LUMS

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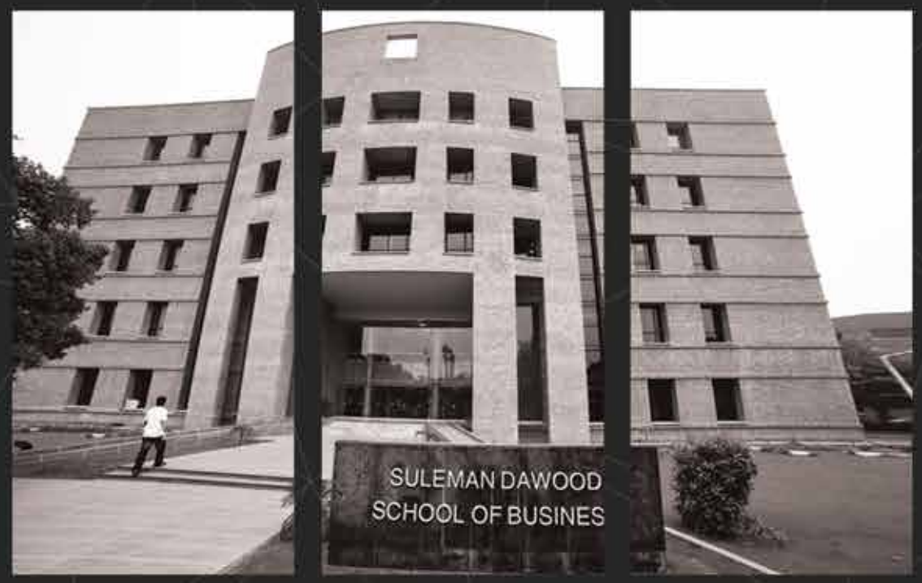


MBA
RECRUITER'S GUIDE
2016

Suleman Dawood School of Business

Published by:
MBA Placement Office
Suleman Dawood School of Business
Lahore University of Management Sciences
Opposite Sector 'U' DHA Lahore Cantt. 54792-Pakistan

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MESSAGE FROM THE ASSOCIATE DEAN

Business organisations in the 21st century face formidable challenges of having to deal with volatile business environments, diverse market needs, ever growing competitiveness, and conscience. Business organisations that are agile, lean, and socially and environmentally sustainable are the ones that succeed and thrive in today's times. A strong human capital in organisations can achieve these objectives by crafting sound business strategies and their skillful implementation. Organisations that focus their efforts on developing a dynamic, diverse, knowledgeable, and skillful human resource base can realise a sustainable competitive advantage.

We, at Suleman Dawood School of Business (SDSB), develop and groom human resource to meet the diverse needs of business organisations across geographies, cultures, and industries. SDSB provides a complete learning experience to both fresh and experienced individuals. The academic rigor of our students anchored in case method pedagogy and cutting edge curriculum exposes them to the global best practices of businesses and sensitise them to the local realities of emerging economies. Besides academic rigor, a high emphasis is laid onto practical training of our graduate students materialised through numerous industry field visits, internships, course projects and a mandatory management consulting assignment. A significant portion of our students' learning is dedicated to developing softer skills such as entrepreneurship, leadership, teamwork and communication skills by their involvement in numerous graduate level social clubs and societies. We at SDSB are extra conscious of the transnational nature of today's businesses and thus our students are provided international exposure through international exchange and international study initiatives. Our alumni continue to be living examples of the success and glory of SDSB's tradition: some of them may also be serving at key roles within your organisation.

Our MBA and EMBA programmes provide a comprehensive human resource base in the region to search and source talent from. I am glad to share this guide with you that introduces you to our placement team and outlines strategies and channels to best secure quality human resource from SDSB. We encourage you to connect with our graduating classes and find recruitment fits across all management levels.

We look forward to working with you for another successful recruitment year.

Dr. Kamran Ali Chatha
Associate Dean Academic Programmes
Associate Professor of Operations Management
Suleman Dawood School of Business
Lahore University of Management Sciences



MBA
PLACEMENT OFFICE (MPO)
AN INTRODUCTION

Dear Recruiter,

It is my pleasure to share with you the 2015-2016 MBA Recruiters' Guide. We hope that you will find this information useful as you explore the various opportunities to engage our students, and that you will use this as a starting point and frequent guide for recruiting LUMS MBA talent.

Please call upon our talented team of recruitment executives, each of whom has a portfolio of industry responsibilities and work closely with both recruiters and students pursuing opportunities within their industries. The team can assist you in planning on-campus recruiting, interviews, and other related activities.

We value your input and feedback on the development and improvement of programmes designed to facilitate your recruiting efforts at LUMS. I encourage you to reach out to us with any suggestions or comments throughout the year. We look forward to working with you for the next recruiting season.



AYESHA ZAFAR ALI

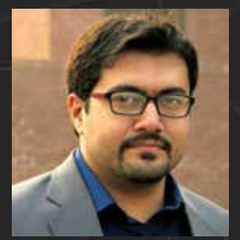
Head of Department
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I am pleased to introduce the **MPO Team** below:



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WHY RECRUIT AT SDSB?

The SDSB's environment provides a complete learning experience that develops young professionals with a knowledge base, management expertise and leadership calibre second to none. If you seek an opportunity of a lifetime that gives you a global exposure within a local context, it is only natural to partner with SDSB.

A RANGE OF RECRUITING METHODS TO SUIT YOUR NEEDS

The MBA Placement Office is committed to finding a recruitment strategy best tailored to your specific requirements. Both formal and informal platforms facilitate you with an ideal combination to tap and access the best talent to meet your hiring objectives all year round. Our flexible recruiting methods range from on-campus activities to our website, networking days, externships, industry panel sessions and so on.

