BUITEMS
Quality & Excellence in Education

Prospectus
Faculty of Management Sciences

Balochistan University of Information Technology Engineering & Management Sciences
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Faculty of Management Sciences
FOREWORD

Keeping in view the pivotal geographical position of Pakistan in the region, it can safely be asserted that there is immense potential of the country’s economic development. The process of economic development needs not only investment on the part of the entrepreneurs but also trained and competent human resources with up-to-date knowledge of the current global trends. The Faculty of Management Sciences at BUITEMS serves the diverse needs of developing capable human resources in various functional areas of management and has been living up to the high expectations since September, 2002. Thus it is one of the pioneer faculties of the university.

The faculty is producing well-motivated, self-confident and knowledgeable graduates since Spring 05 and the feedback received from the job market has been heart warming. The focus of study programs at the faculty has been on the development of analytical contemplative approach with critical understanding of the crucial management issues and solution of professional issues through viable management practices and corporate governance, and our graduates and post graduates have impressed the employers with their competence and expertise everywhere.

The Faculty of Management Sciences at BUITEMS realizes that the educational needs of Business Management studies have to be continuously updated as the
organizational and leadership needs of organizations and business institutions are constantly changing. We ensure that highest possible standards of quality education are imperatively maintained in order to keep up our reputation and renown as a premier seat of learning.

The students joining the faculty have the assurance of being equipped with the qualities of hard work, high academic performance, deep-rooted commitment and groomed up talents. We are committed to providing an environment conducive to the flourishing of the potentials of our youth. I hope their experience of studentship at the university would be most rewarding and worth mentioning.

Engr. Ahmed Farooq Bazai
Vice Chancellor, BUITEMS, Quetta
Pro Vice Chancellor’s Message

Prof. Dr. M.A. K. Malghani

The faculty of Management Sciences has played a significant role in the credibility and identity of BUITEMS as a leading recognized institution of learning. Not only that the faculty can duly claim to have prominent share in the provincial and national business providers and leaders of business management in public and private sectors, it is committed to fulfill the demands of the modern society in response to the change and requirements of quickly expanding knowledge including training in modern subjects.

The Faculty also has an eye on the future-building of the youth and undertaking the full responsibility and duty as an institution of twenty first century. That is why its popularity and acceptance among the students and society is increasing day by day. Its leadership both in faculty as well as students is one of the best. In addition the faculty has also established department of environmental management and policy, contributing substantially in training researchers and leaders committed to protect environment, without sacrificing sustainable development.

I am confident that friends of the faculty will keep on supporting us for achieving our objectives together for translating the vision and goals of the university into reality.
Dean's Message
Prof. Barkat Ali

This exclusive Prospectus of the Faculty of Management Sciences (FMS) is designed to provide all facts and salient features of the Faculty and gives valuable information. The Faculty of Management Sciences is the leading faculty of BUITEMS. The faculty offers high quality education in all major areas of Management Sciences. FMS develops successful managers and leaders who use their insight to change fundamentally the way business is done. The FMS understands that as the organizational and leadership needs of companies today are changing constantly, so are the educational requirements of Business and Management graduates. We aim at operating to the highest standards in all we do.

The Balochistan University of Information Technology, Engineering and Management Sciences is located in Quetta, probably the most diverse and lively city in the province and offers a stimulating environment for academic work.

Those who enroll in our program or come to work at the faculty have the assurance that they are a part of the community that provides challenging and highly enjoyable experiences. Such experiences and lessons help students advance their talents and capabilities for ultimate success in their careers.
I feel particularly honored to be a part of BUITEMS as Dean. I look forward to working with you as we further consolidate our position as one of renowned Management Sciences Faculties, in the country.

The opportunities available here, can be matched with the best you can think of and the caliber and quality of students, faculty and alumni would be ideal. I invite you to join us and discover for yourself the great taste of FMS Education.
VISION

The Faculty of Management Sciences will be nationally and internationally known for scholarly excellence in management, education and research. In collaboration with business, industry, government, universities and the community, the Faculty will be a catalyst in the process of social change and economic development through creation and dissimination of knowledge of the highest standards in Pakistan and the region.

MISSION STATEMENT

The Faculty of Management Sciences is committed to develop student's presentation skills, analytical thinking faculties and critical understanding of management issues and solutions through imparting high quality education in various disciplines of Management Sciences along with growing portfolio of research designed to influence managerial policies, management practices and corporate governance. In addition, the faculty aims at producing professional managers of high caliber, competence and expertise to meet the demands of on-going globalization, thus contributing productively, responsibly, and ethically to the achievement of national and international development goal.
INTRODUCTION

The economy of Pakistan is agrarian. Concerted efforts are being made to transform the agrarian base of economy to the industrial one. The process of industrialization is taking place at an accelerated pace. Multinational corporations are attracted to make investment in various sectors of economy. Special attention is being given to exploit industrial potentials to pave way for accelerated economic development in Pakistan. The process of economic development needs trained managerial resources and excellent expertise in business and public management. But there is dearth of trained managerial talents and skilled human resource in Pakistan.

Considering the challenges of management in today's globalizing economy and the diverse needs of developed human resources in various functional areas of management in Pakistan, the BUITEMS established the Faculty of Management Sciences in September 2002, with the ambition of producing professional managers of high calibre to serve public and private sectors. The faculty has established the following Departments:

- Department of Management Sciences
- Department of Economics
- Department of Environmental Management & Policy

With regard to mutual sharing of knowledge & experience, high value for creative thought and working in innovative collaboration, the faculty strives to create and maintain stimulating intellectual environment to excel in management education, research and professionalism. The faculty seeks to sustain its achievements through work devotion, highest academic performance, commitment, staff recognition, talent nurturing and students potential grooming.

The Faculty attracts a capable student body with diverse demographic profile from the remote areas of the country, with priority to the students from Balochistan. The student community from all walks of life enriches the Faculty with lively intellectual environment and makes it the Faculty of choice. The faculty provides a forum for a rich cross-fertilization of ideas and a valuable national networking opportunity.

Inshallah, by the year 2020, the faculty will be nationally and internationally known for scholarly excellence in management education and research. In collaboration with business, industry, government, Universities and the community, the Faculty is to be a catalyst in the process of social change and economic development through creation and dissemination of knowledge of the highest standards in Pakistan and the region.
ACADEMIC PROGRAMS AND CURRICULUM

To achieve its educational mission, the FMS has developed market-focused academic programs and curriculum for students to learn management in business society. The Faculty of Management Sciences offers the following study programmes.

1. Undergraduate Programs
   * BS (Business Administration)
   * BS (Economics)

2. Graduate Programs
   * Master of Business Administration
   * Master of Business Administration (Banking & Finance)
   * Master of Business Administration (3-Year) (Self Support, Evening Program)
   * Master of Business Administration (For 4-year BBA (Hon) / BS (BA) graduates)
   * Master of Business Administration (After 14/16-year Education other than BBA (Hon) /BS (BA)(Self Support afternoon Program)
   * MS (Environmental Management & Policy)

3. Ph.D Programs
   * Ph.D (Environmental Management & Policy)
Department of Management Sciences

BS (Business Administration)

This is an eight-semester program, designed to equip the students with sound conceptual and theoretical academic background so that they may cope with further programmes of advanced studies with confidence.

1. Admission Criteria

The candidates seeking admission to BS (BA) Program must meet the following eligibility criteria.

* Intermediate or equivalent with at least second division from any recognized Board / University in Pakistan / Foreign University.
* Qualifying aptitude test with at least desirable percentage as decided by the Admissions Committee.
* Compulsory appearing in an interview on the date / time as scheduled by the university.

2. Degree Requirements

* Successful completion of 43 courses of 127 credit hours plus research project of 3 credit hours.
* Completion of Internship.
* Minimum CGPA of two (2).

