

**ATTITUDE,
APTITUDE,
ACHIEVEMENT.**

MBA
Recruiter's Guide

2014



Suleman Dawood
School of Business

MBA
Recruiter's Guide
2014



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**MBA
PLACEMENT
OFFICE
(MPO)
— AN
INTRODUCTION**

DEAR RECRUITER,

It is my pleasure to share with you the 2014-2015 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.

I am pleased to introduce the recruitment executives below:



Sarah Karim

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Mian Saboor-ud-Din

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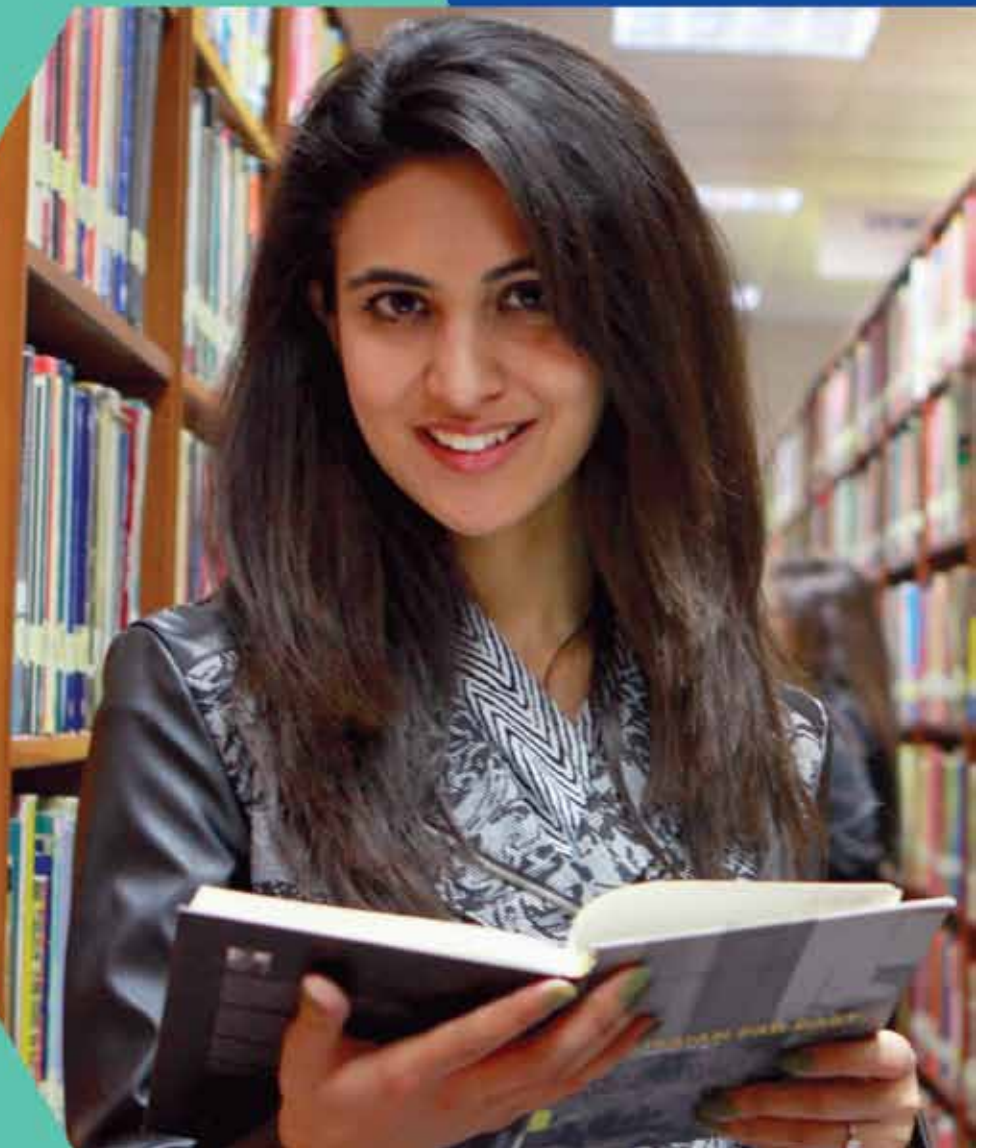
We value your input and feedback on the development and improvement of programmes designed to facilitate your recruiting efforts at LUMS. I encourage you to reach out to us with any suggestions or comments throughout the year. We look forward to working with you during the 2014-2015 recruiting season.