A COMMITMENT TO EXCELLENCE

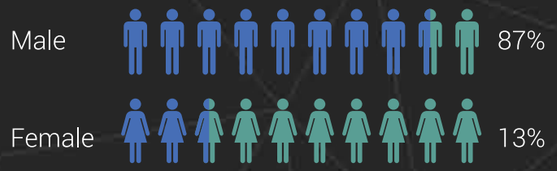
Our MBA Programme attracts the best – and makes them even better. Our reputation brings the best minds to LUMS SDSB. Nurtured by a world class faculty and further groomed and prepared by a globally expansive alumni network, they experience an intensive two year programme that enhances their business insights, organisational skills and entrepreneurialism. These competitive individuals then leave LUMS to pioneer constructive change and impact local and global businesses wherever they go.



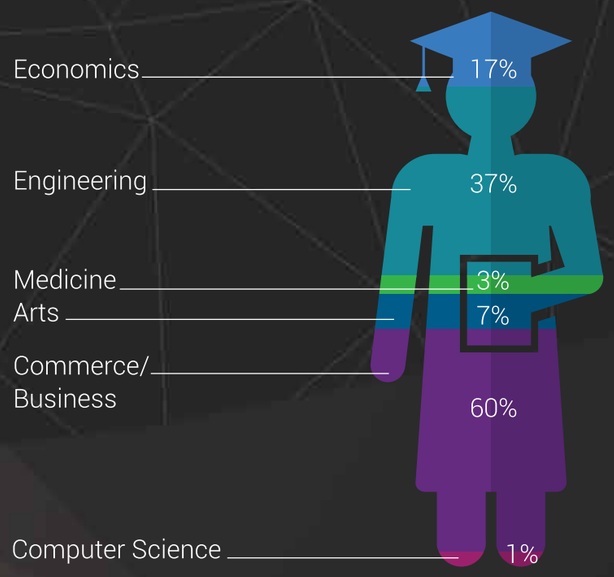
THE PEOPLE

MBA **2016** Profile

Gender



Academic Background:



Average Age
28

Average Experence
2.16 Years

OUR STUDENT

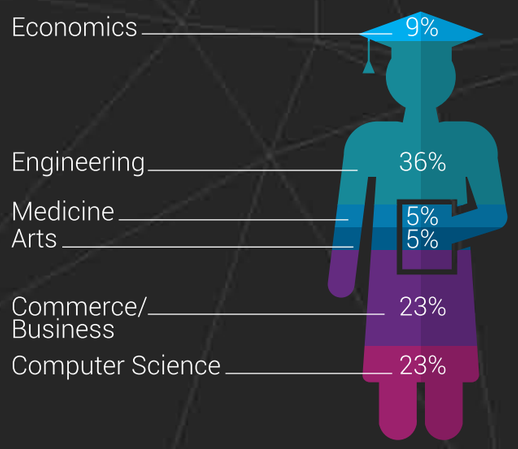
The target audience of SDSB subsumes all academics and professions. From engineers to computer scientists, architects to doctors, finance specialists to economics & business majors, these individuals add to the richness of our MBA Programme and their own learning environment.

EXECUTIVE MBA **2016** & **2017** Profile

Gender



Academic Background:



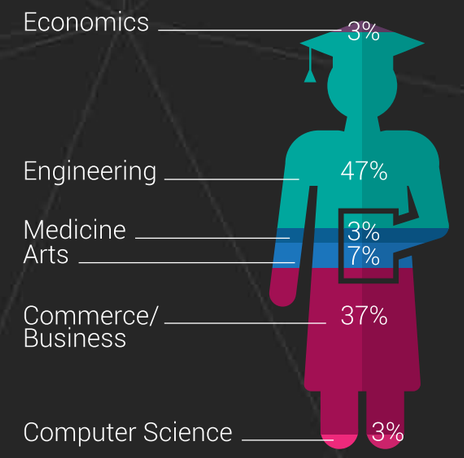
Average Age
37

Average Experence
10.3 Years

Gender



Academic Background:



Average Age
35

Average Experence
10.4 Years

OUR FACULTY



LUMS faculty is a rich conglomerate of the finest PhDs from around the world; Stanford, McGill, Oxford, Cambridge and the likes. Students are taught by award winners, ground-breaking researchers, corporate board members, highly sought-after consultants and authors of highly acclaimed books.

The Business School Faculty alone comprises 37 PhD holders from Stanford, Cambridge, McGill, Oxford, Essex, University of Texas, University of Manchester and the likes.


Dr. Abdul Karim


Dr. Abdul Rehman


Dr. Adeel Zaffar


Dr. Adnan Zahid


Dr. Ahsan Rana


Ahsan Shamim


Dr. Anjum Fayyaz


Dr. Anwar Khurshid


Dr. Arif Iqbal Rana


Dr. Arif Nazir Butt


Asad A. Alam


Dr. Atif Saeed Chaudry


Atifa Daar


Ayesha Bhatti


Basharullah


Dr. Bushra Naqvi


Dr. Ch. Tanveer Shehzad


Dr. Ehsan ul Haque


Dr. Fahd Rehman


Dr. Farrah Arif


Dr. Fazal Jawad Seyyed


Dr. Ferhana Ahmed


Dr. Ghazal Mir Zulfiqar


Dr. Ghufran Ahmad


Dr. Hassan Rauf Chaudhry


Dr. Jamshed Hussan Khan


Dr. Junaid Ashraf


Dr. Kamran Chatha


Khalid A. Mirza


Dr. Misba Tanveer Choudry


Dr. Mohsin Bashir


Dr. Mohsin Nasir


Dr. Naeem Ashraf


Dr. Naiman Jalil


Raza Ali Rafique


Dr. Rohail Ashraf


Dr. Saad Azmat


Dr. Salman Khan


Dr. Samina Quratulain

Dr. Shakeel Sadiq Jajja

Dr. Shazib E. Shaikh

Dr. Shehryar Shahid

Dr. Syed Mubashir Ali

Dr. Syed Zahoor Hassan

Dr. Zaghum Umar

Dr. Zain ul Abdin Khawaja

Dr. Zehra Waheed

OUR ALUMNI

Our SDSB Alumni need no introduction. They continue to be living examples of business genius and academic excellence of their Alma Mater.