First Semester

<table>
<thead>
<tr>
<th>Subject</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>HUM-101</td>
<td>Islamic Studies (2 + 0)</td>
</tr>
<tr>
<td>HUM-167</td>
<td>Freshmen English – I (3 + 0)</td>
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<tr>
<td>ACCT-102</td>
<td>Fundamentals of Accounting (3 + 0)</td>
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<tr>
<td>IT-204</td>
<td>Information Technology in Business (2 + 1)</td>
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<td>HUM-136</td>
<td>Introduction to Psychology (3 + 0)</td>
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Second Semester

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<td>HUM-269</td>
<td>Freshmen English – II (3 + 0)</td>
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<tr>
<td>HUM-102</td>
<td>Pakistan Studies (2 + 0)</td>
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<tr>
<td>MATHp-103</td>
<td>Business Mathematics (3 + 0)</td>
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<td>ECON-101</td>
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### Third Semester

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<tr>
<td>ACCT-201 Financial Accounting</td>
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<td>HUM-263 Business Communication</td>
<td>(3 + 0)</td>
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<tr>
<td>ECON-102 Principles of Macroeconomics</td>
<td>(3 + 0)</td>
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<td>HUM-104 Introduction to Sociology</td>
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<td>FIN-202 Introduction to Business Finance</td>
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### Fourth Semester

<table>
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<tbody>
<tr>
<td>ACCT-305 Cost Accounting</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>FIN-205 Money and Banking</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>MKTG-203 Fundamentals of Marketing</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>MATHp-166 Calculus</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>HUM-303 Introduction to Logic</td>
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### Fifth Semester

<table>
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<th>Subject</th>
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<tr>
<td>FIN-304 Financial Management</td>
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</tr>
<tr>
<td>MKTG-305 Marketing Management</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>HRM-201 Human Resource Management</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>IT-314 Management Information System</td>
<td>(2 + 1)</td>
</tr>
<tr>
<td>STAT-205 Business Statistics -I</td>
<td>(3 + 0)</td>
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<tr>
<td>ECON-107 Pakistan Economy</td>
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### Sixth Semester

<table>
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<td>MKTG-303 Consumer Behavior</td>
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<td>Law-202 Business Law</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>IT-312 E-Commerce</td>
<td>(2 + 1)</td>
</tr>
<tr>
<td>MGMT-301 Corporate Ethics and Social Responsibility</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>STAT-603 Business Statistics -II</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>MGMT-304 Organizational Behavior</td>
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### Seventh Semester

<table>
<thead>
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<th>Credit Hours</th>
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<td>RES-301 Business Research Methods</td>
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</tr>
<tr>
<td>MGMT-312 International Business Management</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>ACCT-205 Taxation Issues and Practices in Pakistan</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>MGMT-311 Project Management</td>
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<tr>
<td>Elective I</td>
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<tr>
<td>Elective II</td>
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Courses of Study

Eighth Semester

<table>
<thead>
<tr>
<th>Subject</th>
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<tbody>
<tr>
<td>CS-331 Database Management System</td>
<td>(2 + 1)</td>
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<td>MGMT-309 Total Quality Management</td>
<td>(3 + 0)</td>
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<tr>
<td>MGMT-201 Entrepreneurship</td>
<td>(3 + 0)</td>
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<tr>
<td>Elective III</td>
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<tr>
<td>Elective IV</td>
<td>(3 + 0)</td>
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<tr>
<td>RES-401 Research Projects</td>
<td>(3 + 0)</td>
</tr>
</tbody>
</table>

NOTE: The above semester wise course allocation can be changed subject to the availability of relevant faculty and pre requisites of the course.
**Master in Business Administration**

This is a four-semester programme with specialization in Finance, Marketing, Human Resource Management, conducted in the morning. The department also intends to offer specialization in Banking, Accounting, and Entrepreneurship. The programme is meant to develop business managers to meet the emerging challenges of transactional management.

1. **Admission Criteria**

Candidates seeking admission to MBA Program must meet the following eligibility criteria.

- Graduation in Arts, Science, Commerce or Business Administration with at least second division from a recognized University.
- Graduates having qualified in the current session and examination of the session preceding the current session.
- The candidates shall have to qualify the aptitude test by securing minimum marks as determined by the Admissions Committee.
- The Candidates may be asked to appear for an interview. If a candidate fails to appear before the Admissions Committee for written test and an interview on the fixed date and time, he/she shall not be considered for admission.

2. **Degree Requirements**

- Successful completion of twenty three (23) courses, each course of 3 credit hours, offered by the FMS.
- A research project of 3 credit hours
- Completion of internship
- Qualifying the comprehensive examination, obtaining 50% marks
- Minimum CGPA of 2 (Two).

**Courses of Studies**

<table>
<thead>
<tr>
<th>First Semester</th>
<th>Course Code</th>
<th>Subject</th>
<th>Credit Hours</th>
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<tr>
<td></td>
<td>MKTG-203</td>
<td>Fundamentals of Marketing</td>
<td>(3 + 0)</td>
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<tr>
<td></td>
<td>ACCT-203</td>
<td>Financial Accounting</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td></td>
<td>MGMT-206</td>
<td>Principles of Management</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td></td>
<td>HUM-263</td>
<td>Business Communication</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td></td>
<td>STAT-208</td>
<td>Business Mathematics &amp; Statistics</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td></td>
<td>IT-204</td>
<td>Information Technology in Business</td>
<td>(2 + 1)</td>
</tr>
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</table>
### Second Semester

<table>
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<tr>
<th>Course Code</th>
<th>Subject</th>
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<tbody>
<tr>
<td>MKTG-305</td>
<td>Marketing Management</td>
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<tr>
<td>ACCT-302</td>
<td>Cost &amp; Management Accounting</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>MGMT-206</td>
<td>Statistical Inference</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>ECON-101</td>
<td>Principles of Micro -Economics</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>STAT-208</td>
<td>Introduction to Business Finance</td>
<td>(3 + 0)</td>
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<tr>
<td>IT-204</td>
<td>Management Information System</td>
<td>(3 + 0)</td>
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### Third Semester

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Subject</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>FIN-304</td>
<td>Financial Management</td>
<td>(3 + 0)</td>
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<tr>
<td>HRM-201</td>
<td>Human Resource Management</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>ECON-102</td>
<td>Principles of Macro- Economics</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>RES-301</td>
<td>Business Research Methods</td>
<td>(3 + 0)</td>
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<tr>
<td>Elective- I</td>
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<td>(3 + 0)</td>
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<td>Elective- II</td>
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### Fourth Semester

<table>
<thead>
<tr>
<th>Course Code</th>
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<tbody>
<tr>
<td>MGMT-401</td>
<td>Strategic Management</td>
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<td>Organizational Behavior</td>
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<tr>
<td>MGMT-201</td>
<td>Entrepreneurship</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>Elective - III</td>
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<td>(3 + 0)</td>
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<tr>
<td>Elective – IV</td>
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<tr>
<td>RES-401</td>
<td>Research Project</td>
<td>(3 + 0)</td>
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</table>

**NOTE:** The above semester wise course allocation can be changed subject to the availability of relevant faculty and pre requisites of the course.
Master in Business Administration (Banking & Finance)

This is a four-semester study program, spread over a period of two years. The program has been designed to impart focused professional education in the field of banking and finance. The participant of this program would have an in-depth understanding of the core banking functions and allied subjects of crucial importance to executive development. The program is conducted in the morning.

1. **Admission Criteria**
   Candidates seeking admission to MBA Program must meet the following eligibility criteria.

   - Graduation in Arts, Science, Commerce or Business Administration with at least second division from a recognized University.
   - Graduates having qualified in the current session and examination of the session preceding the current session.
   - The candidate shall have to qualify the aptitude test by securing minimum marks as determined by the Admissions Committee.
   - The Candidates may be asked to appear for an interview. If a candidate fails to appear before the Admissions Committee for written test and interview on the fix date and time, he/she shall not be considered for admission.