Ayesha Zafar Ali

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WHY RECRUIT AT SDSB?



TOP RANKED BUSINESS SCHOOL IN PAKISTAN

Suleman Dawood School of Business (SDSB) is the Business School of and for Pakistan. Our environment provides a complete learning experience that develops young professionals with a knowledge base, management expertise and leadership calibre second to none. SDSB continues to be ranked as the leading Business School across Pakistan by HEC for several consecutive years now. 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 team 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 to Networking Days to club activities/guest speaker sessions.

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, our students experience an intensive two year programme that enhance their business insights, organizational skills and entrepreneurialism. These competitive individuals then leave LUMS to pioneer constructive change and impact local and global businesses wherever they go.



THE PEOPLE

OUR STUDENTS

The target audience of the SDSB subsumes all walks and professions of life. From engineers to computer scientists, architects to doctors, finance specialists to economics and business majors, such a diverse crowd adds to the richness of our MBA experience.

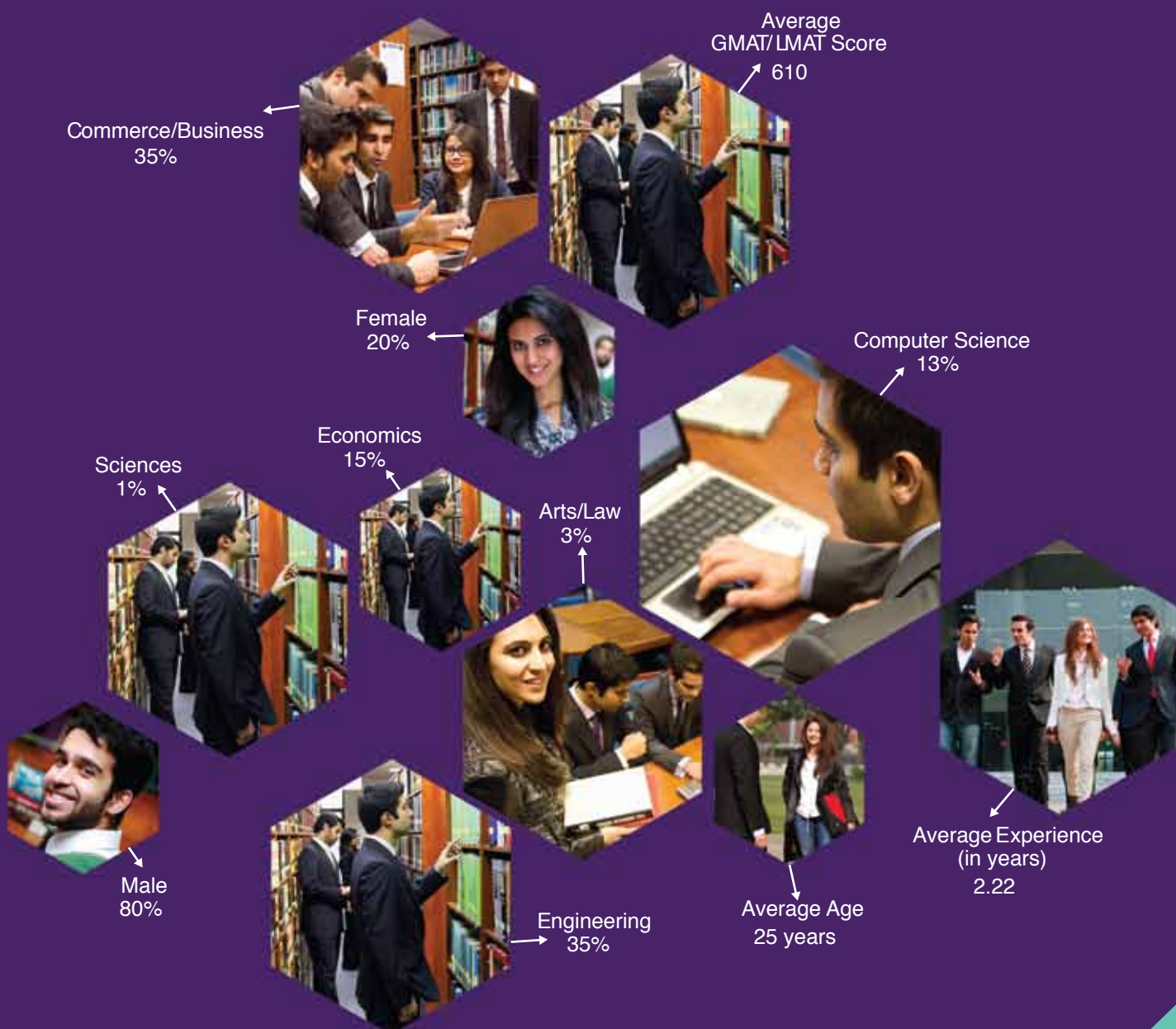


MBA 2014 PROFILE ACADEMIC BACKGROUND

1. Economics.....15%
2. Engineering.....35%
3. Arts/Law.....3%
4. Sciences.....1%
5. Commerce/Business.....35%
6. Computer Sciences.....13%
7. Average Age (in years).....25
8. Average Experience (in years).....2.22
9. Average GMAT/LMAT score.....610

GENDER

Male.....80%
Female.....20%





OUR FACULTY