Our alumni have been the pioneers of change wherever they have served; particularly the local environment where they have created new businesses and have been the harbingers of innovation, creativity and entrepreneurship.

On the global front, they have been equally effective in driving critical decisions, leading systems and processes and enhancing quality and output.

OVER 8,000 LUMS ALUMNI WORK OR STUDY IN 27 COUNTRIES WORLDWIDE





OUR RECRUITING PARTNERS

We work with local and global recruiting partners for quality graduate recruitment. Our partnerships reflect our placement diversity and show the wide range of organisations and industries that recruit at SDSB.

INTERNATIONAL & NATIONAL **RECRUITING** PARTNERS

PAKISTAN TELECOMMUNICATION COMPANY LIMITED (PTCL)
LEVI'S PAKISTAN
COCA COLA BEVERAGES PAKISTAN LIMITED (CCBPL)
MAPLE LEAF CEMENT
KANSAI PAINTS PAKISTAN
KASHF FOUNDATION
ZEPHYR TEXTILES LIMITED
PAK ARAB REFINERY LIMITED (PARCO)
IBM PAKISTAN
IFFCO GROUP
IBEX GLOBAL
HABIB BANK LIMITED (HBL)
3M PAKISTAN
CUPOLA GROUP
INDUS BASIN
PAKISTAN PETROLEUM
BAIN & CO
MASTER GROUP OF COMPANIES
MAYFAIR GROUP OF COMPANIES
SHERWIN WILLIAMS, KSA
PANASIAN GROUP
WARID TELECOM
ALLIED BANK LIMITED (ABL)
HASHOO GROUP
ENGRO CORPORATION
ENGLISH BISCUIT MANUFACTURERS
IFFCO, UAE
SUPREME FOODS KSA
DAWN BREAD
ABDUL WOOD PAKISTAN
KRAFT FOODS
MONSANTO
PEPSICO. INTERNATIONAL
CITI BANK
NISHAT GROUP
MOBILINK
TETRA PAK
TELENOR
SHELL
HUBCO
WALMART PAKISTAN
SAIF GROUP OF COMPANIES
MERCK GROUP
PAKISTAN TOBACCO COMPANY (PTC)
L'OREAL
UFONE
NESTLÉ
KOLSON FOODS
ASKARI BANK
STYLO SHOES
DALDA FOODS
CARE FOUNDATION
ACTIVE CAPITAL IT
TKXEL
CREDIT SUISSE BANK, HONG KONG
PROCTER & GAMBLE (P&G)
SHARIF GROUP
ICI PAKISTAN
FAYSAL BANK
CLARY BUSINESS MACHINES
ROCKET INTERNET
ACUMEN FUND
MCKINSEY & CO.
MTBC
ORIENT GROUP OF COMPANIES
UNITED BANK LIMITED (UBL)
UCH POWER LIMITED
MITSUBISHI CORPORATION
PAKISTAN STATE OIL (PSO)
PRICEWATERHOUSE COOPERS, UAE (PWC)
RECKITT BENCKISER (RB)
SERVIS SALES CORPORATION (SSC)
BANK OF AMERICA MERRILL LYNCH, HONG KONG
JOHNSON & JOHNSON PAKISTAN PRIVATE LIMITED
SHAN FOODS
MUSLIM COMMERCIAL BANK (MCB)
COMMUNICATION CONCEPTS, KSA
KARACHI ELECTRIC SUPPLY COMPANY LIMITED (KESC)
SOFTZ CONSTELLATIONICK
SANOFI AVENTIS PAKISTAN
CHEVRON
QARSHI INDUSTRIES
SAFEWAY
STYLE TEXTILES
SEFAM PRIVATE LIMITED
CONTINENTAL BISCUITS LIMITED

HOW TO RECRUIT AT SDSB?

INTRODUCTION

The MBA Placement Office (MPO) was formed in 2009 within SDSB. It aims at exclusively facilitating MBA and EMBA graduates in their career aspirations while preparing them well for the same. It has a well-developed feedback mechanism from all stakeholders in order to consistently evolve and develop into a state-of-the-art placement/career office for its clients.

MPO follows a sector based approach for recruitment. Each sector specialist represents one or more sectors where they work closely with recruiters and our graduates for relevant opportunities and best career fits. Each specialist is committed to facilitating their recruiting partners to meet their recruiting objectives most efficiently and precisely.

In line with its mission, MPO facilitates through the following channels:

- Sector-wise MBA Networking Nights
- MPO Website: it offers customised services to each kind of client in their individual recruitment needs; students, recruiters and alumni. The current website is being revamped to offer even much more to its users
- MBA Recruiter's Guide: a comprehensive guide for recruiters and alumni on the options available to recruit MBA & EMBA, including other linkages with students and SDSB



- Profile Interviews: interviews with first year MBAs to 'profile' them on their strengths and weaknesses. MPO works with students on the latter throughout their two years to strengthen them and enhance their personal branding for recruiters
- Mock Interviews: interviews by alumni for first and final year MBAs to hone their interviewing skills and prepare them well for diverse interview environments
- Career Development Workshops: a series of workshops conducted by MPO targeting key soft skills such as Resume Writing, Interview Skills, Networking Skills & Negotiation Skills etc.
- MPO Newsletter (weekly/fortnightly editions): an exciting edition that shares placement updates, information/career articles, alumni perspectives and event updates with students and faculty with in SDSB

MPO's peak recruitment/internship cycle extends from January to June every year. During this period, MPO offers extensive support to its recruiting partners through their recruitment process; both on- and/or off-campus. However, MPO's dedicated team of specialists are available round the year to assist clients with all their hiring targets.

MPO RECRUITMENT **SUPPORT**

The MBA Placement Office provides round the clock support to its recruiting partners in identifying ideal candidates for their organisation through the following recruiting strategies:

MPO PLACEMENT **OFFICE** WEBSITE

MPO has a dedicated website that offers an automated solution to students, recruiters and alumni to meet their recruitment/internship needs in no time.