2. **Degree Requirements**

   - Successful completion of twenty four (24) courses, each course of 3 credit hours, offered by the FMS.
   - OR
     Successful completion of twenty three (23) courses, each course of 3 credit hours plus research project of 3 credit hours.
   - Completion of internship
   - Qualifying the comprehensive examination, obtaining 50% marks
   - Minimum CGPA of 2 (Two)
# Courses of Study

## First Semester

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Subject</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>HUM-263</td>
<td>Business Communication</td>
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<tr>
<td>MGMT-203</td>
<td>Management Theory and Practice</td>
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</tr>
<tr>
<td>ECON-203</td>
<td>Economics</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>STAT-208</td>
<td>Business Mathematics &amp; Statistics</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>IT-202</td>
<td>Information Technology in Banks</td>
<td>(2 + 1)</td>
</tr>
<tr>
<td>ACCT-201</td>
<td>Accounting for Business Enterprises</td>
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## Second Semester

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<tbody>
<tr>
<td>LAW-201</td>
<td>Banking Law and Practice</td>
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<td>FIN-201</td>
<td>Agricultural and Small Business Finance</td>
<td>(3 + 0)</td>
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<tr>
<td>MKTG-202</td>
<td>Marketing of Financial Services</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>HRM-202</td>
<td>Human Resource Management &amp; Development</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>ACCT-301</td>
<td>Accounting for Financial Institutions</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>FIN-304</td>
<td>Financial Management</td>
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## Third Semester

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<tbody>
<tr>
<td>MGMT-308</td>
<td>Strategic Management in Banks</td>
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<td>BANK-302</td>
<td>Credit Management</td>
<td>(3 + 0)</td>
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<tr>
<td>ECON-302</td>
<td>Monetary Economics</td>
<td>(3 + 0)</td>
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<td>RES-301</td>
<td>Business Research Methods</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>FIN-306</td>
<td>Financial Statement Analysis</td>
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<td>FIN-307</td>
<td>International Trade Finance and Foreign Exchange</td>
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## Fourth Semester

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<tr>
<td>BANK-301</td>
<td>Central Banking</td>
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<tr>
<td>FIN-309</td>
<td>Investment and Portfolio Management</td>
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<tr>
<td>MGMT-306</td>
<td>Project Planning and Evaluation</td>
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</tr>
<tr>
<td>BANK-303</td>
<td>Islamic Banking</td>
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<tr>
<td>LAW-203</td>
<td>Commercial Law</td>
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<tr>
<td>ECON-302</td>
<td>Managerial Economics</td>
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**NOTE:** The above semester wise course allocation can be changed subject to the availability of relevant faculty and pre requisites of the course.
Master in Business Administration
(3-Years, Evening) (Self Support)

This is a six-semester programme conducted for in-service personnel to enhance their professional expertise. The program is conducted in the evening.

1. Admission Criteria
   The candidate seeking admission to MBA (Evening) Program must:
   - Be a graduate with at least 2nd division from any accredited University.
   - Be employed in any public or private organization.
   - Have to qualify the entry test and to appear before the Admissions Committee for an interview on the specified date and time.

2. Degree Requirements
   - Successful completion of twenty three (23) courses, each course of 3 credit hours, offered by the FMS.
   - A research project of 3 credit hours
   - Qualifying the comprehensive examination, obtaining 50% marks
   - Minimum CGPA of 2 (Two).

Courses of Study

<table>
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<th>First Semester</th>
<th>Course Code</th>
<th>Subject</th>
<th>Credit Hours</th>
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<tr>
<td></td>
<td>MGMT-206</td>
<td>Principles of Management</td>
<td>(3 + 0)</td>
</tr>
<tr>
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<tr>
<td></td>
<td>STAT-208</td>
<td>Business Mathematics &amp; Statistics</td>
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<td>Information Technology in Business</td>
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<table>
<thead>
<tr>
<th>Second Semester</th>
<th>Course Code</th>
<th>Subject</th>
<th>Credit Hours</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>STAT-404</td>
<td>Statistical Inferences</td>
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<td>(3 + 0)</td>
</tr>
<tr>
<td></td>
<td>ECON-101</td>
<td>Principles of Micro -Economics</td>
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### Third Semester

<table>
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<tr>
<td>ACCT-305</td>
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<td>Financial Management</td>
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<tr>
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### Fourth Semester

<table>
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</tr>
<tr>
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### Fifth Semester

<table>
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</tr>
<tr>
<td></td>
<td>Elective-I</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td></td>
<td>Elective-II</td>
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### Sixth Semester

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<td>Elective-III</td>
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<td>Elective-IV</td>
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</tr>
<tr>
<td>RES-401</td>
<td>Research Project</td>
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</table>

**NOTE:** The above semester wise course allocation can be changed subject to the availability of relevant faculty and pre requisites of the course.
Master in Business Administration
(For Four-Year BBA (Hon)/BS (BA) Graduates)

MBA after four year BS/BA is of 33 credit hours. The program is offered in morning to the students who have done four-year Bachelor of Business Administration

1. Admission Criteria

- Graduates having four-year BBA (Hon)/BS (Business Administration) with at least CGPA of 2.5 from a recognized university.
- Graduate having qualified in the current session and the examination of the session preceding the current session
- The candidate shall have to qualify the aptitude test by securing minimum marks as determined by the Admissions Committee.
- The candidate may be asked to appear for an interview.

If a candidate fails to appear before the Admissions Committee for written test and interview on the fixed date and time, he/she shall not be considered for admission.

2. Degree Requirements

- Successful completion of 10 courses, each course of 3 credit hours.
- Internship/Research Project of 3 credit hours
- Qualifying the comprehensive examination, obtaining 50% marks
- Minimum CGPA of 2 (Two).

Courses of Study

<table>
<thead>
<tr>
<th>First Semester</th>
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</thead>
<tbody>
<tr>
<td>Course Code</td>
</tr>
<tr>
<td>ACCT-401</td>
</tr>
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<tr>
<td>ECON-302</td>
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# Second Semester

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<tr>
<td>RES-601</td>
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<tr>
<td>MGMT-401</td>
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<tr>
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</tr>
<tr>
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<td>Elective – III</td>
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<td></td>
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# Third Semester

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
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</table>

**NOTE:** The above semester wise course allocation can be changed subject to the availability of relevant faculty and pre requisites of the course.
Master in Business Administration 2 years Program (For 14/16-Year Education other than BBA(Hon)/BS(BA))

Eligibility Criteria for Admission
Candidates seeking admission to MBA 2-Years Program (self support afternoon for 14/16-years education other than BBA(Hon)/BS(BA)) must meet the following eligibility criteria

- Be a graduate with at least 2nd division from any accredited University
- Candidates who have minimum of 4 years of education after Intermediate, and obtained professional degrees like B.Sc./B.E. (Engineering), B.Sc. Agriculture, LLB, or 4 years BA / BS program / MBBS or Masters Degree in any discipline.

2. Degree Requirements
- Successful completion of twenty three (23) courses, each course of 3 credit hours, offered by the FMS.
- A research project of 3 credit hours
- Completion of internship
- Qualifying the comprehensive examination, obtaining 50% marks
- Minimum CGPA of 2 (Two).