LUMS faculty is a rich conglomerate of the finest PhDs from around the world. 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 of 50 PhD holders from Stanford, Cambridge, McGill, Oxford, Essex, University of Texas, University of Manchester and many others.

Junaid Ashraf



Asad Alam



Ayesha Bhatti



Muhammad Ayaz



Rohail Ashraf



Syed Mubashir Ali



Ashar Saleem



Salman Khan



Anwar Khurshid



Arif Nazir Butt



Bushra Naqvi



Farrah Arif



Fazal Jawad Seyyed



Jamshed H. Khan



Kamran Ali Chatha



M. Basharullah



Syed Zahoor Hassan



Muhammad Ahsan Rana



Abdul Karim Khan



Naiman Jalil



Saad Azmat



Abdul Rauf



Zehra Waheed



M. Shakil Sadiq Jajja



Ghufran Ahmad



Khalid Mirza



Atif Saeed Chaudry



Misbah Tanveer



Muhammad Asim



Adnan Zahid



Ehsan-ul-Haque



Mohsin Bashir



Samina Quratulain



Abdur Rahman Malik



Zainulabidin Khawaja



OUR ALUMNI

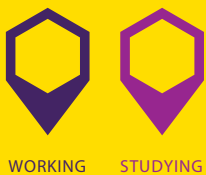
Our SDSB alumni need no introduction. They continue to be living examples of business genius and the academic excellence.

Our alumni have been the pioneers of change wherever they have served, particularly the local environment where they have been the harbingers of innovation, creativity and concrete re-structuring.

On the global front, they have been equally effective in driving critical decisions, structures and processes and enhancing productivity and efficiency.



OVER 6000 LUMS ALUMNI WORK OR STUDY IN 27 COUNTRIES WORLDWIDE





OUR RECRUITING PARTNERS

We are pleased to share some of our recruiting partners with you. It reflects our placement diversity and shows the wide range of companies and industries that recruit at SDSB.



