



Sukkur Institute of Business Administration
Merit-Quality-Excellence

COURSE SCHEMA
for
Admission in
MS (Management) & **PhD** (Management)
Spring-2014

Specializations:

- HRM
- Marketing
- Finance

MS & PHD PROGRAM IN MANAGEMENT SCIENCES

VISION OF SUKKUR IBA

To become a world class university in the field of management & social sciences, IT, Engineering and Education

MISSION OF SUKKUR IBA

The mission of Sukkur IBA is to contribute and serve community by imparting knowledge through innovative teaching and applied research at the global levels of excellence. We aim to establish and sustain a competitive meritorious environment by strengthening faculty and using state of the art technology to produce graduates with analytical & creative thinking, leadership skills and entrepreneurial spirit, who possess global outlook and are conscious of ethical values

MISSION OF BUSINESS ADMINISTRATION DEPARTMENT

Our business school having global outlook strives to serve community by imparting research-oriented knowledge. We aim to develop and sustain a meritorious culture of continuous improvement that encourages leadership, entrepreneurial capacity, global sustainability, and ethical consciousness in our graduates to flourish and contribute meaningfully to society

MS IN MANAGEMENT SCIENCES PROGRAM GOALS

Our students should be able to:

1. explore and analyze contemporary management concepts and theories in the areas of particular interest
2. identify the major stream of research in the area of particular interest and contribute in that area
3. demonstrate basic problem solving and technical skills related to business management
4. use latest computer technologies/software related to their area of research
5. work in collaborative and interdisciplinary contexts
6. communicate effectively
7. examine personal and community values and ethical dimensions of business management

MS IN MANAGEMENT SCIENCES PROGRAM GOALS & OBJECTIVES

1. Explore and analyze contemporary management concepts and theories in the areas of particular interest.

- Students will be compatible with current market requirements.
- Students will be able to work in diverse situations by developing insights in core business management concepts.
- Students will be able to provide solutions to contemporary business problems both in local & International organizations.

2. Identify the major stream of research in the field of particular interest and contribute in that area

- Graduates who possess analytical skills to identify emerging research opportunities.
- Students will possess both quantitative and qualitative research skills.
- Students will be able to provide practical solutions to the problems faced by the society.

3. Demonstrate basic problem solving and technical skills related to business management

- Students will be able to generate multiple solutions and pick the most optimized solution
- Students will work and excel in the challenging environment

4. Use latest computer technologies/software related to their area of research

- Students will be able to use analytical computer softwares related to their research
- Students will be able to use latest editing and referencing softwares related to their research

5. Work in collaborative and interdisciplinary contexts

- Students will be able to synchronize their research with related disciplines
- Students will be able to conduct interdisciplinary research

6. Communicate effectively

- Students will be able to produce a well written research work
- Students will be able to present & defend their research findings

7. Examine personal and community values and ethical dimensions of business management

- Students will be able to align their personal values with community values
- Students will be able to conduct their research according to the socio-cultural norms of the society

MS IN MANAGEMENT SCIENCES PROGRAM DETAIL

Duration: Minimum 2 years & Maximum 4 years

Semesters: 04

Credit Hours: 30

Sukkur IBA offers MS program in Management Sciences. In this program, specializations include **Human Resource Management, Marketing, and Finance**. The minimum duration of completion of MS is 2 years and maximum duration is 4 Years. The prime objective of this programme is to prosper, flourish and extend the great knowledge and traditions of Management Sciences through rigorous research and dedicated education in order to benefit society and the country.

ELIGIBILITY CRITERIA FOR ADMISSION

- BBA 4 years programme 124 – 136 Credit Hours with minimum CGPA of 2.2.
- 16-years of education in related fields with first division from a HEC recognized University/Institution.
- Candidate must have passed the NTS test before applying for admission.
- Candidate must appear in Sukkur IBA Admission test for MS/M.Phil. The test is composed of:
 - 50% from related subject
 - 25% from English
 - 25% Mathematics.

