



INSTITUTE OF BUSINESS MANAGEMENT

IoBM

MS/MPhil Policy Manual

**BOARD OF ADVANCED STUDIES & RESEARCH
(BASR)**

2026



Preface

The purpose of the MS/MPhil Manual is to provide comprehensive guidance to students and relevant departments, enabling them to navigate the procedural requirements necessary for the successful completion of the MS/MPhil degree. It aims to streamline the process and ensure clarity for all stakeholders involved. The MS/MPhil research program at IoBM is designed to foster cutting-edge research, facilitate the development of innovative ideas, and improve analytical skills. We strive to cultivate an environment that encourages both faculty and students to be independent and creative thinkers.

By participating in IoBM's research programs, students gain a valuable opportunity to acquire skills comparable to those developed during an MS/MPhil degree. These programs are instrumental in enhancing students' knowledge of research methods and equipping them with the necessary tools to excel in their chosen fields. We believe that by offering a robust research program, we provide students with a solid foundation to become accomplished professionals and contribute meaningfully to their respective disciplines.



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1. Admission to an MS/MPhil Degree Program

Basic Academic Qualification: Sixteen years of schooling or 4 years of education after HSSC/F.A./F.Sc/Grade 12 or Equivalent shall be required for admission in the MPhil/MS/Equivalent program.

Minimum CGPA/Division: 2.5 CGPA in the last degree (if under semester system) or high Second Division (Minimum 50 % marks) if under an annual system. And a minimum 50 % marks in the overall Academic career.

Admission Test: Minimum 50% cumulative Score in General Assessment Test (GAT). Successfully pass an interview conducted by the IoBM Interview/Admission Committee.

Intra-Disciplinary Qualifications:

The intra-disciplinary admissions may only be allowed if:

- a) The applicant has a strong interest in pursuing an MS/MPhil/Equivalent degree in a different discipline.
- b) The applicant has passed the GRE-Subject/equivalent test² with a minimum of 70% marks in the discipline of admission and has taken 6-9 Credit Hours (CH) of deficiency courses of level 6 as per the National Qualification Framework of Pakistan 2015.
- c) The admissions committee is satisfied that the applicant's knowledge of the primary area has sufficiently prepared him/ her to undertake the course of studies of the MS/MPhil/Equivalent program (or, in the opinion of the admissions committee, the preparation can be deemed satisfactory by taking a few additional courses after starting the program).

2. Coursework Requirement for Award of MS/MPhil Degree

- MS/MPhil requires completion of a minimum of 30/33 credit hours consisting of: 8/9 courses (08*03=24/ 09*03=27 credit hours) and a Thesis of 06 credit hours.
- The student should be enrolled in regular semesters, namely Fall and Spring, and a summer semester will be allowed only for remedial courses (if any) and minimal research as per HEC criteria.
- Registration will only be allowed in a subject if the prerequisites/deficiency course/s (if any) of this subject have been completed successfully.
- In each semester, a 3-, 6-, or 9-credit-hour option (as per their relevant discipline) will be offered on MyIoBM for thesis registration, and students are required to register each semester and pay the fees accordingly.
- A student may temporarily suspend their studies for up to 2 semesters, provided there is a genuine problem. To initiate this process, the student must apply for the freeze of semesters, which the relevant program should recommend Coordinator/HoD and subsequently approved by the

¹ According to HEC Graduate Education Policy 2023, Intradisciplinary refers to sub-disciplines occurring within one of the ten broad disciplines defined by UNESCO's International Standard Classification of Education (ISCED-F-2013).

² In case the GRE-Subject test for a specific field/discipline is not available/conducted in Pakistan.



relevant HoD/Dean. It is important to note that a record of this approval application will be maintained in the student's file for future reference. These two semesters shall be counted in the program life cycle (Max 04 Years). The option of freeze is not allowed in the First semester.

- For the MS/MPhil degree, a minimum CGPA of 3.0 out of 4.0 is required. Additionally, a minimum passing grade of C+ must be achieved in all relevant courses.