Courses of Study

First Semester

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Subject</th>
<th>Credit Hours</th>
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<tbody>
<tr>
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<tr>
<td>ACCT-203</td>
<td>Financial Accounting</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>MGMT-206</td>
<td>Principles of Management</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>HUM-263</td>
<td>Business Communication</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>STAT-208</td>
<td>Business Mathematics &amp; Statistics</td>
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<tr>
<td>IT-204</td>
<td>Information Technology in Business</td>
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Second Semester

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Subject</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKTG-203</td>
<td>Marketing Management</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>ACCT-203</td>
<td>Cost &amp; Management Accounting</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>MGMT-206</td>
<td>Statistical Inference</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>HUM-263</td>
<td>Principles of Micro -Economics</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>STAT-208</td>
<td>Introduction to Business Finance</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>IT-204</td>
<td>Management Information System</td>
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</table>
### Prospectus: Faculty of Management Sciences

**Third Semester**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Subject</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>FIN-304</td>
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<td>HRM-201</td>
<td>Human Resource - Management</td>
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</tr>
<tr>
<td>ECON-102</td>
<td>Principles of Macro- Economics</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>RES-301</td>
<td>Business Research Methods</td>
<td>(3 + 0)</td>
</tr>
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<td>Elective-I</td>
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<td>(3 + 0)</td>
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<td>Elective-II</td>
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**Fourth Semester**

<table>
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<tr>
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<th>Subject</th>
<th>Credit Hours</th>
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<td>Organizational Behavior</td>
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<td>MGMT-201</td>
<td>Entrepreneurship</td>
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<td>Elective-III</td>
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<tr>
<td>RES-401</td>
<td>Research Project</td>
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- **The Business Elective Courses shall be selected from the field of specialization**
# Courses and Areas of Specialization: BS(BA) & MBA

## Specialized Courses

<table>
<thead>
<tr>
<th>Course Code</th>
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<tbody>
<tr>
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<td>FIN- 306</td>
<td>Portfolio Management</td>
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<tr>
<td>FIN- 303</td>
<td>Financial Institutions And Markets</td>
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<tr>
<td>FIN- 502</td>
<td>International Financial Management</td>
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<tr>
<td>FIN- 504</td>
<td>Risk Management Analysis</td>
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<td>FIN- 308</td>
<td>Investment Analysis</td>
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</tr>
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<td>FIN- 204</td>
<td>Islamic Banking and Finance</td>
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<td>FIN- 401</td>
<td>Project Finance and Evaluation</td>
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<td>FIN- 602</td>
<td>Seminar in Finance</td>
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</tr>
<tr>
<td>FIN- 503</td>
<td>Corporate Finance</td>
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<table>
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<tbody>
<tr>
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<td>MKTG- 310</td>
<td>Brand Management</td>
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<td>MKTG- 308</td>
<td>Sales Management</td>
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<tr>
<td>MKTG- 304</td>
<td>International Marketing</td>
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<td>MKTG- 601</td>
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<td>MKTG- 309</td>
<td>Supply Chain Management</td>
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<tr>
<td>MKTG- 302</td>
<td>Advertising Management</td>
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<td>MKTG- 311</td>
<td>Logistics Management</td>
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<td>MKTG- 402</td>
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<th>Course Code</th>
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<tr>
<td>HRM-303</td>
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<tr>
<td>HRM-302</td>
<td>Leadership and Team Management</td>
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<tr>
<td>HRM- 304</td>
<td>Personnel Policy</td>
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<td>HRM- 306</td>
<td>Training and Development</td>
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<td>Conflict Management</td>
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<td>HRM- 301</td>
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<td>LAW- 301</td>
<td>Labour Laws in Pakistan</td>
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<tr>
<td>HRM- 503</td>
<td>Organizational Development</td>
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Department of Economics

BS Economics Program
Appreciating the vital role of economics in overall national development, a separate department under the faculty of management sciences has been established since November 2006. BUITEMS is pioneer in offering the same at national level, 4-year BS Economics in Balochistan and is among top five in offering at national level. This is a very well-structured program designed by eminent academicians of repute to produce economists, high in demand in the market. A well-qualified faculty is available to guide and train the students in a friendly and conducive environment. An ideal teacher-to-students ratio is maintained. It is highly expected that after the completion of economics studies here, the students will be warmly welcomed in the job market.

Admission Criteria
Candidates seeking admission to BS Economics must meet the following eligibility criteria:

1. Intermediate or equivalent with at least 45 percent marks from any recognized board/university.
   OR
   A level with at least GPA 2.0 out of 4.0
2. Qualifying aptitude test with marks as determined by the admission committee.
3. Appearing in an interview on the date specified by the university.

Preference will be given to candidates having quantitative background.

Duration of the Programme
BS Economics is a 4-year programme consisting of 8 semesters, each consisting of 16 weeks of teaching.

Degree Requirements
Degrees will be awarded after successful completion of 44 courses of 130 credit hours.
## Courses Offered

### First Semester

<table>
<thead>
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<th>Subject</th>
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<td>HUM-164</td>
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<td>ECON-101</td>
<td>Principles of Microeconomics</td>
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<td>ECON-104</td>
<td>Principles of Macroeconomics</td>
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<tr>
<td>HUM-101</td>
<td>Islamic Studies</td>
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<tr>
<td>IT-101</td>
<td>Introduction to Computers</td>
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### Second Semester

<table>
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<tr>
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<td>ECON-107</td>
<td>Pakistan Economy</td>
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<tr>
<td>FIN-205</td>
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### Third Semester

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### Fourth Semester

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### Fifth Semester

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<tr>
<td>ECON-301</td>
<td>Monetary Theory and Policy</td>
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<td>ECON-201</td>
<td>Development Economics</td>
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<td>ECON-312</td>
<td>International Economics</td>
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</tr>
<tr>
<td>ECON-317</td>
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### Sixth Semester

<table>
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<td>RES-201</td>
<td>Research Methods</td>
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<td>FIN-303</td>
<td>Financial Institutions and Markets</td>
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</tr>
<tr>
<td>ECON-218</td>
<td>Basic Econometrics</td>
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<td>RES-302</td>
<td>Project Appraisal and Management</td>
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### Seventh Semester

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<td>Psychology</td>
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<td>ECON-320</td>
<td>Urban Economics</td>
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### Eighth Semester

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<tr>
<td>ECON-401</td>
<td>Environmental Economics</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>ECON-320</td>
<td>Public Finance</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>ACCT-102</td>
<td>Introduction to Accounting</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>ECON-414</td>
<td>Research Project</td>
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<tr>
<td>HUM-104</td>
<td>Sociology</td>
<td>(3 + 0)</td>
</tr>
<tr>
<td>ECON-311</td>
<td>History of Economic Thought</td>
<td>(3 + 0)</td>
</tr>
</tbody>
</table>

**NOTE:** The above semester wise course allocation can be changed subject to the availability of relevant faculty and pre requisites of the course.
Introduction
BUITEMS is determined to improve environmental situation through acquisition, processing, development and dissemination of knowledge on sustainable environmental management. The program reflects concern about the state of the environment and the need to find sustainable solutions to the threats facing the environment with the approach of ‘Thinking Globally and Acting Locally’. The research and teaching is directed to generate potential technological, socio-political, legal and economic solutions to environmental problems, using an inter disciplinary and participatory approach. This research shall be conducted both independently by the faculty and in collaboration with other government & non-governmental organizations.

Aim
The program aims to equip the students with tools and concepts needed to understand multitude of environmental challenges such as maintaining air quality, protecting water resources, solid waste management, meeting an increasing demand for energy, understanding of natural systems, and assessing the impact of human behavior on Nature with a view to taking decisions related to specific environmental situations.

Objectives
1. To provide insight into the causes, nature and consequences of pollution and deterioration of natural environment (soil, water and air) and their effects on living organisms.
2. To develop an in-depth understanding of interrelated, interconnected and interdependent nature of environmental issues.
3. To enhance students vision with the support of scientific procedures.
4. To provide students with an opportunity to apply and enhance their knowledge and skills acquired in the study of particular environmental problems and related issues through case studies and practical assignments.
5. To enhance students ability to identify possible mitigation strategies, decision-making skills to devise implementation policies for sustainable environmental management.
Scope of the Programs Offered

Environmental pollution ranks as a major global issue. Most of the governments, donors and International non-governmental organizations (NGOs) have chalked out strategic plans under the assistance of leading organizations such as United Nations Environment Program (UNEP), United Nations Development Program (UNDP), the World Conservation Union (IUCN), United States Environmental Protection Agency (USEPA), etc. to cope with the fast degrading state of environment. The future Environmental Managers/ Specialists from BUITEMS should expect to find wide ranging opportunities of employment in both the public and private sectors in the field of project planning and implementation program, monitoring, academia and research.