INTERNATIONAL RECRUITING PARTNERS

- AC Nielsen, Sharjah
- Bank of America Merrill Lynch, Hong Kong
- Communication Concepts, KSA
- Credit Suisse Bank, Hong Kong
- Cupola Group, Dubai

- Dunia Finance LLC
- Gallup Consulting, Dubai
- IFFCO, UAE
- Jotun Paints, Dubai
- McKinsey & Company, Dubai

- MET Cranes, KSA
- Naseba, Dubai
- P&G, Dubai
- Shellbourne College, Dublin
- Supreme Foods, KSA

NATIONAL RECRUITING PARTNERS

- 3M Pakistan
- Abacus Consulting
- Abudawood Pakistan
- AC Nielsen Pakistan Pvt. Ltd.
- Acumen Fund
- AGCN Pakistan
- AkzoNobel Pakistan
- Allied Bank Ltd.
- Askari Bank
- Attock Refinery Ltd.
- Axact
- Bank Alfalah
- Barclays Pakistan
- Bata Pakistan Ltd.
- Bayer Pakistan
- Bayt.com
- Be Be Jan Pakistan (Pvt.) Ltd.
- Berger Paints
- Blue Group of Companies
- British Council Pakistan
- Buksh Group
- Burj Bank
- Care Foundation
- Cargill Pakistan
- Chevron
- China Mobile Pakistan (Zong)
- Citibank NA.
- Citizen's Archive of Pakistan (CAP)
- Coca Cola Exports Corporation
- Colgate Palmolive Pakistan
- Competition Commission of Pakistan
- Confiz Solutions
- Continental Biscuits Ltd.
- Crescent Bahuman Ltd.
- CrossRoads
- Cupola Group
- Dalda Foods
- Dawlance Pakistan
- Dawn Bread
- Dawood Group
- Descon Group
- DuPont Pakistan
- Eli Lilly Pakistan
- English Biscuit Manufacturers
- Engro Corporation
- ENI Pakistan
- Fatima Group of Companies
- Fauji Fertilizer Company Ltd.
- Faysal Bank Ltd.
- Four Brothers Group
- General Electric Pakistan

- Getz Pharma (Pvt.) Ltd.
- GlaxoSmithKline Pakistan
- Gulistan Group of Companies
- Habib Bank Ltd.
- Habib Metropolitan Bank
- Haleeb Foods
- Hashoo Group
- House of Habib
- HUBCO
- IBEX Global
- IBM Pakistan
- ICI Pakistan
- IFFCO Group
- Inbox Business Technologies
- Indus Basin
- Johnson & Johnson Pakistan (Pvt.) Ltd.
- Kansai Paints Pakistan
- Karachi Electric Supply Company Ltd. (KESC)
- KASHF Foundation
- Kolson Foods
- Kot Addu Power Company Ltd.
- Kraft Foods
- L'Oreal Pakistan
- Lafarge Pakistan Cement Ltd.
- Lakson Group
- Levi's Pakistan
- Linde Pakistan Ltd.
- Maersk Pakistan Agritech (Pvt.) Ltd.
- Maple Leaf Cement
- Master Group of Companies
- Mayfair Group of Companies
- Maxim International
- Merck Group
- Metro Cash & Carry Pakistan (Pvt.) Ltd.
- Mitchell's Fruit Farms Ltd.
- Mobilink
- Monsanto Pakistan Agritech (Pvt.) Ltd.
- MTBC
- Mujtaba Jamal Law Associates
- MCB Bank
- Nestle Pakistan
- Netsol Technologies
- Nippon Paints
- Nishat Group
- Novartis Pharma Pakistan
- Oil & Gas Development Company Ltd.
- OMV Group
- Orient Group of Companies
- Pak Elektron Ltd. (PEL)
- Pakistan Petroleum Ltd.
- Pakistan State Oil