3. MS/MPhil Degree Completion Timeline

- The MS/MPhil degree shall be awarded by the universities not before the completion of 1.5 years or three (03) regular semesters and not after completion of four (04) years or eight (08) regular semesters, save exceptions mentioned in the following clause.
- However, the students who are unable to complete the program within four (4) years, the Institute will determine through a competent authority (BASR) whether the delay was caused by circumstances beyond the student's control (e.g., unnecessary delays/governance issues at the part of university or catastrophes - natural or human caused - and if so, the Institute will grant an extension in such exceptional circumstances and also fix responsibility in case the poor governance caused the delay.

4. Readmission and Credit Transfer for MS/MPhil

- If the student exceeds the program's maximum duration, he/she will have to apply for readmission in accordance with the 'IoBM Readmission Policy'.
- Readmission is contingent upon the Institute's discretion, which is determined based on the recommendation of the Credit Equivalent and Transfer Committee (CETF) of IoBM. While students may express their interest in readmission, the final decision lies with the University/Institute, taking into account the various factors evaluated by the BASR.
- In case of credit transfer from another university, IoBM's Credit Equivalent and Transfer Committee (CETC) will assess and evaluate the transfer of credits between educational institutions and programs.
- In case of readmission, only courses completed in the "last four years" will be transferred, and the rest will have to be repeated. New courses should be taken as given in the new catalogue. Furthermore, if a candidate has completed only an advanced course within the last four years, he/she must complete both the prerequisite and the subsequent advanced course.
- A maximum of 50% of the courses may be transferred with a grade of B or higher.

5. MS/MPhil Thesis Requirements

- Complete the prescribed coursework, each with a credit hour value of 03.
- Select a supervisor from within the university following HEC requirements.
- Write an MS/MPhil proposal following the IoBM MS/MPhil Template under the guidance of a supervisor.
- Successfully defend the MS/MPhil proposal in an open defence.
- Submit the research proposal to the BASR meeting for consideration and approval. The proposal will be submitted for consideration at the BASR meeting following the student's registration for the thesis.



- BASR Approval of MS/MPhil Proposal.
- The supervisor will maintain a satisfactory semester-wise research progress report.
- Complete a six-credit-hour MS/MPhil thesis coursework.
- The BASR will approve two external evaluators (relevant subject expert) and one defence examiner.
- The following is the formula to assign grades to MS/MPhil thesis:

Evaluator-1	Evaluator-2	Examiner	Total	Grade
Merit =33	Merit =33	Merit =33	99	A+
Minor =29	Minor =29	Minor =29	87	A-
Major =25	Major =25	Major =25	75	B-

- If the thesis is rejected by one of the evaluators, it will be sent for a third opinion.
- Finalize the thesis based on the comments/changes provided by the evaluator/s.
- Present a thesis defence in the presence of an external examiner and a committee consisting of a supervisor (as an observer), relevant Head of department, Research Head/program coordinator, Dean, and one subject expert.
- The process of Thesis Finalisation entails carefully considering and incorporating any comments/changes provided by the examiners (both evaluators and the defence examiner), while ensuring compliance with the designated IoBM format for BASR approval.
- Submit soft copies on two CDs and a minimum of four hard copies, including: Library, concerned Dean's office/Research Head, Supervisor, and Student, according to the IoBM MS/MPhil Template.
- Complete the student's file, including all required forms/documents, and have it signed by the relevant authorities.
- The MS/MPhil Thesis should be in the “Burgundy” colour.
- The Degree Award Letter is issued upon completion of all HEC and IoBM requirements (as per the BASR Checklist).

6. Guideline for Proposal Writing and Defence:

Each MS/MPhil researcher shall write a thesis reflecting the relevance, credibility, effectiveness, and legitimacy of the research. The thesis must be an original and innovative contribution to knowledge that helps solve socio-economic problems. To improve the quality of an MS/MPhil thesis, some regulations are suggested for the students in the following areas¹:

i. Selection of Research Area

The research area of the MS/MPhil researcher must:

- Corresponds to the community needs at the regional and local levels and complies with the priority.
- National research agenda.