Duration of Programs

**MS (EMP):** Total duration of MS (EMP) program is 2 years after 16 years of education. The students are expected to complete their course work (spanning over 33 credit hours) within 3 semesters. The fourth (i.e. the final) semester is dedicated to field research, thesis-writing of Internationally accepted standard as well as its defense.

**Ph.D (EMP):** Minimum duration of Ph.D is 3 years (after 18 years of education). The students are expected to complete the coursework related to their concerned area followed by PhD research and dissertation measuring upto International standards.

Selection Criteria

For admission to the **MS (EMP) degree**, the following criteria shall apply:

1. Master degree or at least 16 years of formal education in Natural or Social Sciences from a recognized institution;
2. Knowledge of environmental and policy issues;
3. Admission test / interview

For admission to **Ph.D (EMP) program**, the candidates must have an MS (EMP) degree or 18 years of education in Natural or Social Sciences from a recognized institution. Candidates having substantial work experience covering environmental issues would be preferred.

Candidates must pass BUITEMS entry test and interview. Additionally, the Ph.D candidates must pass the International Graduate Record Examination (GRE) to graduate.
# Courses of Study

## MS Degree Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Subject</th>
<th>Credit Hours</th>
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</thead>
<tbody>
<tr>
<td>ENVIRON-501</td>
<td>Principles of Environmental Sciences</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-502</td>
<td>Water and Sanitation</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>RES-503</td>
<td>Research Methods and Techniques</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-601</td>
<td>Disaster Management</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-602</td>
<td>Urban Environmental Management</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-603</td>
<td>Environmental Policy &amp; Law</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-604</td>
<td>Solid Waste Management</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-605</td>
<td>Energy &amp; Environment</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ECON-605</td>
<td>Environmental Economics</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-606</td>
<td>Environmental Monitoring &amp; Pollution Control Standards</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-614</td>
<td>MS Thesis</td>
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## Optional Specialized Courses (PhD EMP)

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<th>Subject</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT-601</td>
<td>GIS (Geographical Information Systems) &amp; Remote Sensing for Environmental Management</td>
<td>3 (2-2)</td>
</tr>
<tr>
<td>ENVIRON-607</td>
<td>Environmental Impact Assessment (EIA) Procedures</td>
<td>3 (2-2)</td>
</tr>
<tr>
<td>ENVIRON-608</td>
<td>Environmental Geology</td>
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<tr>
<td>ENVIRON-609</td>
<td>Environmental Education</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-610</td>
<td>Gender &amp; Environmental Management</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-611</td>
<td>Wastewater Management</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-612</td>
<td>Urban Transportation &amp; Environment</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-613</td>
<td>Natural Resource Conservation</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-701</td>
<td>Environmental Health</td>
<td>3 (3-0)</td>
</tr>
<tr>
<td>ENVIRON-703</td>
<td>Integrated Water Resource Management</td>
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<tr>
<td>ENVIRON-704</td>
<td>Environmental &amp; Occupational Epidemiology</td>
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<tr>
<td>THESIS-801</td>
<td>PhD Dissertation</td>
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## Contact

**Chairman:** Prof. Dr. Maqsood Ahmad  
**Phone:** +92-081-9201051  
**Fax:** +92-081-9201064  
**e-mail:** maqsood@buitms.edu.pk
Higher Degree Programs Chart

**MS Leading to PhD With 16 years of education**

Subject written test

30 CH
At least 24 CH coursework.

**Direct PhD With 18 years of education**

12 – 18 CH
Foundation/Remedial

---

**MS Degree**

No

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<th>CGPA 3.0</th>
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No

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<th>Chance to improve</th>
<th>CGPA 3.0</th>
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<td>No</td>
<td>No</td>
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<tr>
<td>Yes</td>
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**18 CH Advanced Courses & Research Readings**

** Doctoral Qualifying Exam (DQE)**

No

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<th>Advisor/Research committee announced</th>
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<td>Thesis/dissertations 36CH</td>
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Yes

<table>
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<th>One Chance</th>
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<tr>
<td>At least one publication in HEC approved Journals.</td>
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<table>
<thead>
<tr>
<th>Award PhD degree</th>
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</table>

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CH* = Credit Hours

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* Cont.
**

- **
  - Doctoral Qualifying Examination
    - No
    - Yes
      - Advisor & Research Committee announced
        - Research Proposal Defense
          - Pre-Defense (Internal)
            - No
            - Yes
              - Evaluation of thesis/Dissertation by two referees approved by Advanced Board of Studies
                - No
                - Yes
                  - Final Dissertation Public Defense
                    - Recommendation for Award of Degree
                      - Award of PhD Degree
                        - At least one publication in HEC approved Journals.
Faculty Profiles
**Professor Barkat Ali**

Dean, Faculty of Management Sciences

*Barkat Ali* did MBA from IBA Karachi in 1971 and LLB from University of Balochistan in 1984. With rich experience of management in Textile Industry, he opted teaching profession in 1974. He served as Director, Institute of Management Sciences and Chairman, Departments of Administrative Sciences and Commerce, University of Balochistan. He also worked as Controller of Examination, BUITEMS. He has been associated as a consultant with ODA/WB second Family Health Project, Balochistan, SEBCON, Islamabad, Development Foundation, Islamabad, DFID, National Education Foundation Project, and WB; Balochistan Education Foundation Project. He has excelled in designing training and development programs.

His areas of teaching include Financial Management, Strategic Management and Organizational Behavior. His research is focused on Management Theories, Management Systems, Health Financing and Training & Development. He has got 10 national and international publications to his credit.
Prof. Dr. Maqsood Ahmad
Chairman
Department of Environmental Management & Policy

Dr. Maqsood, an engineer by profession, holds a doctorate degree in irrigation/water resources engineering from Canada, Master of Science degree in environmental engineering from USA and Bachelor of Science degree in agricultural engineering from Pakistan.

His diverse academic experience spreads over 19 years of international multidisciplinary field experience includes computer modeling, technical projects management, implementation & coordination, budgeting, scheduling, data collection, analysis and interpretation, contract administration, communication with cross functional teams to meet project deadlines, compilation of progress reports, evaluation of budgetary allocations and evaluation and experience of personnel management.


His principal research and consulting interests are related to the causes, nature and consequences of pollution and deterioration of natural environment (soil, water and air), and their effects on living organisms, irrigation, water resources, water quality, soil & water conservation engineering, watershed management, small-scale watershed processes, water supply systems (infrastructures), water resource evaluations, vadose zone hydrology, environmental interactions, management and policy.

Dr. Maqsood is a member of many societies. He is a registered professional engineer in Pakistan since 1989, and Higher Education Commission (HEC) Approved PhD Supervisor.

Contact:
Phone: +92-81-287 2083
         +92-81-920 1851
FAX:     +92-81-920 1064
Email: maqsood@buitms.edu.pk
Prof. Dr. Maqsood Ahmed
Professor, Department of Management Sciences

Dr. Maqsood, holds a doctorate degree from Canada, Master of Science degree from USA and Bachelor of Science degree from Pakistan.

His diverse academic experience spreads over 19 years of international multidisciplinary field experience includes computer modeling, technical projects management, implementation & coordination, budgeting, scheduling, data collection, analysis and interpretation, contract administration, communication with cross functional teams to meet project deadlines, compilation of progress reports, evaluation of budgetary allocations and evaluation and experience of personnel management.

Dr. Maqsood has taught undergraduate and graduate level courses and is a member of many societies. He is a Higher Education Commission (HEC) Approved PhD Supervisor.

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Phone: +92-81-287 2083
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FAX: +92-81-920 1064
Email: maqsood@buitms.edu.pk

Mr. Jamal Mustafa
Chairman: Department of Management Sciences

Mr. Jamal Mustafa has done his MBA from Latrobe University, Melbourne, Australia and Master of Economics from University of Balochistan, Quetta. His area of specialization is Finance and international monetary economics. His area of interest includes Foreign Exchange and Risk Management.
Mr. Mohammad Ahsan Achakzai
Chairman Department of Economics

Mohammad Ahsan Achakzai currently serves as Chair of University's Economics Department. He joined BUITEMS in 2009, and held previous positions at University of Balochistan, Quetta (2005-2009) and BUITMS, Quetta (2004-2005). In addition, he works as a master trainer at Faculty Development Program of Higher Education Commission of Pakistan; and Team Leader of HEC Regional Center Quetta's scholarship preparatory program.