DISTRIBUTION OF CREDIT HOURS FOR MS

Category of Area	Credit Hours
Core Courses	18
Elective Courses	06
MS Thesis	06
Total Credit Hours	30

CORE COURSES FOR MS PROGRAM

Course Code	Course Title	Credit Hours
ECO-601	Microeconomics for Competitiveness	03
MKT-601	Advanced Research Methods	03
MGT-601	Strategic Management and Innovation	03
STS-601	Qualitative Research Techniques with ATLAS.ti	03

STS-602	Quantitative Research Techniques with SPSS	03
ECO-602	Applied Econometrics	03
*ENG-601	Scientific Report Writing	00
*MTS-601	Business Calculus & Statistical Inferences	00
	Total Credit Hours	18

Note: *This deficiency course may be offered to students to strengthen their knowledge & skills in the selected areas.

SEMESTER WISE PLAN FOR MS (MANAGEMENT SCIENCES)

SEMESTER-I (06 CREDIT HOURS)

Course Code	Course Title	Credit Hours
ECO-601	Microeconomics for Competitiveness	03
MKT-601	Advanced Research Methods	03
*ENG-601	Scientific Report Writing	00
*MTS-601	Business Calculus & Statistical Inferences	00
	Total Credit Hours	06

SEMESTER-II (12 CREDIT HOURS)

Course Code	Course Title	Credit Hours
STS-602	Quantitative Research Techniques with SPSS	03
ECO-602	Applied Econometrics	03
STS-601	Qualitative Research Techniques with ATLAS.ti	03
	Elective I	03
	Total Credit Hours	12

SEMESTER-III (06 CREDIT HOURS)

Course Code	Course Title	Credit Hours
MGT-601	Strategic Management and Innovation	03
	Elective II	03
	Thesis proposal	00
	Total Credit Hours	06

SEMESTER-IV (06 CREDIT HOURS)

Course Code	Course Title	Credit Hours
	Thesis	06
	Total Credit Hours	06

Note:

- Maximum duration for submission of the thesis proposal and getting approved by the Doctoral Committee is **Three Months** from the date of Registration
- Minimum duration for Thesis completion is 6 months and maximum duration is 12 months. In case of exceed, the candidate will have to get approval from the Doctoral Committee and he/she will have to pay fees also.

MS IN MANAGEMENT SCIENCES DEGREE REQUIREMENTS

For the completion of MS degree, the candidate must fulfill the following requirements:

- Candidate must secure minimum 2.2 CGPA
- Candidate must submit the thesis and defend his/her thesis. The thesis must be approved by internal and external examiners.
- Candidates must have cleared NTS GAT (General) test.

POLICIES

- **Drop-out Policy**
There will be no drop-out concept in MS program and candidates can repeat/re-sit in course(s) and complete the degree in maximum four years with minimum Cumulative GPA of 2.2 (on a scale of 4).
- **Course Withdrawal Policy**
 - Students can withdraw from any registered course(s) after taking maximum classes of 12 credit hours of that course(s)
 - Withdraw course(s) will not be mentioned in the transcript of the student.
 - Fee of withdrawal course(s) will be adjusted / refunded to the students.
 - In case of attending any course for more than 12 credit hours, full fee of the course will be charged.
- **Attendance Policy**
The scholars are allowed for not more than 6 (Six) absences in the course of a regular semester.

FEE STRUCTURE

Admission Fee (Non-refundable)	Rs. 15, 000/-
Per Course Fee	Rs. 12, 000/-
Thesis Fee	Rs. 24, 000/-

ELECTIVE COURSES FOR MS IN MANAGEMENT SCIENCES

NOTE: All elective courses are of equivalent 03 credit hours.

***MARKETING**

MKT 651	International Marketing Strategy
MKT 652	Quantitative Research in Marketing
MKT 653	Marketing Theory and Practice
MKT 654	Consumer Behavior: and Marketing Strategy
MKT 655	Seminar in Marketing
MKT 656	Behavioral Decision Marketing
MKT 657	Marketing Issues in Pakistan
MKT 658	Applied Corporate Brand Management
MKT 659	Building Models for Marketing Decisions
MKT 660	Applied Marketing Analytics
MKT 661	Structural Equation Modeling in Marketing Research

*These elective courses will be offered on the availability of course instructors and the number of students registered for the course.