¹ The Higher Education Commission of Pakistan, Graduate Education Policy, Retrieved from <https://www.hec.gov.pk/english/services/faculty/Plagiarism/Documents/Graduate-Education-Policy.pdf>



- Reflects the basic and pure research.
- Signifies emerging areas of research that coincide with Sustainable Development Goals (SDGs).

ii. Quality of Reporting

The quality of presentation and reporting in the thesis shall reflect the following characteristics:

- The document is well written.
- The contents are balanced, well-organised, appropriately styled, clearly structured, and well-cohered.
- The document is free from grammatical and spelling errors and flawed terminology.
- Minor shortcomings, such as inaccurate use of acronyms and clumsy sentence structure, have been addressed.
- Quantitative research proposals must include a valid statistical design for data analysis.
- The formatting shall be compatible with international standards.

iii. Methodology Quality

To produce an MS/MPhil thesis capable of independent research, ensuring its technical soundness is integral. The following guidelines shall be useful to make the MS/MPhil research methodologically sound:

a) Guidelines ensuring the quality of Qualitative Research:

An MS/MPhil research thesis, based on the Qualitative Research methods, should satisfy at least the following questions.

- 1) Does the research, as reported, illuminate the subjective meaning, actions, and contexts of those being researched?
- 2) Is there evidence of the adaptation and responsiveness of the research design to the circumstances and issues of real-life social settings encountered during the course of the study?
- 3) Does the sample produce the type of knowledge necessary to understand the structures and processes within which the individuals or situations are located?
- 4) Is the description provided detailed enough to allow the researcher or reader to interpret the meaning and context of what is being researched?
- 5) How are the different sources of knowledge about the same issue compared and contrasted?
- 6) Are subjective perceptions and experiences treated as knowledge in their own right?
- 7) How does the research move from a description of the data through quotation or examples, to an analysis and interpretation of the meaning and significance of it?

b) Guidelines Ensuring the Quality of Quantitative Research:

An MS/MPhil thesis with Quantitative Research methods should satisfy, at least, the following questions:

- 1) Reliability – are the results repeatable?
- 2) Validity – does it measure what it claims to measure?
- 3) Internal validity – do the research results mean what they appear to?
- 4) External validity – can the results be generalized to other settings (ecological validity)



- 5) and to other populations (population validity?)
- 6) Replicability – are the results of the study reproducible?

iv. *Appropriateness of the Methods to the Aims of the Study*

To achieve research objectives, alignment of research approach methods is necessary.

Therefore, an MS/MPhil thesis is required at least:

- a. Reflect a fair proportion of the latest knowledge of contemporary techniques and methods in relation to study objectives.
- b. Contain detailed and easily comprehensible discussions regarding the applied methods and techniques.
- c. Justify the use of methods and techniques to achieve study objectives.
- d. Show evaluation of obtained results in relation to study objectives.
- e. The methods and techniques used should justify the results obtained.
- f. The obtained results should support the study objectives.

v. *Relevance to the Policy and Practice*

The research should have significantly answered the questions related to policy and practice in that area, establishing its usefulness and usability. Accordingly, an MS/MPhil thesis is required at least:

- a. Reflect judicious evaluation of study results in relation to policy-related aims and goals undertaken while starting the research.
 - b. Discuss the practical implications of the study's results in relation to emerging practices in that area.
 - c. Establish the usefulness of the study's results for policy-making, as stated at the beginning.
 - d. Discuss how the resulting policy be useful for the organisation/society.
 - e. The study output should be significant enough to be published or to be patented.
 - f. The assessment of the results performed by the author is superficial and lacks substance.
-
- The student will use the proposal template provided on the Website to write the proposal.
 - After the proposal has undergone a Turnitin check, the supervisor will forward the proposal to the MS/MPhil Coordinator/Research Head using the BASR Form 6, MS/MPhil Proposal Defence Requisition Form, in both hard and soft copies.
 - Once the MS/MPhil proposal has been reviewed and deemed compliant with the general guidelines, including permissible limits on the similarity index, format, and other requirements, the proposal defence date will be announced by the respective MS/MPhil program Coordinator/Research Head. This date will be mutually agreed upon by the relevant expert/panel.
 - The composition of the review committee will be determined based on the relevance of the research area, with the supervisor's consent and the relevant Dean's approval.
 - At least 7-10 days before the proposal defence, the MS/MPhil Program will issue an official notification.
 - The Coordinator/Research Head is to inform the students, the supervisor, the review committee, the Dean, and the BASR Office.



