-733	Performance & Compensation Management	3(3-0)
MGT(MS-HRM)-734	International HRM Management	3(3-0)
MGT(MS-HRM)-735	Case Studies in HRM	3(3-0)
MGT(MS-HRM)-736	Change Management	3(3-0)
MGT(MS-HRM)-737	Performance Management	3(3-0)

SPECIALIZATION COURSES (Marketing)		
Course Code	Course Title	Credit Hrs
MGT(MS-MKT)-741	ConsumerBehavior	3(3-0)
MGT(MS-MKT)-742	Strategic Product and Brand Management	3(3-0)
MGT(MS-MKT)-743	International Marketing	3(3-0)
MGT(MS-MKT)-744	Marketing Research	3(3-0)
MGT(MS-MKT)-745	Strategic Marketing Issues in Business	3(3-0)
MGT(MS-MKT)-746	Issues in Brand Management	3(3-0)
MGT(MS-MKT)-747	Case Studies in Marketing	3(3-0)
MGT(MS-MKT)-748	Marketing Models	3(3-0)
MGT(MS-MKT)-749	Strategic Brand Management Process	3(3-0)

SPECIALIZATION COURSES (Entrepreneurship)		
Course Code	Course Title	Credit Hrs
MGT(MS-ENT)-751	Business Plan Development	3(3-0)
MGT(MS-ENT)-752	Business Environment Studies	3(3-0)
MGT(MS-ENT)-753	Entrepreneurial Finance	3(3-0)
MGT(MS-ENT)-754	Family Business Management	3(3-0)
MGT(MS-ENT)-755	Financial Management in Small Business	3(3-0)
MGT(MS-ENT)-756	Readings in Entrepreneurship	3(3-0)
MGT(MS-ENT)-757	Simulating Business through cases	3(3-0)

SPECIALIZATION COURSES (Sustainable Operations)		
Course Code	Course Title	Credit Hrs
MGT(MS-SOP)-761	Corporate Sustainability: Understanding and Seizing the Strategic Opportunity	3(3-0)
MGT(MS-SOP)-762	Operations and Supply Chains	3(3-0)
MGT(MS-SOP)-763	Globalization and Emerging Markets	3(3-0)

MGT(MS-SOP)-764	Life Cycle Analysis	3(3-0)
MGT(MS-SOP)-765	Global Business	3(3-0)

7. Thesis Submission and Review Policy

All MS scholars should start their preliminary research work from the very first day of their admission. It is always recommended to approach an existing faculty member for supervision and topic selection. The scholar is liable to complete all the requirements of the MS degree on time. In case of delay the department/university is not responsible. The formal steps, guidelines and deadlines are listed below

Step 1: Selection of supervisor

- Initial choice of supervisor rests with the student. He/she should approach a supervisor within the faculty members at Department of Management Sciences, SBBU. The student can also seek guidance from a Co-supervisor and he/she can be from any university.
- Each student should present a signed consent form from his/her supervisor to the office of MS coordinator at the last day of second semester.
- At the start of 3rd semester, the department will arrange GSC meeting to assign supervisors to those students who failed to finalize their supervisor until the end of second semester. The decision of GSC will be final and no further changes will be made.

Change of supervisor

For changing a supervisor the scholar should follow the following steps.

- Scholar has to submit a written application to MS coordinator for change of supervisor. The scholars should present valid reasons.
- Written and signed NOC from existing supervisor.
- Signed consent form from new supervisor.
- Application to GSC for change of supervisor
- Approval from ASRB for change in supervisor

Step 2: Topic selection and Proposal writing

- The choice of topic rests with the student and his respective supervisor. However, it is compulsory that the topic of research must be within the scope of the program. Such that it must come under the umbrella of a particular specialization.
- After successfully completing the requirement of course work the student shall immediately start his research work. In normal circumstances the student shall be able to complete the course work in 02 semesters (01 year).
- The student shall complete a written proposal (fully compliant with department proposal guidelines) in the first two months of his second year in MS.

- After two months of the second year, the student shall request for a GSC meeting regarding his proposal defense.
- After successful defense at GSC, the proposal will be forwarded to ASRB.
- The students should do their best to approve their synopsis from both GSC and ASRB within five months of their second year.
- The entire proposal should be according to the format of department of Management Sciences, which are available, online or can be obtained from the office secretary.

Step 3: Internal Departmental Review

The student should try to complete his/her thesis within the stipulated time. The thesis should be submitted to the Department for internal review. The MS coordinator will send the thesis for blind review. The student will be given 10-20 days for revision. The student should be responsible for any delay.

Step 4: External Review

After the internal review, the student should submit his thesis to examination section through the office of HOD for external review. While submitting the thesis for external review the student must provide the following documents.

1. Plagiarism report duly signed from QEC department of SBBU. A plagiarism report from other sources is not acceptable. The thesis should not contain more than 18% plagiarism while similarity from a single source must not exceed 5%.
2. Proposed names of 05 external examiners. His supervisor, MS coordinator and HOD should do this.
3. Approval of topic and synopsis from ASRB
4. Approval of supervisor from ASRB.
5. A transcript showing his grades in course work

Step 5. Incorporating the external examiners comments

The student should consult his supervisor and acknowledge all the comments of external examiners. The student should complete this task within 15-30 days. Any delay in submitting the revision will not be accepted and all the consequences will be beard by the students. The department will not be liable for any issued caused due to delay in submitting the revision.