Mr. Ahsan attended Duke University (M.A. 2008) as a Fulbright Scholar and specializes in economics modeling and macroeconomic analysis. His research interest includes New Keynesian Macroeconomic Modeling. Besides, Mr. Ahsan has taught undergraduate and graduate level courses in Macroeconomic Analysis, Econometrics, Mathematical Economics, Research Methodology and Managerial Economics to economics and business students. Moreover, he also serves as advisor student affairs at the university.

Syed Mohammad Khair
Assistant Professor

Syed Mohammad Khair did M.Phil (Agriculture Economics) from NWFP Agriculture University Peshawar 2000, MA (Economics) and MSc Statistics from University of Balochistan, Quetta.

Syed Mohammad Khair worked as Agro-Economist in 1998 in Sir William Halcrow and Partners Ltd. (a consultant) at Balochistan Community Irrigation and Agriculture Project, a joint venture of Government of Balochistan, the World Bank and Govt. of Netherlands. Afterwards he was appointed as Scientific Officer in Pakistan Agriculture Research Council (PARC) at Agriculture Economics Research Unit (AERU) Quetta, where he played a major role in preparation of more than 20 research reports and conducted many surveys with multinationals which includes FAO, IFPRI and ICARDA. In the meantime, he published many research papers in journals of international repute. He also supervised and completed the research thesis of two students from Sindh University, Tandojam. On the basis of his excellent performance he was nominated as the best scientist 2004 in Social Sciences Division of PARC.
Due to his significant contributions in the field of research, Balochistan University of Information Technology and Management Sciences (BUITEMS), Quetta, selected him as Assistant Professor (Economics) in April 2005.

Besides teaching, he has also been involved in research activities of the faculty and supervised/advised the research projects of two MS (Management and Economics) students and 20 MBA and BS (Economics) students. On the basis of his excellent performance in the field of research and teaching, he was appointed as Incharge department of Economics, in September, 2006. His fields of interest are Research Methods, Agriculture Economics, Microeconomics and Public Finance.

Mr. Ghulam Mujtaba Jonejo
Assistant Professor

Mr. Mujtaba Jonejo did his Master of Business Administration from the Institute of Business Studies, University of Sindh, Jamshoro in 1996. Before joining BUITEMS, he had been associated with SZABIST Larkana Campus for seven years as a full time faculty member and as an Acting Principal of SZABIST-JSTC program for one year. His areas of teaching are focused on Management, HRM, Marketing Management, Entrepreneurship and Business Communication.

Mr. Zahid Majeed
Assistant Professor

Mr. Zahid Majeed has done MS in Management Research (HRM) from University of Glasgow (UK) in the year 2007. He has also done MA in Economics and MBA with major in Finance (Distinction) from University of Balochistan Quetta. He received one year diploma in computer applications from Petroman Training Institute, Quetta, securing First class First Position.

Beside teaching he served Allied Bank Limited as Officer (Branch Operations), Branch Manager and Area Operation Head from 1995 to 2005. His research interests include: Human Resource Management and International Business.
Mr. Abdul Raziq  
**Assistant Professor**

*Mr. Abdul Raziq* did his BBA with First class First Position and MBA from Azad Jammu & Kashmir University.

His area of specialization is Finance with Bi-major in Marketing. His research interests are: Human Resource Management, Financial Management, Accounting, Management of Financial Institutions, Portfolio Management. Presently he is enrolled in Southern Queensland, Australia as Ph.D scholar in Management.

Mr. Abdul Salam Lodhi  
**Assistant Professor**

*Mr. Abdul Salam* did his M.Sc (Honours) in Agricultural Economics from University of Agriculture, Faisalabad in 2001. He also got MS degree in Management and economics from BUITEMS in 2008. Before joining BUITEMS, he worked as Head of the department of Economics in Balochistan Agriculture College, Quetta.

Recently, he earned a Ph. D. scholarship under Faculty Development Program of BUITEMS and looking for foreign admission with research objective “Role of Government in Economic Development.” His areas of interest are: Economic Development, Public Economics, Agriculture Economics, Macroeconomics. Currently he is teaching Public Finance and Agriculture Economics.

Mr. Gohram Khan Malghani  
**Assistant professor**

*Mr. Gohram Khan Malghani* is working as Assistant professor in the department of Environmental Management and Policy. He is MS in Environmental Management & Policy. Presently he is pursuing PhD in Environmental Management. His other qualifications include M.Sc, LLB and D.I.T. He is teaching Principles of Environment, Solid Waste Management, Environmental Economics and Environmental law &
Policy to MS & PhD Classes. His research orientation is in Environmental Chemistry, which includes effects of heavy metals & toxic chemicals on living organisms.

Mr. Gorham Khan has more than eight years of teaching experience on his credit. He also has won British Council fellowship UK and has attended many educational and research conferences both nationally and internationally, including Eco health conference Melbourne Australia, British Council & HEC.

Mrs Erum Shafi
Assistant Professor

Mrs Erum Shafi served as a lecturer in Economics at University of Balochistan Quetta, and later on joined BUITEMS. Mrs Erum Shafi did her M Phil majoring in Development Economics from Bahauddin Zakariya University Multan and started her career as a Lecturer in Economics, at the same institute. Her research is focused on gender issues. Her M Phil Research work is on "Female Education and Fertility Behavior: a New Perception".

Miss. Nadia Ali Shah
Assistant Professor

Miss Nadia Ali Shah has done MS from University of Glasgow-UK and MBA from Szabist Karachi, interned at Standard Chartered Bank. She holds an excellent academic career and has been a position holder, she has won two academic scholarships on merit, one of these is HEC scholarship for Masters leading to PhD under Faculty development Program of BUITEMS. Her areas of interest are: Marketing; Human Resource Management and Behavioral Sciences.
Mr. Babrak Ali Panezai  
Assistant Professor

Mr. Babrak Ali Panezai joined the Faculty of Management Sciences in 2004. He completed his MBA (Marketing) from the University of Balochistan, Quetta. He has recently completed his M.Com (Marketing) from the University of Adelaide, Australia. Babrak aspires to continue down an academic path by pursuing a PhD in Marketing.

Babrak has been involved in teaching Marketing Management, Strategic Marketing, Cost Accounting, Managerial Accounting, Introduction to Business, Logistics Management and Strategic Management. His academic interest includes Consumer Behavior, Relationship Marketing, Marketing Research, Sponsorship, Youth Subculture and Strategic Marketing. Babrak has been awarded a certificate for presenting Best Marketing Plan at University of Adelaide.

Mrs. Saira Saqib  
Assistant Professor

Mrs. Saira Saqib (Gold Medalist) joined BUITMES on September 2005. After successful completion of Master of Commerce(specialization in Accounting) from University of Adelaide, Australia under Faculty Development Program, she is seeking to pursue her career as a PhD scholar. Her research interests include Corporate Governance and Accounting issues.

She has excellent academic record of securing 2nd position in B Com, 1st in M Com and above all five high distinctions in advanced courses of Accounting from University of Adelaide. Her teaching experience is spread over 8 years including 4 years to O and A levels Cambridge Students at Wilderness School. She was privileged to get an opportunity of teaching at international level the courses of Economics and Accounting with University of Adelaide, Australia. During her Internship with State Bank of Pakistan, Karachi, she worked on "Foreign Currency Accounts" and "Export Financing Scheme". Being a member professional body Certified Practicing Accountant (CPA) Australia, she has been updating her
knowledge on International Accounting Practices. Beside Microsoft Office, she has acquired computer skills on E-Views, SPSS. BUITEMS also awarded best teacher of the month award to her.