- The Proposal defence sessions are scheduled exclusively on Saturdays, with a suitable time slot from 12:00 PM to 2:00 PM.
- If the defence committee recommends changes during the Proposal defence, the candidate is responsible for incorporating them into their research.
- After making the necessary revisions, the candidate must obtain approval from the relevant Research Head/Dean. This approval process requires certifying the changes from the relevant supervisor before submitting the revised proposal to the BASR Office.
- Once the proposal has received committee approval, it will be forwarded to the BASR Office for further consideration (BASR Template Proposal 1 & 2).

7. MS/MPhil Thesis Template and General Guidelines:

i. MS/MPhil Thesis Guidelines

- The word limit for the MS/MPhil thesis should be a minimum of 10,000 words with 1.5 spacing.
- Footnotes, references, and text within tables are not counted within the word limit.
(*Appendices and Bibliographies are also excluded*).
- APA (Business Management and Social Sciences) and IEEE (IT and Engineering) Reference/Citation style to be followed.
- Font Style: Times New Roman
- Font Size: 12
- Spacing: 1.5
- Running Head: Left
- Paragraphs (First Line) Indented
- Page Number: Bottom Centre
- Short Title: Upper right
- Page Format: 1" (Bottom) 1" (Top) 1.5" left and 1.0" Right
- Upto 5 Levels of Heading (i.e. 1, 1a, 1b, 1c, 1.1, 1.2, 1.3.....)
- Alignment: (Justified)
- Spine: Last name of the author with the first name initial and year
- Cover Colour for MS/M.Phil. Thesis: Burgundy

ii. The Ordering of Items for the Thesis

- Title Page [MS/MPhil Thesis Template]
- Dedication (optional)
- Acknowledgement (any special assistance given should be stated)
- Author's Declaration
- Plagiarism Undertaking
- Forwarding Sheet
- Certificate of Approval
- Notification
- Examination Report



- Table of Contents
- Abstract
- List of Tables
- List of Figures
- List of Terms, Symbols, or Abbreviations (if any)
- The Body of Text [Chapter 1 to Last Chapter]
- Endnote (if any)
- References (As per IoBM Policy)
- Bibliography (if required)
- Annexures/Appendices (if any)

iii. *Font Style and Size:*

- Times New Roman font to be used
- Font size 12 for the text of the Thesis
- Font size for title page 18-22
- Font size 14 for Heading 1, for Heading 2 “12”, and for text “12”
- Condensed type is not acceptable

iv. *Line Spacing in the Text:*

- The space between rows of text should be 1.5 lines.

v. *Citation /Reference Style:*

- References should be made to the publication manual of the American Psychological Association (APA), 6th Edition and later, and, for IT and Engineering Departments, the IEEE referencing style is required.

vi. *References:*

- The references list should cite all the literature referred to in the text of the thesis.

vii. *Chapter Title Heading and Subheading:*

- Headings should be single-line spaced.
- Each chapter should begin on a new page.

viii. *Margins, Physical Layout, and Pagination:*

- For Binding, a minimum of 1-inch margin is required for all sides of the page. This applies to all pages.
- The page number should be printed at the bottom of the page and centred, and should be approximately three-quarters of an inch from the page's edge.
- All pages shall be numbered in sequence. There should be no blank or duplicated pages.
- All sections before the main text, including the preface, are numbered in small Roman numerals (i, ii, iii, etc.).