- Pakistan Telecommunication Company Ltd.
- Pakistan Tobacco Company (PTC)
- Pak Arab Refinery Ltd. (PARCO)
- Panasian Group
- Pepsi Cola International Pakistan
- Pfizer Laboratories
- Philip Morris Pakistan
- PITCO (Pvt.) Ltd.
- Procter & Gamble Pakistan (Pvt.) Ltd. (P&G)
- Punjab Board of Investment & Trade
- Qarshi Industries
- QSA Surgical (Pvt.) Ltd.
- Rocket Internet
- Roshan Packages
- Reckitt Benckiser Pakistan
- Rural Support Programmes Network
- Saif Group of Companies
- Samin Textiles Ltd.
- Sanofi Aventis Pakistan
- Sapphire Textiles
- Securities & Exchange Commission of Pakistan (SECP)
- Sefam (Pvt.) Ltd.
- Servis Sales Corporation
- Shan Foods
- Sharif Group
- Shell Pakistan
- Sofizar Constellationck
- Standard Chartered Bank
- Style Textiles
- Stylo Shoes
- Systems Private Ltd.
- Tameer Microfinance Bank
- Techlogix
- Telenor
- Tetra Pak Pakistan
- The Citizen's Foundation
- The Resource Group (TRG)
- TOTAL PARCO Pakistan Ltd.
- Transworld Associates
- UBL
- UBL Fund Managers Ltd.
- UCH Power Ltd.
- Ufone
- Unilever Pakistan
- United Energy Pakistan Ltd.
- US Denim Mills (Pvt.) Ltd.
- Walmart Pakistan
- Warid Telecom
- Zephyr Textiles Ltd.

HOW TO RECRUIT AT SDSB?



INTRODUCTION

The MBA Placement Office (MPO) was established to cater to the multifarious HR needs of the corporate world and establish the specialized market niche that our experienced MBA's are well suited for.

MPO provides you with a singular platform to exclusively address all your business requirements across all industries and functions. We facilitate hiring from a diverse resource pool with varying academic and professional backgrounds, geographical distribution and practical expertise.

The segmented sector-based approach allows specialised customer orientation and an active, cohesive one-on-one liaison between each recruitment executive and his/her recruiting partners. This has rendered better personalised relations and more productive career fits.

The MPO peak activity cycle extends from January till June every year. During this time, our office provides complete support to all our recruiting partners, both on-and off-campus. In addition, all recruitment executives are also available round the year for similar objectives and to further enhance student-recruiter connectivity through other channels such as mock interviews, panel discussions, MBA externships and so on.

MPO RECRUITMENT SUPPORT

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

MPO PLACEMENT OFFICE WEBSITE

MPO has a dedicated website that offers an efficient, automated solution to all stakeholders in meeting their respective hiring objectives and needs. It supports distinct user corners to achieve this; the Student Corner and the Recruiter Corner.

The two corners bridge both communities for their specific needs through features that include advertising vacancies, downloading class profiles or searched and filtered profiles, searching for and applying against suitable opportunities and more.

However, MPO aims to be much more than a mere placement platform. We wish to not only support quality placements but also prepare and engage both sides for the same through an involving mentoring relationship. The Mentor Corner will serve this role, once developed and launched, allowing corporate and students to connect beyond recruitment and truly benefit from such long term connections. MPO also plans to actively support alumni in their career aspirations. This will come about through the Alumni Corner, also currently in making at the MPO website. This Corner will provide specific headhunting services to our

alumni community and recruiting partners so that both get their best choices while saving on cost and time.

Both Corners will go live in a few months. For now, you can avail our services through your recruiter account. If you don't have one yet, we welcome you to create it through the following steps:

- Visit the MPO website at <http://mpo.lums.edu.pk>
- Click on 'Recruiters' in the left navigation area followed by 'New User' on the next page.
- Fill out the New User Form and click Submit. Your account will be approved shortly with the username and password details emailed to your official account.
- Use the login details to enter your account and get all that we offer!

CORPORATE PRESENTATIONS

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

We invite you to visit our campus, network with our graduates, guide them about potential opportunities and recruit the best talent available.

ALL DAY RECRUITMENT

MPO also facilitates all day recruitment for its recruiting partners. Those who wish to condense several recruitment stages into a short time span can target this mode at our campus. It can involve corporate presentations, tests, interviews, group discussions and more.

However, recruiters must intimate us well in advance of the target dates if they decide on the all day recruitment option at any time.

INTERVIEWS/ TESTS/ GROUP DISCUSSIONS

MPO also facilitates its recruiting partners through every individual stage of recruitment/internships; through on-campus tests, interviews, group discussions, assessment centres and so on, both on and off-campus. In case of the latter, additional assistance is extended through the physical presence of one or more of MPO team members at the specific off-campus site, if required.