**Mr. Aymen Sajjad**
*Assistant Professor*

Aymen has wide teaching experience in the management area, at both undergraduate and postgraduate levels. Aymen is the lecturer-in-charge of Strategic Management, Total Quality Management and Management. Aymen has a strong interest in business in Pakistan and researches on the impact of political and technological issues on business in the region. His current research interests include Corporate Governance issues of Pakistan’s public and private sector organizations and Change Management.

**Mr. Hadi Hassan Khan**
*Assistant Professor*

*Mr. Hadi Hassan* did his MBA with majors in Finance & Marketing from Institute of Business Administration, Karachi. He has worked as Personal Financial Consultant for Standard Chartered Bank, Quetta. His fields of interest are: Financial Management, Security Analysis, Islamic Banking & Finance, Corporate Finance, Consumer Behavior, and Business Research Methods.

**Mr. Noor Mohammad**
*Assistant Professor*

*Mr. Noor Mohammad* did his Master in Business Administration with major in Finance and BBA-ITM (Hons:) from International Islamic University, Islamabad. His fields of interest are: Financial Management, Corporate Finance, Financial Accounting, Financial Markets.
Mr. Aamir Mehmood  
**Assistant Professor**

Mr. Aamir Mahmood is serving as Assistant Professor, Department of Environmental Management and Policy, BUITEMS. He has done his M. Sc (Civil Engineering) and has served on various positions in Pakistan and Abroad. He has been teaching the courses of Project Management, Disaster Management, Energy and Environment, Integrated Water Resources Management and Research Methods to MS and Ph.D students.

Mr. Usman Azhar  
**Lecturer**

Mr. Usman Azhar is serving as a Lecturer, Department of Economics, BUITEMS. He did his MAS in Applied Economics from Applied Economic Research Centre (AERC) Karachi University. He has been teaching courses in Managerial Economics, Business Research Methods and Environmental Economics to graduate and undergraduate students and at the same time he has been doing research work in his field. His research articles have been published in reputable journals. In addition, Mr. Usman has been participating in national and international seminars, workshops and conferences in his subject.

Mr. Zafar Iqbal  
**Lecturer**

Mr. Zafar Iqbal has been working as a lecturer at Department of Economics since March 2005. He earned his masters in "Economics and Finance" with distinction from International Islamic University, Islamabad. Before Masters he had secured first division throughout his educational career. He joined BUITEMS in October 2004 as a Junior Lecturer at faculty of Management Sciences. He has taught courses on International Finance, Microeconomics, and Basic Statistics among others. He has developed burning interest in the quantitative aspect of Economics in particular and Social Sciences in general. He is always in search of tools and techniques enabling how to demonstrate and transfer the stinging concepts of basic Statistics. He spends his time watching television, studying the logical insights of Islamic institutions, evening walks, and sharing thoughts and problems with family members and friends.
Syed Munawar Shah  
Lecturer

Mr. Munawar Shah did his MSC Financial Economics, University of Glasgow, UK (First Position Holder) MSc Economics, (QAU, Islamabad). His Interest is in Macroeconomics with the flavor of Finance and Econometrics. His ultimate goal is to work on the economic problems such as growth and welfare for developing countries specifically Pakistan. Courses Taught: Financial Economics; Macroeconomics; Inferential Statistics; Microeconomics; and Mathematics and Statistics for Business.

Ms. Qurat-ul-ain  
Lecturer

Ms Qurat-ul-ain did her M.Com with 1st Class from University of Balochistan in 2003. Her specialization is in Human Resource Management. Her other areas of interest are: Financial Management & Managerial Economics.

Mr. Irfan Siddique  
Lecturer

Mr. Irfan Siddique did his MBA from IBA, University of Punjab, Lahore. He has working experience of seven years on different managerial positions in public as well as corporate sectors including WAPDA as ‘Assist. Director Customer Services/ Revenue officer.

His areas of teaching & research are: Marketing Management, Project Management, Consumer Behavior & International Marketing.
Mr. Ghulam Ali Mashori
Lecturer

Mr. Ghulam Ali Mashori did his MBA with marketing as major from Shah Abdul Latif University Khairpur Sindh. During five years teaching experience, he rendered his services as lecturer in Shah Latif Degree College Pakistan Steel Karachi, Government Degree College Razzaqabad Karachi and Modern Degree College Township Karachi. His areas of interest are as follow: Consumer behavior, Human Resources Management, Leadership, Marketing Research System.

Mr. Mohammad Ali Kakar
Lecturer

Mohammad Ali Kakar Graduated (Economics) from University of Balochistan in 2004. He was a position holder and was awarded the Certificate of Merit. He received his Master of Applied Sciences degree in Economics (MAS) from Applied Economics Research Centre (AERC), University of Karachi, in 2005-06. He remained Teaching Assistant with renowned economists at AERC. He also worked as the “Project Economist” in a project conducted by AERC. His specialization is Industrial Economics and Public Finance. His area of interest is Public Finance and Energy Economics. He has been teaching for last two years and providing the student with up-to-date knowledge of various subjects like International Trade, Development Economics, Macroeconomics Analysis, Monetary Economics, Principles of Microeconomics and Industrial Economics to different programs i.e. BS(BA), BS(Eco), MBA.

Mr. Manzoor Ali Mengal
Lecturer

Mr. Manzoor Ali earned his Masters degrees in Business Administration and Economics from University of Sindh, Jamshoro in 2000 and from Shah Abdul Latif University, Khairpur in 1998, respectively. Prior to joining BUITEMS, he served as Lecturer at Petroman Training Institution Larkana Campus & College of Management Sciences and Information Technology (COMSIT) Larkana. His areas of interest are: Sales Management, Marketing, Consumer Behavior, and Advertisement.
Miss. Sadaf Amjad
Lecturer

Ms. Sadaf Amjad working as a Lecturer in Faculty Of Management Sciences. She did her Master’s of Commerce in 1st class from University of Balochistan, She secured 4th position in her Bachelor's of Commerce. Interned at State Bank of Pakistan Karachi, wrote comprehensive Report on "Currency Operations And Management in Pakistan" secured 98%. Her areas of interest are Accounting, Financial Management, Quantitative techniques, Auditing and Banking.

Miss. Sajida Reza
Lecturer

Ms. Sajida Reza joined BUITEMS as Lecturer in September 2007. Her research interests focus on International Marketing and Public Policy Administration. She earned her Masters degree (First Class First) in Public Administration from the University of Balochistan with Marketing as major. Throughout her academic career, she has been a First Class First position holder with accolades in different extra-curricular activities. She has contributed to different local and international research journals.

Mr. Aziz Ahmed
Lecturer

Mr. Aziz Ahmed did Masters in Economics, in first Division from the University of Balochistan. He joined BUITEMS as a Research Associate in Feb. 2006 and was elevated to the position of lecturer in Economics in Oct. 2007. He has taught Microeconomics, Macroeconomics, Development Economics, Mathematical Economics, Transitional Economics and Comparative Economic systems to students at Bachelor and Master levels. He has keen interest in pursuing research on emerging topics related to the main stream of Economics as a discipline. Prior to joining BUITEMS he taught Economics and mathematics to undergraduate students at Government Girls College, Pishin.
Miss Rukhsana Nazir
Lecturer

Ms Rukhsana Nazir joined BUITEMS as Research Associate, Faculty of Management Sciences in January 2006 and now she is working as a Lecturer.

She did her Master in Economics in 1st class from UOB. Her teaching and research interest lies in Microeconomics and Macroeconomics. She has been teaching: Statistics for Economics 1, Statistics for Economics 2, Economy of Pakistan, Microeconomics, Macroeconomics, Transition Economies to BBA and MBA students.

Ms. Fiza Ali
Lecturer

Ms. Fiza Ali is working as a research associate in the faculty of Management Sciences of BUITEMS. She did her Masters in business administration (finance) with distinction first class first position, gold medalist from BUITEMS. She secured 3rd position in B-Com and 4th position all over Balochistan in F.SC. Her area of interest includes Finance, Accounting and Economics.