The current website supports two user corners that are tailored accordingly for its users; Student corner and Recruiter corner. The former allows our graduates to create and upload their profiles and resumes, share their career preferences with MPO, search for and apply against suitable opportunities, remain abreast of all related events and so on. Recruiters, on the other hand, use the same platform to view and access student profiles and resumes, advertise jobs and gather pertinent resume pools against each, remain informed and partake in events that build their brand and presence amongst target students and so on.

If you are interested in hiring LUMS MBA/EMBA graduates, you must register with our website through your Recruiter account. If you don't have one yet, we welcome you to register your company on http://connect.lums.edu.pk



CORPORATE **PRESENTATIONS**

On-campus presentations are an effective platform where recruiters require an exclusive, personalised interaction with our graduates to introduce and brand their organisation.

We invite you to visit our campus, network with our graduates, guide them about potential opportunities and recruit the best talent available. Our sector specialists will work with you to determine the best dates for your on-campus presence, given your exact requirements, target audience and detailed agenda.

ALL DAY **RECRUITMENT**

MPO also facilitates all day recruitment for its recruiting partners. Where time becomes a crucial constraint and several recruitment stages need to be aligned accordingly, this mode offers the best solution.

All day recruitment may typically involve a corporate presentation, test, interviews, group discussions, etc. all condensed within a single day or 1-2 days in succession.

Recruiters must intimate us well in advance of the target dates if they decide for all day recruitment with MPO.

INTERVIEWS / TESTS **/ GROUP DISCUSSIONS /** ASSESSMENT CENTRES

MPO also facilitates its recruiting partners through every individual recruitment and internships stage; tests, interviews, group discussions, assessment centres and so on, both on- and off-campus.

In case of the latter, additional support may be extended, if needed, through the physical presence of one or more MPO team members at the specific off-campus site.

VIDEO **CONFERENCE /** VIRTUAL **MEETINGS**

MPO offers video conferencing/Skype facilities to assist recruiting partners where distances impose logistical constraints. An increasing number of local and global recruiters are now employing these strategies and if you are interested in conducting virtual meetings/video conferences, you are welcome to connect with an MPO sector specialist.

MPO CAREER **SESSIONS/** PANEL DISCUSSIONS

MPO supports a series of sector-wise alumni panel discussions and individual career sessions for active student-corporate linkages. Such discussions help our graduates better understand current market dynamics, both industry and functions, and identify recruiter expectations for hiring and success in their desired areas.

Further connection avenues are provided through the External Relations Leadership Lecture Series. These provide an excellent forum for the most senior executives from the public and private sectors to address pertinent leadership issues and share their insights with SDSB students.

The External Relations Office also looks after the MBA Clubs and Societies apart from International Linkages. The executive clubs and societies provide a platform for our students to enrich their equally important non-academic skills and connect with the corporate fraternity and the market at large.

Collaborating with a student club is an excellent opportunity for you to meet a targeted group of students focusing on one function or more, as these clubs play an integral role in building awareness of the opportunities at your firm. On-campus activities organised by student clubs include distinguished speaker series, competitions, symposiums, seminars, colloquiums, workshops and roundtables. Last year, LUMS MBA students organised around 10 club mega-events while bringing in sponsorships from organisations from various sectors in Pakistan. Hosting a club event at your organisation is also a great way to meet students with an interest in your organisation.

Below are SDSB exclusive clubs and societies:

1. LUMS Marketing Executive Club
   a. LUMS Marketing Colloquium (Signature event)
2. LUMS HR Executive Club
   a. LUMS HR Confluence (Signature event)
3. LUMS Global Management Executive Club
   a. LUMS Synergies (Signature event)
4. LUMS MBA Entrepreneurship Executive Club
   a. TEDxLUMS (Signature event)
5. LUMS Finance Executive Club
6. LUMS Supply Chain Management Executive Club
7. LUMS Toastmasters Executive Club
8. MBA Leadership Society
9. LUMS MBA Sports Society
   a. Dangal (Signature event)
10. LUMS Business Review (Annual Edition)
11. LUMS Consulting Club
12. LUMS MBA Music Society
    a. LUMS Loud & Proud (Signature event)

For more information and guidance to either attend, participate and/or sponsor one or more of them, please contact:

Ms. Quratulain Babur
Assistant Manager
SDSB External Relations Office
Direct: 042 35608274
Email: quratulainb@lums.edu.pk

MBA **NETWORKING** NIGHTS

This unique channel for MBA/EMBA recruitment has been in practise since 2010 and continues to attract and assist recruiters and graduates alike.

The MPO hosted MBA Networking Nights provide an interactive platform between recruiters and students for a candid discussion and informal evaluation. It facilitates senior managements and MBA/EMBA graduates to communicate amidst a semi-formal ambiance and determine a possible, mutual career fit. Such a candid dialogue brings out the best across both sides, helping promote better and longer lasting recruiting relationships.

The Networking Nights are sector based to promote better synergies and a more customised interaction between students and recruiters within each sector. The Nights are conducted between February/March every year.

MBA **EXTERNSHIPS**

MBA Externships provide students with an experiential opportunity to visit an organisation. Each year, various organisations invite students to their offices. These Externships offer unique insights into their day-to-day operations, people, and culture. Externships can also enable more interactions with senior leaders and alumni within the organisation.

Popular times for Externships lie during the semester break every year i.e. December end-January end.

INTERNATIONAL HIRING

Our alumni serve as effective ambassadors for international hiring. MPO works closely with overseas alumni to tap international organisations and identify appropriate opportunities for our MBA/EMBA graduates.