- The main text onwards, including Abstract, Chapter pages, Illustration, Figures, Tables, Reference, and Appendices/Annexures should be numbered in consecutive order in Arabic numerals (1, 2, 3)

ix. Declaration:

- The declaration should include whether any material contained in the Thesis has been used before, and that the main text of the Thesis is original work. The declaration immediately follows the acknowledgement and must be signed by the candidate.

x. Thesis Binding Template:

- Burgundy colour, with the IoBM logo embossed in gold lettering, to be printed on the Thesis.

xi. Electronic Version:

- The Institute of Business Management (IoBM) requires the electronic submission of the thesis on 2 CDs, to be kept by the relevant department/Library for copyright purposes. The document should be in PDF format. No compression or password protection should be employed. It is the author's responsibility to ensure that the PDF version of the thesis matches the completeness and fidelity with the print version of the Thesis.

xii. AI and Similarity Checking Policy for Theses:

The following guidelines will be followed:

- Originality/Similarity reports generated by Turnitin provide clues in the form of text matches, Proverbs, Universal Truths, phrases, etc. Scholars/Students must ensure that the document they submit is in the required style (e.g., IEEE, Chicago, MLA, APA).
- If the document has a similarity index $\leq 19\%$, the benefit of the doubt may be given to the author; however, if any single source has a similarity index $\geq 5\%$ without citation, it must be revised/corrected.
- AI-generated content detected by Turnitin must be $\leq 19\%$. Single source AI detection (large language model) must be below 5%.

xiii. AI and Plagiarism Checking Process:

- The thesis will be checked through Turnitin twice. First, at the time of sending it for the evaluation, and second, after the open defence, before sending the case to BASR for the approval of the Degree by the IoBM Focal Person.

xiv. Selection of External Evaluations and Defence Examiner by BASR:

- The supervisor and the Head of department are supposed to propose the names of at least 6 PhD experts - Four Evaluators and 2 Defence Examiners (as per HEC Policy) on the subject area to be submitted to BASR after the approval of the relevant Dean and Research Head (BASR Form 4 Examiners/Evaluators form).

xv. Evaluation of MS/MPhil Thesis:

- The evaluation is expected to take 4 weeks. The remainders are supposed to go to the evaluators after 4 weeks.
- If the evaluators are not responding within the given time, BASR is authorised to send the thesis



to the other evaluator for review after approval from the Rector on the provided list.

xvi. *Open Defence of MS/MPhil Thesis:*

- A student shall proceed with an open defence after submitting the changes (if any) suggested by the evaluators. These changes are supposed to be verified and certified by the relevant supervisor, Research Head, Dean, and submitted to the BASR Office for further processing.
- After receiving the changes certificate and thesis (if any), BASR-Office will then officially send the thesis to the Defence Examiner for review and the invitation for the defence.
- The MS/MPhil thesis defence date must be decided based on the defence examiner's availability, in accordance with the IoBM defence conduct scheduled policy.
- The existing students of the relevant MS/MPhil programs must attend the defence, and the coordinators should maintain attendance.
- MS/MPhil thesis open defence evaluation form (BASR Form 14 Defence Examination Form) to be submitted to the Defence examiner by the BASR officer, and also received by the BASR office on the Defence Examination day.
- The defence pro forma must be completed, signed by the relevant committee members, and submitted on the same day as the defence.
- The sealed defence examiner report will then be presented to the BASR members for Degree approval. In case of changes suggested by the defence examiner, the student must incorporate the changes, obtain approval from a relevant supervisor, Research Head, and Dean, and submit the case to the BASR-Office for resending the case to BASR for Degree Approval.
- The final thesis will be sent to the IoBM Turnitin Focal Person for official similarity checking.

xvii. *Open Defence of MS/MPhil Thesis Protocol:*

- In accordance with HEC Policy, the open defence must be conducted.
- Advance notice should be provided to ensure the defence schedule is communicated on time.
- Supervision of the proceedings shall be maintained by either the Coordinator/Research Head of the relevant Department.
- Attendance at the defence is mandatory for both pertinent research students and faculty members.
- Questioning will take place after the presentation concludes.
- Initial inquiries may come from the audience, then from faculty members, and ultimately from the examiner, with no limit on the number of queries.
- During the defence, the supervisor's role is solely that of an observer.