Ms. Narjis Nabi
Lecturer

Ms. Narjis Nabi is working as "Lecturer" in the faculty of Management Sciences BUITEMS. She did her Masters in Business Administration with major in finance and got 2nd position with 3.92 GPA. Her areas of interest include Management and Finance.
Mr. Zeeshan Khalid  
Lecturer

*Mr. Zeeshan Khalid* has done M.Com from the University of Balochistan. Before joining BUITEMS, he served in MCB for a period of 2 years. His areas of interest include Banking Law and Practice & Cost Accounting.

Rukia Magsi  
Lecturer

*Miss Rukia Magsi* did her Master in Commerce (2005) U.O.B and secured 3rd Position. She was an Audit officer in Balochistan Employees Social Society institution. She joined BUITEMS as a visiting faculty in 2007. Now she is performing duties as a lecturer in Department of Management Sciences. She had served in Commerce Department of Government Girl's College, Quetta Cantt from March 2005 - September 2006.

Tayyaba Akram  
Lecturer

*Miss Tayyaba Akram* was appointed as a lecturer in BUITEMS in September, 2007. She did her Masters in Business Administration in 2007 from BUITEMS, major in Finance. She possesses good supervising qualities and aspires to research in Islamic Banking.
**Mr. S. M Nabeel Ul Haque**  
Lecturer

*Mr. Nabeel* did his Msc (Economics) from Quaid i Azam, University Islamabad in 2007, during the program he studied twenty four courses including a research thesis on the topic of “Openness and Economic growth”. His Area of interest are Growth Related Issues in growing Economies, Monetary and Public sector Economics, Econometrics and Research with a touch of Political Economy and History. The courses which he has taught so far are: Business Research Method; Analysis of Pakistani Industries; Monetary policy; History of Economic Thought; Research Thesis Coordination.

**Ms Zainab Haider**  
Lecturer

*Ms Zainab Haider* did her Masters in Economics from University of Baluchistan with first class; first position in the year 2007. She has been rendering services in BUITEMS since September 21st, 2007. Her performance remained extraordinary through out her study career. She is a Gold Medalist. She has been teaching subjects of Monetary Economics, Pakistan Economy, Money and Banking, Managerial Economics, Microeconomic Analysis in classes of MBA, BSBA, BS (Eco). In future she intends to do PhD in Economics. Her research interests are: Development Economics and Macroeconomics.

**Mr Tariq Ahmed**  
Lecturer

*Mr Tariq Ahmed* has done MBA-Telecommunication from International Islamic University, Islamabad. He is Cisco Certified. He has experience of Marketing Executive and Admin Officer for one and a half year with Lakson Tobacco Company and was Sales Executive for six months with ARY Gold.
Ms. Mussarrat Karamat Ali  
Lecturer

Ms. Mussarrat Karamat Ali has done her MBA from IQRA University Karachi with major’s in Finance. Her career is throughout first position. She has four years teaching experience in IQRA University and she has been rendering her services at BUITEMS since September 2007. She has applied for MS leading to PhD. through HEC. She is a Certified Medical Transcriptionist from Islamabad. Her area of interest includes Research in Islamic Mode of Financing.

Mr. Mohammed Shah Khan  
Lecturer

Mr. Mohammed Shah Khan has done his MBA from IMS, University of Balochistan, Quetta with distinction. His area of specialization is HRM. He attended the 9th Faculty Professional Development Program (FPDP) at HEC Islamabad and Master Trainer for HEC. Besides teaching, Mr. Mohammed Shah Khan is also working as trainings coordinator. His area of interest include Organizational Behaviour, HRM, Leadership and Emotional Intelligence.

Ms. Sadia Babar  
Lecturer

Sadia Babar has done her MBA from BUITEMS with specialization in Finance. She did her internship training in IUCNP BalochistanProgram office and also wrote analytical report on it. Her area of interest is: Islamic Banking; Financial Management; and Human Resource Management.
Ms. Khalida Durrani
Lecturer

Ms. Khalida Durrani, a UK national received her earlier education in the United Kingdom and completed her MBA specializing in Finance in 2007 from BUITEMS. She has been appointed as lecturer and her fields of interests are: Management, Finance and Corporate Ethics. She is also a member of the Editorial Board of the BUITEMS News Letter and also contributed to the compilation of the BUITEMS Annual Report 2008.

Mr. Arbab Naseebullah
Lecturer

Arbab Naseebullah’s experience as a Lecturer (HRM Specialist) at DMS-FMS, BUITEMS and Professional Member of Human Resource Development Network (HRDN) includes having been consulted by a number of local and multinational corporations, NGOs and educational resource centers across Pakistan. His areas of focus are human resource management, personal social development, consultancy and visionary leadership. In his efforts to bring about positive change in the nation’s professional environment, he has been Senior Programme Officer Human Resources (SPO HR) in Balochistan Rural Support Programme (BRSP) since 2006 to 2008. Prior to it he was leading School of Leadership (SOL) activities here in Balochistan as Balochistan Coordinator for Youth from 2004-2006. Arbab Naseeb holds an MBA (2004-2007), from the Balochistan University of Information Technology Engineering and Management Sciences (BUITEMS) where he majored in Human Resource Management.

Mr. Bilal Sarwar
Lecturer

Bilal Sarwar’s holds an MBA (2005-2008), from the Balochistan University of Information Technology Engineering and Management Sciences (BUITEMS) where he majored in Finance. His core areas of teaching are 'Islamic Banking and Finance', 'Financial Management', 'Business Finance', and 'Accounting'. He is currently doing his research work on the Islamic Management Model.
Ms. Noreen Kasi  
Lecturer

Naureen Kasi joined BUITEMS as a lecturer in department of Economics in October 2008. She graduated in commerce from University of Balochistan and did her M.Sc. in Economics from Sardar Bahdur Khan University in 2006. She has received appreciation award from the same university in 2006. Apart from that she has also participated in extracurricular activities especially in the field of Social activities.

Her fields of interest are:
* The stock markets and financial economics.
* Tax policy and macro economic growth
Facilities & Student Services
Library and Research Resources
The Faculty of Management Sciences maintains a computerized library that remains open to all students and teachers from 9:00 a.m. to 9:00 p.m. The library has a core collection of more than 2000 books, references, research journals, magazines and periodicals in the areas of management, finance, economics and marketing.

In addition, the library maintains a wide variety of specialized information, including publications of international and national organizations and statistical data and government documents. On-line research facilities and access to internet are conveniently available to teachers as well as students.

Computer Laboratories
The faculty has three laboratories equipped with 60 Pentium IV processors with internet and latest software facilities. All the teachers are provided with personal computers for use in their offices. Besides, adequate printing facilities are made available to all teachers and students. They have also access to photocopying facility.
Audio-Visual Facilities
The faculty is well equipped with all modern facilities including slides, overhead projectors, multimedia systems, television and V.C.R. The teaching staff and the students, working in group or alone, make the optimal use of the audio-visual aids.

Counseling Service Unit
The counseling services unit works closely with students throughout their career development process, helping them develop career options and establish contact with potential employers. The students are provided with opportunities to reorient their behavioral pattern, their basic self-goals and socio-cultural values through perpetual counseling, group discussions, dialogues and consultation with their teachers.

Research and Development Centre
The FMS has Research and Development (R & D) Centre equipped with human resources of sound calibre and competence to provide research, training and consultancy services to government, non-government and business organizations. Through R&D centre, the faculty and students conduct research studies in areas-Human Resource Development, Organizational Behavior, Finance, Marketing, Socio-Economic Development, Banking & Finance and Environmental Management.
Convocation
Sports Gala
City Campus
Off Jinnah Town
Quetta/ Pakistan
Ph. 092-81-9201851, 9202483
Fax: 081-9201064

Takatu Campus
Airport Road, Baleli
Quetta/ Pakistan
Ph. 092-81-2880493, 2880639

www.buitms.edu.pk