VIDEO CONFERENCING/ VIRTUAL MEETINGS

MPO offers video conferencing facilities to assist its recruiting partners where distances impose logistical constraints. An increasing number of recruiters are now employing this strategy and companies interested in conducting virtual meetings/video conferences, should let us know and we will facilitate them accordingly.

MPO GUEST SPEAKER SESSIONS/ PANEL DISCUSSIONS

MPO supports a series of sector-wise alumni panel discussions and individual guest speaker sessions for more active student-corporate linkages. Such discussions help our graduates better understand the current pragmatics across different industries/functions and the expected recruiting needs and trends of the specific organizations.

Most of these sessions are coordinated through MBA Clubs and Societies directly. Our MBA students have 11 special executive clubs and societies that provide platforms for our students to enrich their equally important non-academic skills and connect with the corporate fraternity and the market at large.

These Clubs and Societies include:

- LUMS Marketing Executive Club
- LUMS HR Executive Club
- LUMS Global Management Executive Club
- LUMS Entrepreneurship Executive Club
- LUMS Finance Executive Club
- LUMS Supply Chain Management Executive Club
- LUMS Toastmasters Executive Club

- MBA Leadership Society
- MBA Sports Society
- LUMS Business Review
- LUMS Investment Management Association

Collaborating with a student club is an excellent opportunity for you to meet a group of students focusing on one function or more, as these clubs play an integral role in building awareness of the opportunities at your organization. On-campus activities organized by student clubs include distinguished speakers talks, conferences, symposium and competitions. Last year, LUMS MBA students organized around 10 club events bringing in sponsorships from a range of organizations. Hosting a club event at your organization is also a great way to meet students with an interest in your organizations. For more information and guidance to either attend, participate or sponsor one or more of them, contact:

Ms. Quratulain Babur
Assistant Manager
External Relations
Email: quratulainb@lums.edu.pk
Tel: +92-423-5608274



MBA NETWORKING DAYS

This unique model of MBA recruitment has been in practise since 2010 and has received excellent response and feedback from both the students and recruiters.

The MBA Networking Day provides our recruiting partners with a highly focused channel to network with the entire graduating class in one go and find the best fits for their organization. A candid interaction in a semi-formal ambience brings out the best from both sides resulting in much stronger associations and more reliable selections.

These Networking Days are also sector based to increase focus among students and recruiting partners across every sector. These Days are conducted between February to April every year.



MBA EXTERNSHIPS

MBA Externships provide students with an opportunity to visit an organisation. Each year, various companies invite students to their offices. These externships offer unique insights into a company's day-to-day operations, people, and culture. Externships 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. late December to late January.