***FINANCE**

FIN 651	Advanced Corporate Finance
FIN 652	Financial Derivatives and Risk Management
FIN 653	Financial Theory and Corporate Policy Decision
FIN 654	Advanced Topics in International Finance
FIN 655	Financial Econometrics
FIN 656	Behavioral Finance
FIN 657	Dynamics Asset Pricing Theory
FIN 658	Financial Economics
FIN 659	Forecasting Financial Time Series
FIN 660	SMEs and Rural Finance
FIN 661	Structural Equation Modeling in Financial Research

*These Elective Courses will be offered on the availability of course instructors and the number of students registered for the course.

***HUMAN RESOURCE DEVELOPMENT**

HRM 651	Human Resource Management: Concepts and Applications
HRM 652	HRM Strategic Integration and Organizational Performance
HRM 653	Human Resource Development
HRM 654	Leadership in Organization: Theory and Practices
HRM 655	Managing Employee-Employer Relationship through Psychological Contract
HRM 656	Corporate Social Responsibility
HRM 657	Negotiation Analysis
HRM 658	Human Resource Accounting
HRM 659	Change Management & Innovation
HRM 660	Advanced Performance Management
HRM 661	Structural Equation Modeling in HRM Research

*These Elective Courses will be offered on the availability of course instructors and the number of students registered for the course.

PHD IN MANAGEMENT SCIENCES

PHD IN MANAGEMENT SCIENCES PROGRAM GOALS

Our students should be able to:

1. acquire advanced and in-depth knowledge in the specialized field to develop their own concepts resulting into knowledge creation
2. apply their conceptual knowledge for the betterment of community
3. have excellent research capability to contribute to their academic societies
4. work in collaborative and interdisciplinary contexts with ethical integrity
5. have capability to develop well written and well reviewed piece of research

PHD IN MANAGEMENT SCIENCES PROGRAM GOALS & OBJECTIVES

- 1. Acquire advanced and in depth knowledge in the specialized field to develop their own concepts resulting into knowledge creation**
 - Student will acquire in-depth theoretical knowledge in specialized discipline
 - Students keep themselves abreast of growing related literature in their respective research fields
 - Students will aim to conduct a rigorous research that aims at addressing a specific problem of the society
- 2. Apply their conceptual knowledge for the betterment of community**
 - Students will be able of utilizing conceptual knowledge in building theoretical models of research that will be beneficial for the society
 - Students will be able to identify, define, and provide solutions for the key societal problems
- 3. Have excellent research capability to contribute to their academic societies**

- Students will learn and share current research interests and issues through collaboration
- Students research work will enhance their contribution in the academic research

4. Work in collaborative and interdisciplinary contexts with ethical integrity

- Students will be able to synchronize their research with related disciplines
- Students will be able to conduct interdisciplinary research

5. Have capability to develop well written and well reviewed piece of research

- Students will be able to produce a well written research work
- Students will be able to present & defend their research findings.

PHD IN MANAGEMENT SCIENCES PROGRAM DETAIL

Duration:	Minimum 03 Years & Maximum 05 years
Semesters:	06
Credit Hours:	48

ELIGIBILITY CRITERIA FOR PHD

- Candidate must have 18 years of education (MS/M.Phil/MBA) in relevant field with minimum of 70% or 3.0 CGPA from the HEC recognized university/institution
- Candidate have passed international subject GRE/NTS (GAT-Subjective) subject test.
- Candidate must appear in Sukkur IBA Admission test for PhD. The test is composed of:
 - 50% from related subjects
 - 25% from English
 - 25% from Mathematics

DESIGN OF THE PROGRAM

PHD in management sciences program mainly focuses on the areas of the specialization, i.e., **Finance, Marketing, & HRM**. In this program students have to take four elective courses and two seminars/independent studies from their selected area of specialization. The students will choose the electives on the recommendation of the supervisor that will be allocated to students on the very first day of admission.

POLICIES

➤ **Admission Policy in PhD Program**

- Applicant who has MS with course shall be given provisional admission in Sukkur IBA's PhD program that he/she can make at least one research publication in HEC recognized research journal with approval of the Doctoral Committee or submit and defend one research based Mini- Thesis before Doctoral Committee,
- The candidate will have to complete either condition within one year from the date of admission in PhD Program.