MS/MPHIL THESIS TEMPLATES

1. Short Proposal
2. Long Proposal
3. Thesis Template



Short Proposal: MS/MPhil Proposal Form for BASR

Date:	Program:
Name of Student:	Reg. No.....
Date of Admission:.....	Course completed (Semester):
Name of Supervisor/s:	Co-Supervisor:
Title of Thesis (Capitalized each word):.....	
.....	

Note: A word count of 1500 (Maximum) with a font size of 11 (Times New Roman).

Only the relevant references should be added.

- | | Yes | No |
|---|--------------------------|--------------------------|
| a) Correspond to the community needs at the regional and local levels | ☐ | ☐ |
| b) National Research Agenda | ☐ | ☐ |
| Signifies emerging areas of research that coincide with SDGs # | <hr/> | |

1. Introduction and Literature Review Summary

2. Problem Statement

3. Study Objectives

4. Model/Hypothesis

5. Research Methodology (*Data Collection, Sample Size, Analytical Techniques*)

6. Expected Results and Contributions

7. References (only in-text citations)



Proposal Template

MS/MPhil Thesis Proposal Template



Title of Study (Topic)

Student's Name
(Student's ID #)

Supervisor/s Name:
Dr. XYZ Dr./Mr.
ABC

DEPARTMENT OF
COLLEGE OF
INSTITUTE OF BUSINESS MANAGEMENT (IoBM)
KARACHI, PAKISTAN

2025



Title of Study

1. Introduction and Literature Review Summary

This section provides the background and historical context of the study, outlining the empirical foundations of the research. It presents relevant facts related to the research topic and/or study area to help the reader understand the significance and scope of the proposed research. In addition, this section summarizes the key findings, debates, and gaps identified in the existing literature, thereby situating the study within the broader body of scholarly work. The review of literature informs the development of the research questions and highlights how the proposed study contributes to and extends current knowledge in the field.

2. Problem Statement

Logically, the first step in any research is to state the problem clearly. This step is indispensable in the writing process because it governs the organisation and flow of the thesis. The purpose statement should provide a synopsis of the purpose of the study, briefly define and delimit the specific area of the research, identify the unit of analysis in the study, and foreshadow the hypotheses to be tested or the questions to be raised. A problem may be stated in terms of a verbal statement, i.e., "The purpose of this research is to examine..." or "This study aims at ascertaining" The problem could also be stated in the form of a question like: "Why are Muslims divided?" or "What are the factors associated with the rise of hate crimes against Muslims in the West?"

3. Study Objectives

- i.
- ii.
- iii.

4. Model/Hypothesis

This section presents the theoretical and/or conceptual framework of the study, from which the research questions and testable hypotheses are derived. The proposed model explains the relationships among the key variables under investigation. Hypotheses are formulated as conjectural and conditional (if–then) statements that specify the expected direction and nature of these relationships, grounded in relevant theories and existing empirical literature.

5. Research Methodology (Data Collection, Sample Size, Analytical Techniques)

The research methodology section constitutes the core of the research proposal, as it explains how the study will be conducted to address the research questions and test the proposed hypotheses. This section outlines the overall research design, data sources, sampling framework, data collection procedures, and analytical techniques to ensure the validity and reliability of the findings. The main components of the methodology are as follows:



5.1 Type of Research

5.2 Data Source

5.3 Sampling Method

5.5 Sample Size

5.5 Data Collection, Tools, and Justification

5.6 Data Analysis Techniques (Proposed Model, if any)

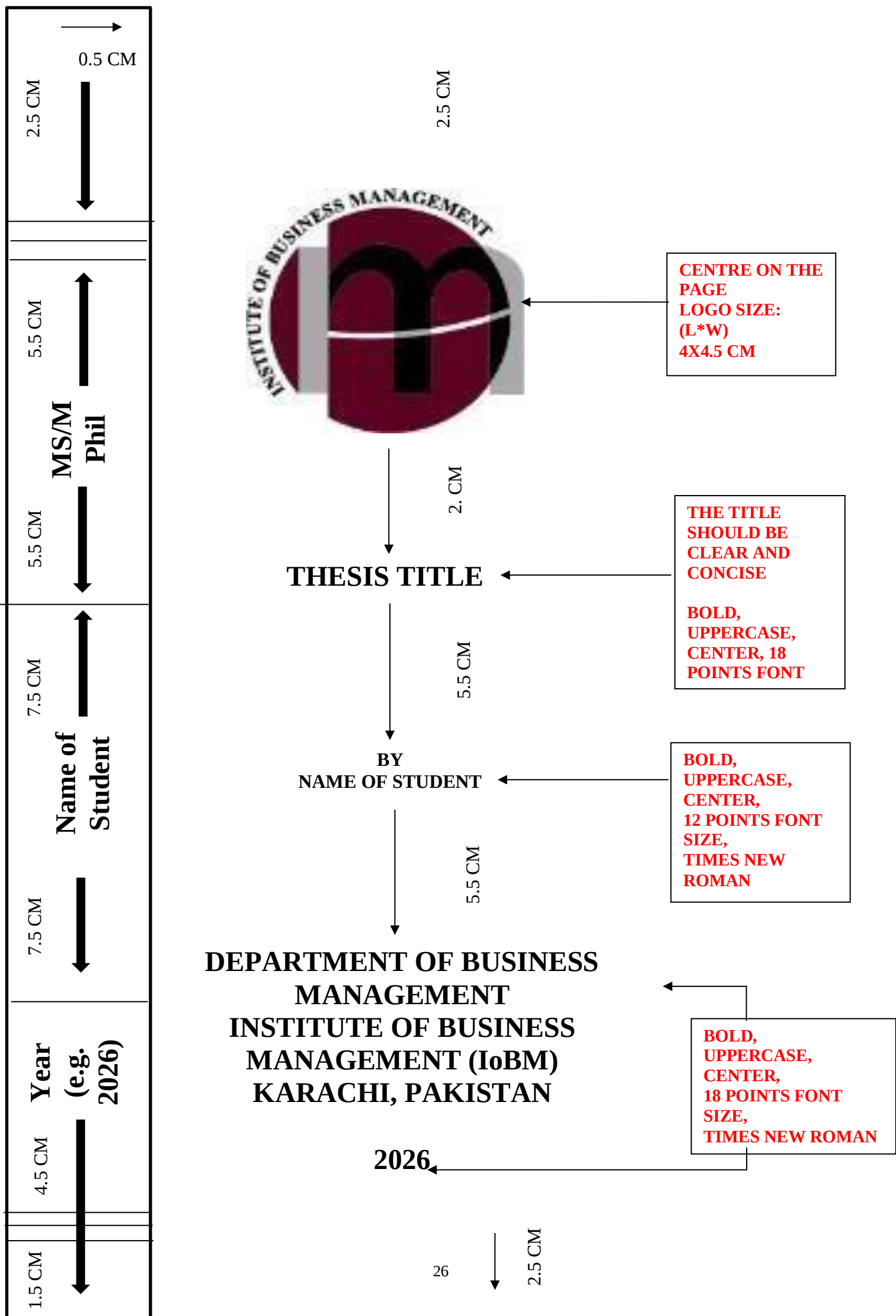
6. Expected Results and Contributions:

7. References:

The research proposal must include a thorough, focused, and succinct reference and bibliography. The Business Management and Social Sciences Faculty is supposed to follow the APA referencing style, whereas the IT and Engineering Faculty is supposed to follow the IEEE referencing style. The need for complete documentation generally dictates the inclusion of appropriate appendices in proposals (if any/required). The Appendix should contain a copy of the instrument and other documents, such as questionnaires, that are not supposed to go in the body of the text.