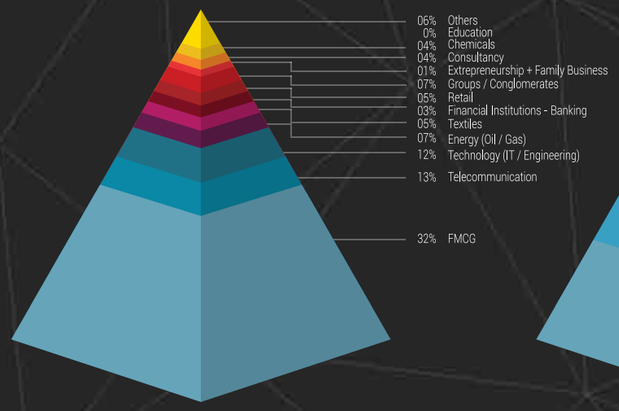
MBA RECRUITMENT SUMMARY **2013-2015**

JOB PLACEMENT BY **SECTORS**

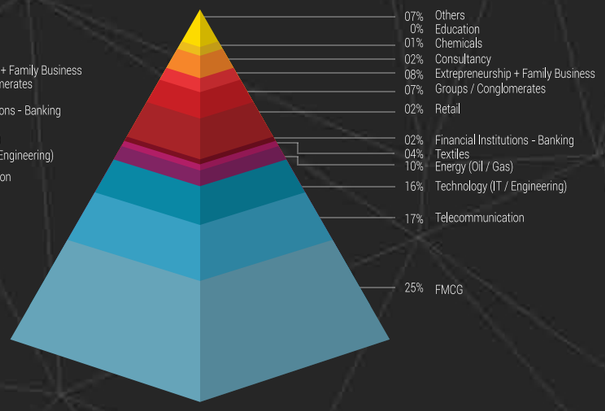
Percentage in 2015



Percentage in 2014

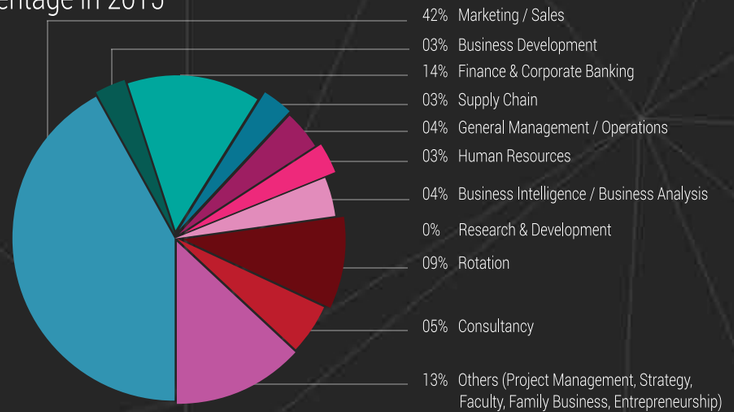


Percentage in 2013