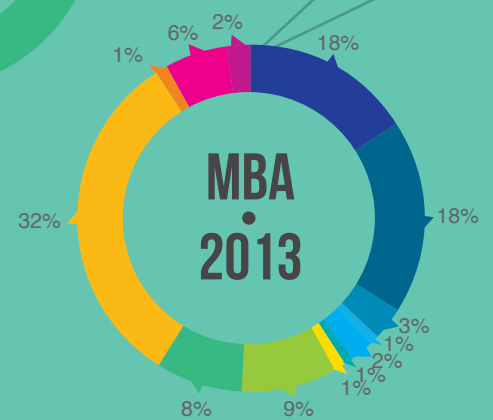
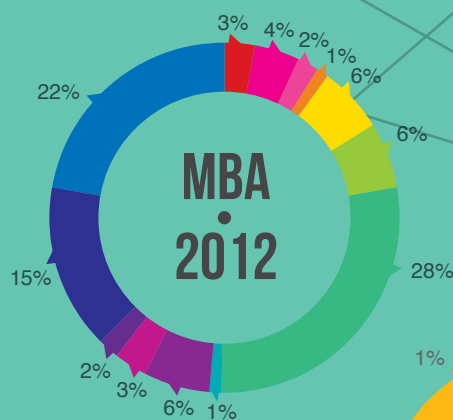
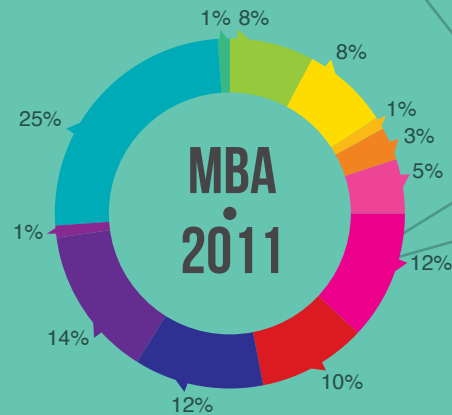
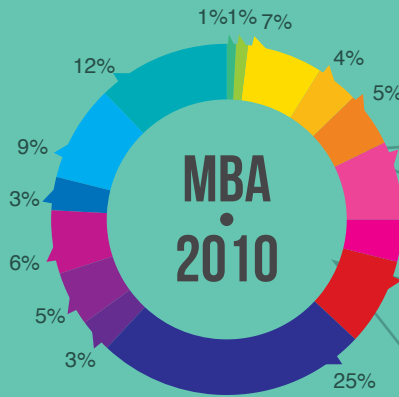
INTERNATIONAL HIRING

The MBA Placement Office has a special recruitment executive dedicated for international careers. We work closely with international recruiters to discuss strategies for recruiting the best talent through a customised hiring solution so that they get the best possible experience with SDSB and MPO.