Appendices (if any):

Questionnaire (if any)



2.5 CM

Inside Page

**THESIS
TITLE**

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**UPWARD CENTRE
ON THE PAGE

LOGO SIZE: (L*W)
4X4.5 CM**

**BY
NAME OF STUDENT

SUPERVISOR
NAME OF SUPERVISOR**

**BOLD,
UPPERCASE,
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12 POINTS FONT SIZE,
TIMES NEW ROMAN**

**A thesis submitted in partial fulfillment of the requirement for the
degree of MS/MPhil.....**

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12 POINTS FONT SIZE,
TIMES NEW ROMAN**

**DEPARTMENT OF
INSTITUTE OF BUSINESS MANAGEMENT (IoBM)
KARACHI, PAKISTAN
2026**

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TIMES NEW ROMAN**

2.5 CM



2.5 CM

ACKNOWLEDGEMENT

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This is the prerogative of the researcher (student) to acknowledge whomever they want for thanks.

Times New Roman,
Font size 12 with 1.5 spacing
Lowercase



AUTHOR'S DECLARATION

**BOLD,
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I (name of student/scholar).....ID #.....hereby state that my MS/MPhil thesis titled:“.....” is my own original work and has not been submitted previously by me in any version for taking any degree from anywhere else in the country/outside, including IoBM and shall not in future be submitted by me for obtaining any degree/diploma from any other University/Institution.

At any time, if any statement is found to be incorrect even after my Graduation, the University/Institute has the right to withdraw my degree.

Times New Roman,
Font size 12 with 1.5 spacing
Lowercase

Student's Complete Name:

Signature and Date:

Times New Roman
Font size 12 with 2.0 line spacing
Lowercase



PLAGIARISM UNDERTAKING

**BOLD,
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I solemnly declare that the research work presented in the MS/MPhil titled: “.....” is solely my research work with no significant contribution/help whatever taken has been duly acknowledged, and that the complete thesis has been written by me.

I understand the zero-tolerance policy of HEC and the Institute of Business Management (IoBM) towards plagiarism. Therefore, I, as an author of the above-titled thesis, declare that no portion of my thesis has been plagiarized and any material used as a reference is properly referred/cited.

I understand that if I am found guilty of any plagiarism in the above-titled thesis, even after the award of the MS/MPhil degree, the university reserves the right to withdraw/revoke my degree, and the University has the right to publish my name on the HEC/University website on which the names of students are placed who submitted plagiarized thesis.

Plagiarism includes copying published work without referencing, copying coursework essays/assignment/term report or submitting assignment done through hiring of ghost writer(s) for writing/solving the assignment(s) or submitting borrowed/copied or stolen assignment and claiming to be my own assignment/work including falsifying the results will be liable to penalization under the “IOBM POLICY ON PLAGIRISM”.

I confirmed that I have read and understand the ‘IOBM POLICY ON PLAGIARISM’ and have fully understood what plagiarism is, and equally important, how to avoid it.

Student’s Complete Name:

**Times New Roman,
Font size 12 with 1.5 spacing
Lowercase**

Signature and Date:

**Times New Roman
Font size 12 with 2.0 line spacing
Lowercase**



FORWARDING SHEET

**BOLD,
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14 POINTS FONT SIZE
TIMES NEW ROMAN**

This is to certify that this MS/MPhil thesis titled,
“.....” submitted by Ms./Mr./Mrs.
..... ID number towards the partial fulfillment
of the requirements of the degree of MS/MPhil in the department of
..... at the Institute of Business Management has been
completed under my supervision. I have gone through whole the thesis and found satisfactory
research including its language and similarity index/plagiarism in all aspects

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(Note: The number of chapters and sections in the thesis varies; it can be increased, but chapters 1,2,3,4 and 5 are important).

REFERENCES

APPENDICES (If any)