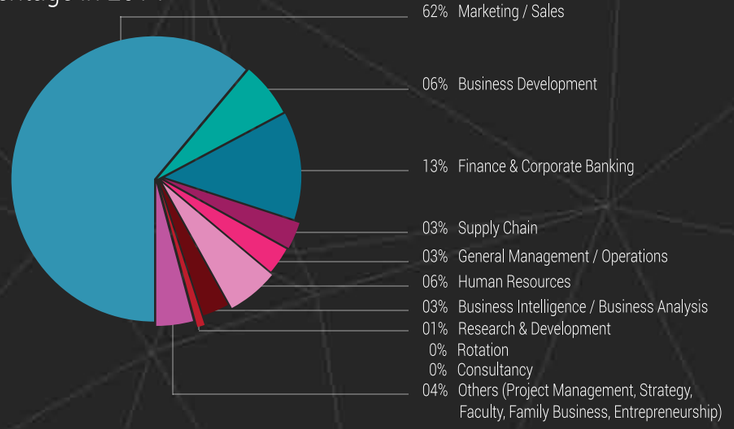


JOB PLACEMENT BY **FUNCTIONS**

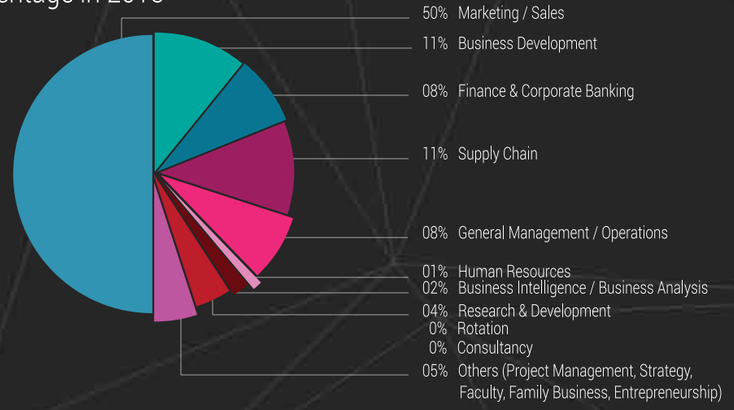
Percentage in 2015



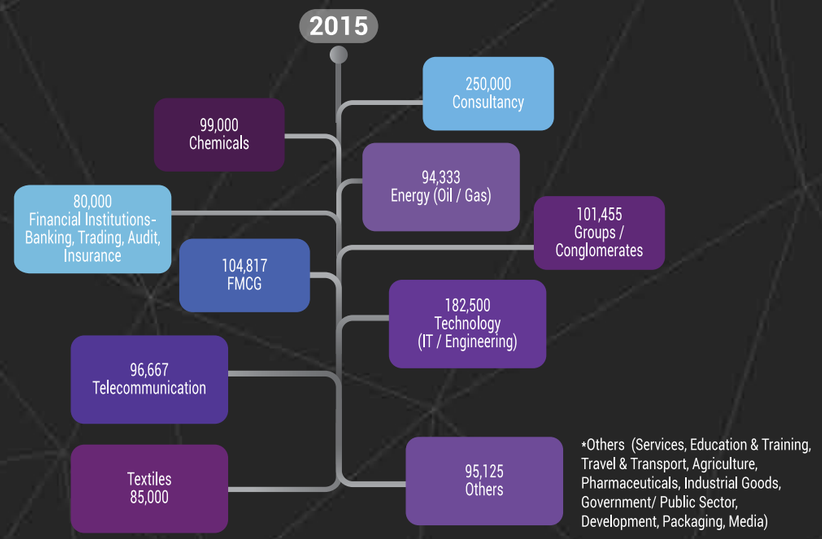
Percentage in 2014

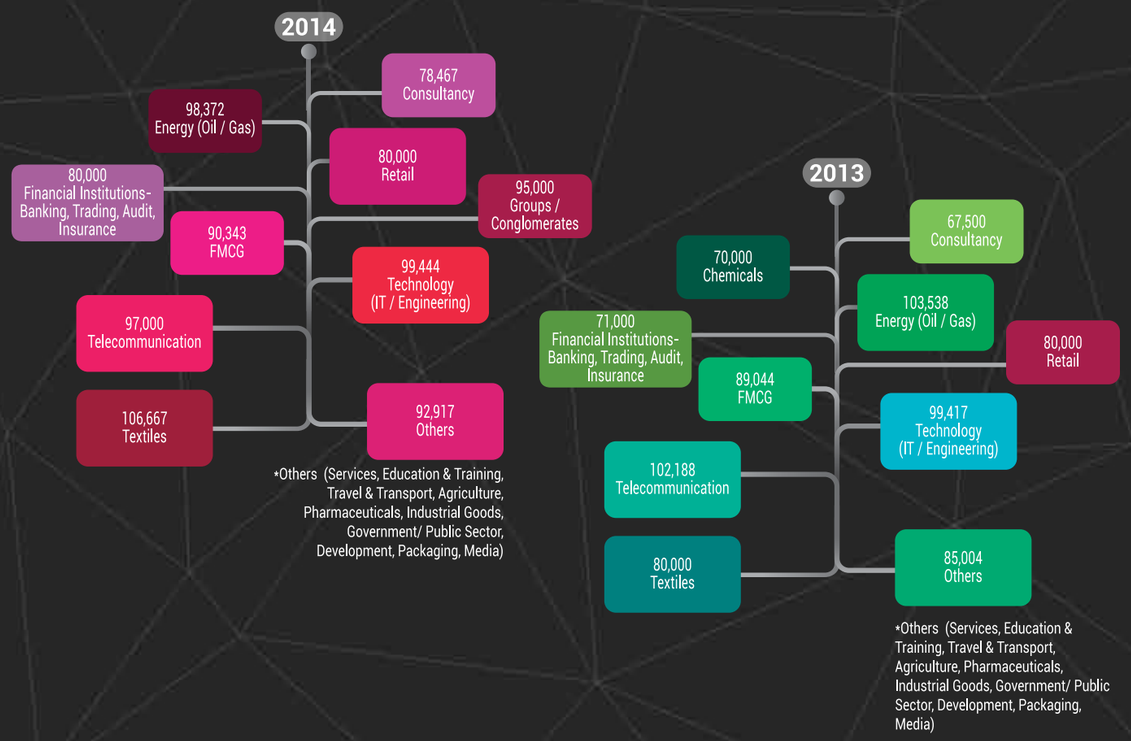