➤ **Drop-out Policy**

There will be no drop-out concept in MS program and candidates can repeat/re-sit in course(s) and complete the degree in maximum four years with minimum Cumulative GPA of 2.5 (on a scale of 4)

➤ **Course Withdrawal Policy**

- Students can withdraw from any registered course(s) after taking maximum classes of 12 credit hours of that course(s)
- Withdraw course(s) will not be mentioned in the transcript of the student.
- Fee of withdrawal course(s) will be adjusted / refunded to the students.
- In case of attending any course for more than 12 credit hours, full fee of the course will be charged.

➤ **Attendance Policy**

The scholars are allowed for not more than 6 (Six) absences in the course of a regular semester.

DISTRIBUTION OF CREDIT HOURS

Category of Area	Credit Hours
4-Elective Courses	12
*2-Seminars in related specialization	06
Dissertation	30
Total Credit Hours	48

Note: *The student of PhD will write a research paper in their respective fields to complete the credit hours of the course Seminar-I/II, and will have to present it in front of the Doctoral Committee.

FIRST YEAR

SEMESTER-I (FIELD-I)

Course Code	Course Title	Credit Hours
	Elective I	03
	Elective II	03
	*Seminar-I	03
	Total Credit Hours	09

SEMESTER-II (FIELD-II)

Course Code	Course Title	Credit Hours
	Elective III	03
	Elective IV	03
	*Seminar-II	03
	Total Credit Hours	09

NOTE: The elective courses can be selected from the list given in the end.

SECOND YEAR

SEMESTER-III

Course Code	Course Title	Credit Hours
	Comprehensive Exam	
	Writing of Research Proposal for PhD Dissertation	
	First Seminar of PhD Proposal	

SEMESTER-IV

Course Code	Course Title	Credit Hours
	Dissertation	

THIRD YEAR

SEMESTER-V & VI

Course Code	Course Title	Credit Hours
	Dissertation	

PhD DEGREE REQUIREMENTS

For the completion of PhD degree, the candidates must fulfill the following requirements.

- The candidate must pass the PhD Comprehensive Examination after the completion of course work. The Comprehensive Examination will be conducted by the Doctoral Committee.
- The candidate of PhD program must have their research work conducted at Sukkur IBA and the research should be accepted by and published in the HEC recognized journals. It is also necessary that the research must be accepted prior to the final dissertation defense.
- The Ph.D. dissertation draft will be sent to overseas to three external examiners, after it is approved by Ph.D. Doctoral Committee.

- After the positive comments by the two external examiners, the candidate will be asked to appear for his Ph.D. dissertation defense by making a formal presentation of his Ph.D. dissertation to the Doctoral Committee.

ELECTIVE COURSES FOR PHD IN MANAGEMENT SCIENCES

NOTE: All elective courses are of equivalent credit hours 03 hours.

***MARKETING**

MKT 751	International Marketing Strategy
MKT 752	Quantitative Research in Marketing
MKT 753	Marketing Theory and Practice
MKT 754	Consumer Behavior: and Marketing Strategy
MKT 755	Seminar in Marketing
MKT 756	Behavioral Decision Marketing
MKT 757	Marketing Issues in Pakistan
MKT 758	Applied Corporate Brand Management
MKT 759	Building Models for Marketing Decisions
MKT 760	Applied Marketing Analytics
MKT 761	Structural Equation Modeling in Marketing Research

*These Elective Courses will be offered on the availability of course instructors and the number of students registered for the course.

***FINANCE**

FIN 751	Advanced Corporate Finance
FIN 752	Financial Derivatives and Risk Management
FIN 753	Financial Theory and Corporate Policy Decision
FIN 754	Advanced Topics in International Finance
FIN 755	Financial Econometrics
FIN 756	Behavioral Finance
FIN 757	Dynamics Asset Pricing Theory
FIN 758	Financial Economics
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***HUMAN RESOURCE DEVELOPMENT**

HRM 751	Human Resource Management: Concepts and Applications
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