Percentage in 2013

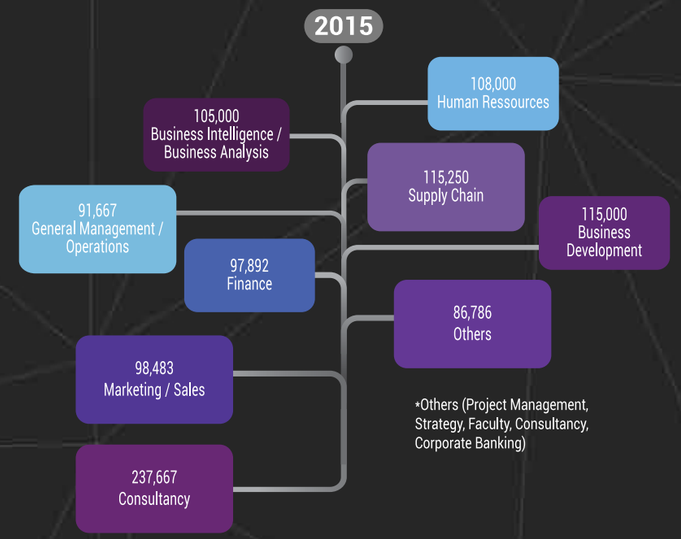


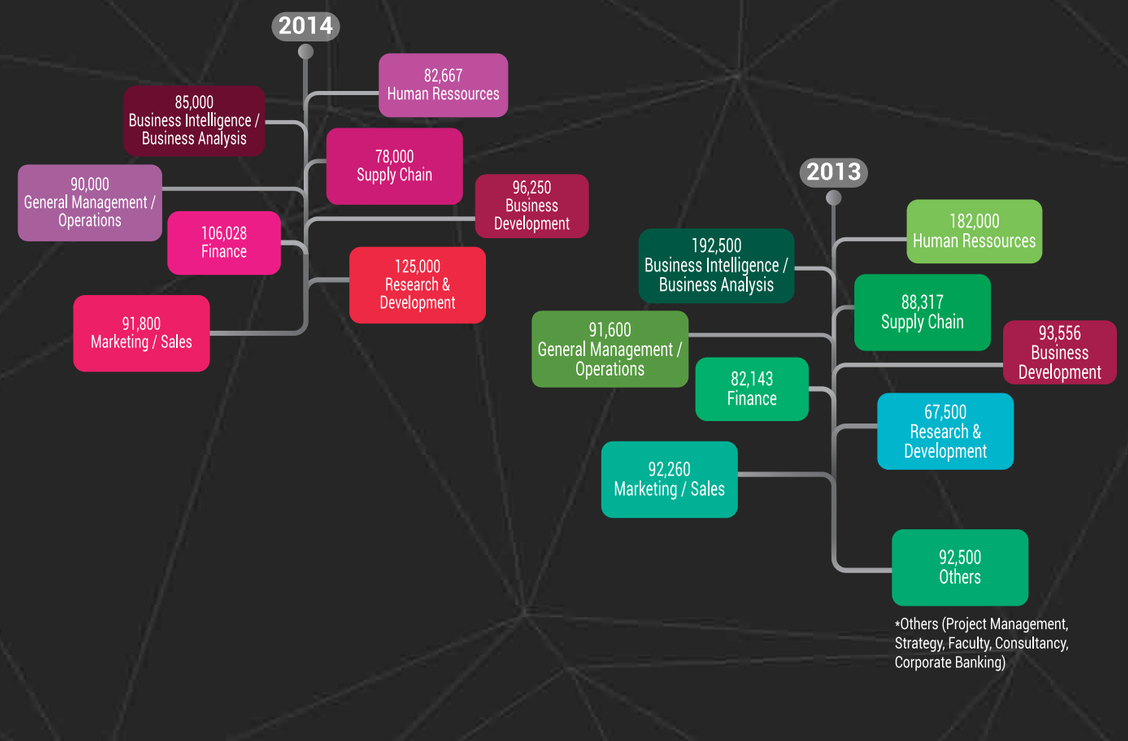
AVERAGE SALARY BY SECTORS 2013-2015



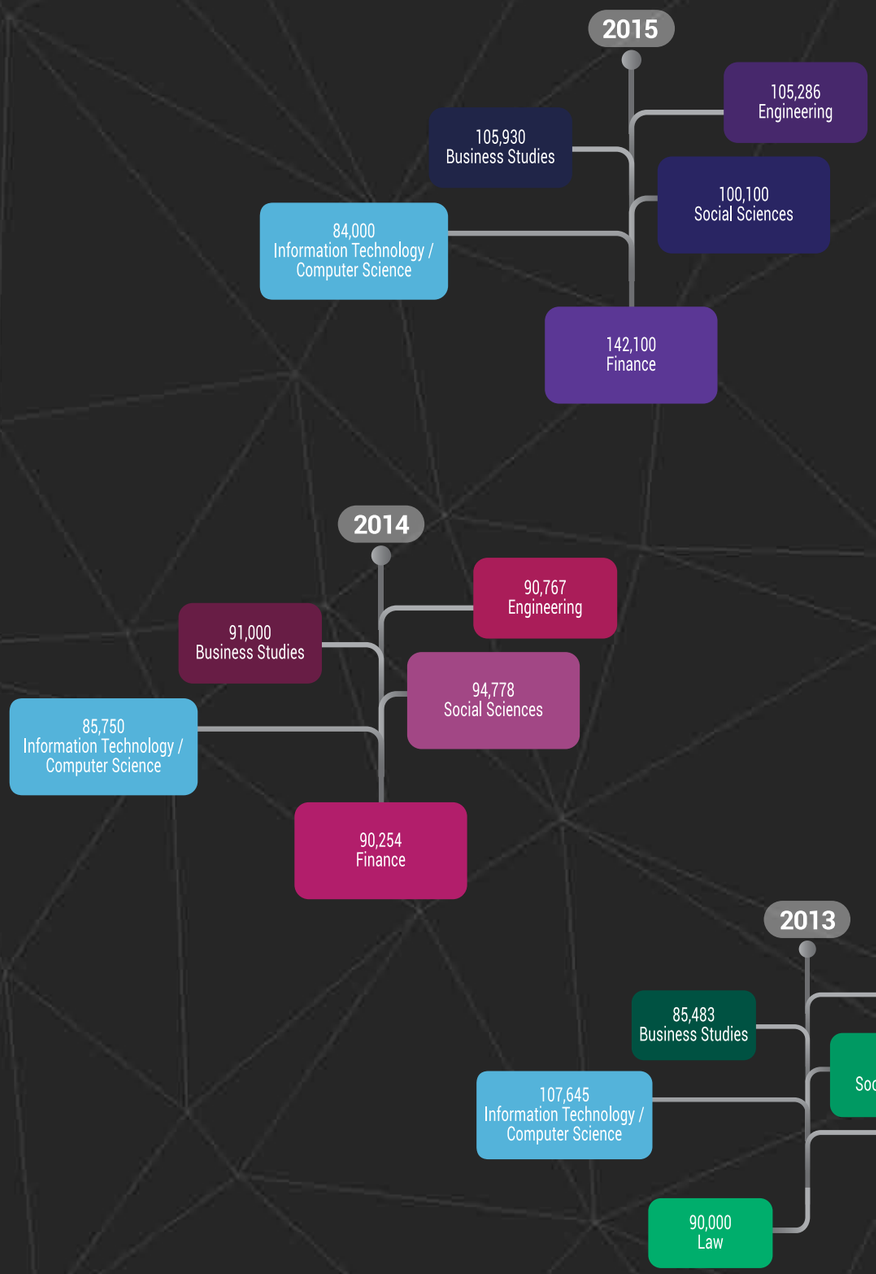


AVERAGE SALARY BY FUNCTIONS 2013-2015

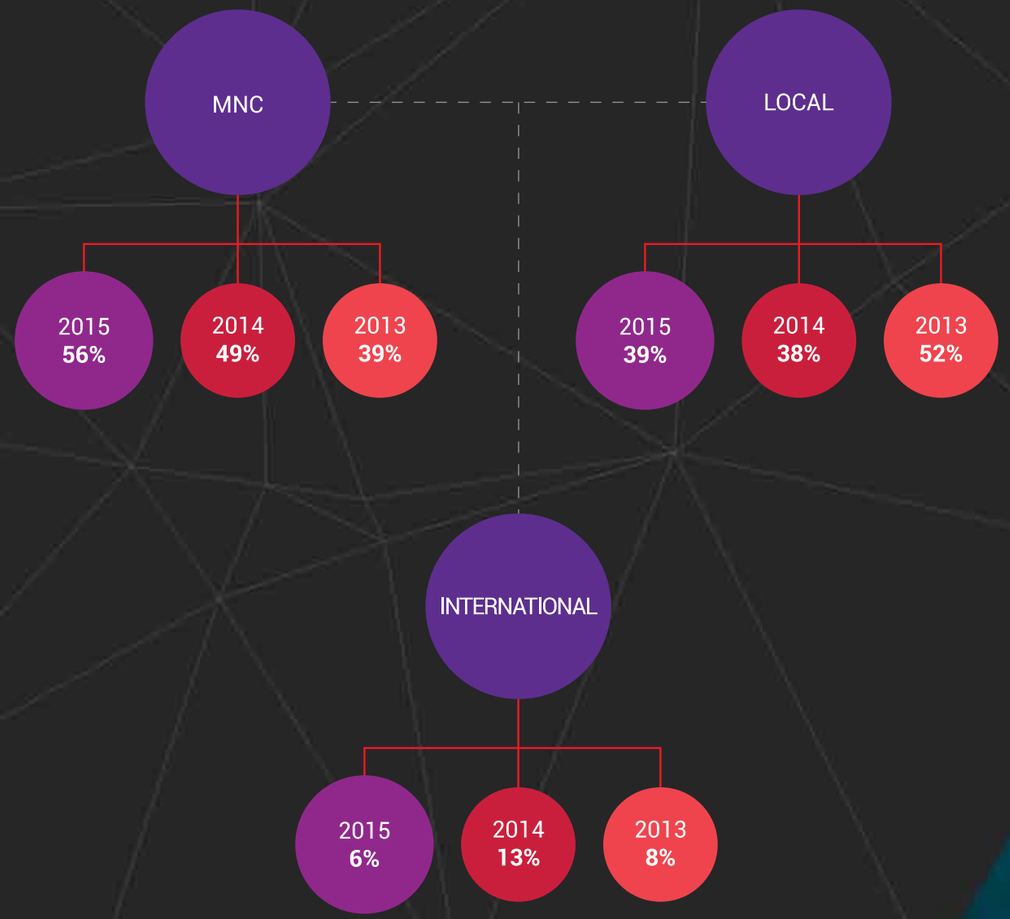




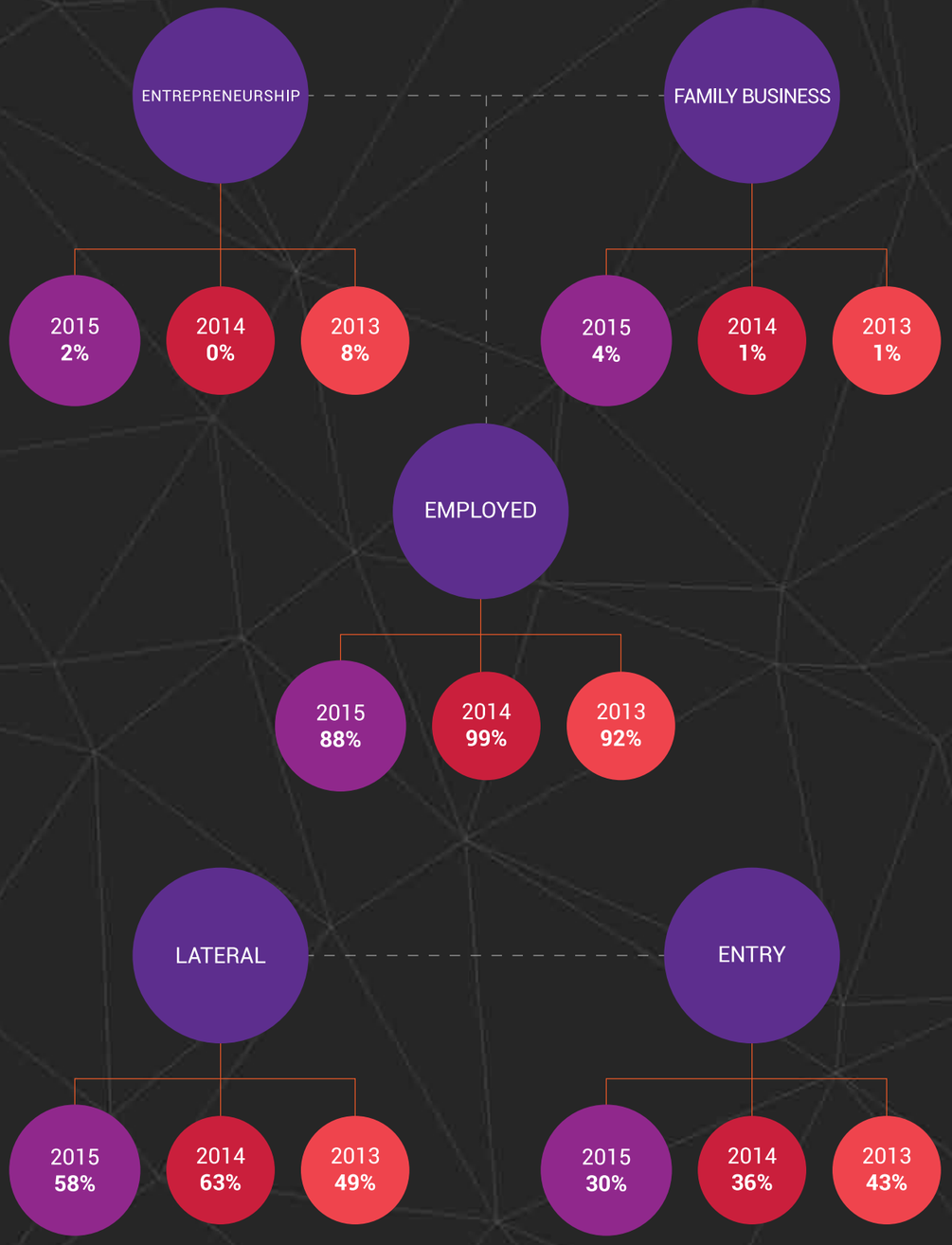
AVERAGE SALARY **BY** ACADEMIC BACKGROUND **2013-2015**



PLACEMENTS - TYPE OF ORGANISATION **2013-2015**



PLACEMENT TYPE 2013-2015



AVERAGE **SALARY** BY **PRIOR** EXPERIENCE 2013-2015