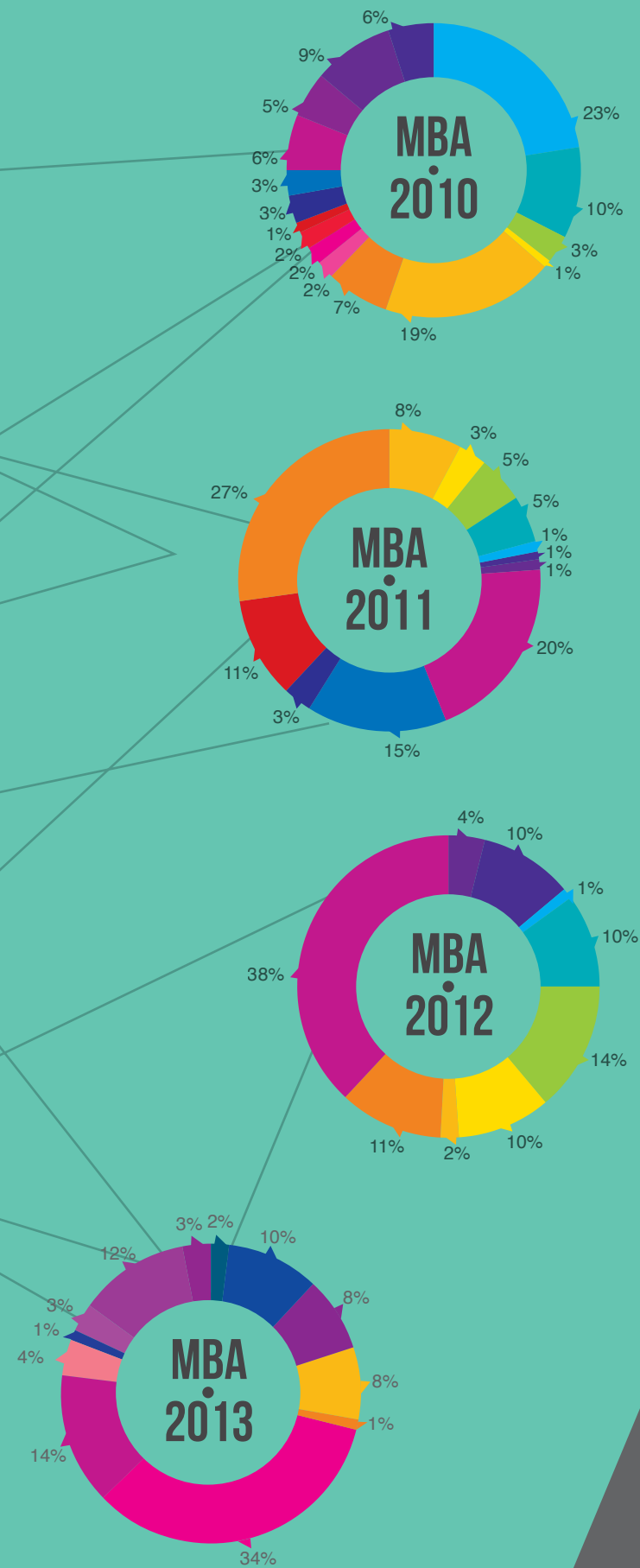


JOB PLACEMENT BY SECTOR

MBA RECRUITMENT SUMMARY 2010-2013



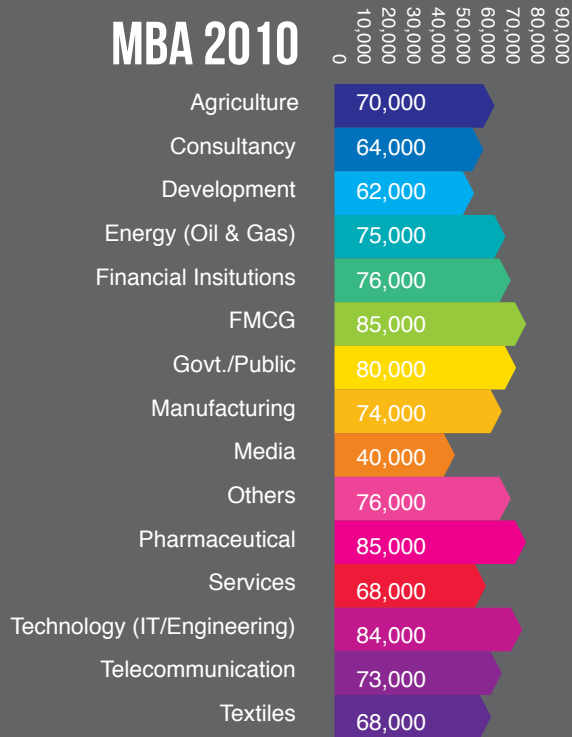
JOB PLACEMENT BY FUNCTION



- Administration
- Business Development
- Business Process Outsourcing
- Consultant
- Corporate Communications
- Customer services
- Distribution
- Education
- Finance
- Human Resource
- Information Technology
- Management
- Management Trainee
- Marketing
- Operations
- Others
- Production
- Project Management
- Research
- Business Analysis
- Strategy
- Sales
- Research & Development
- Procurement

AVERAGE SALARY BY SECTOR

MBA 2010



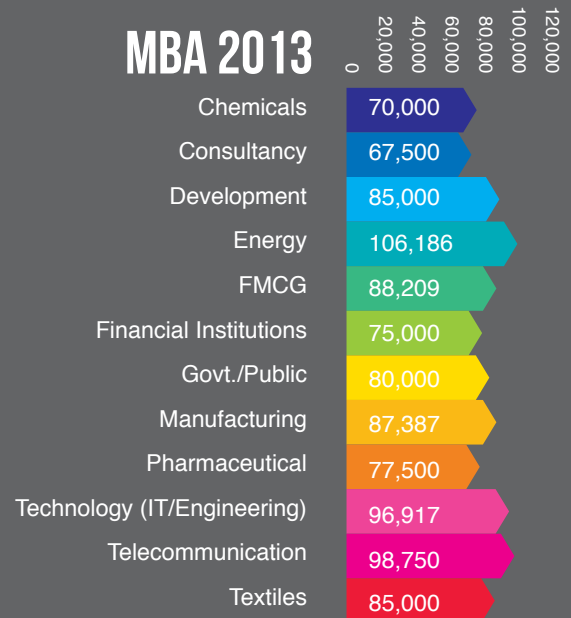
MBA 2012



MBA 2011



MBA 2013

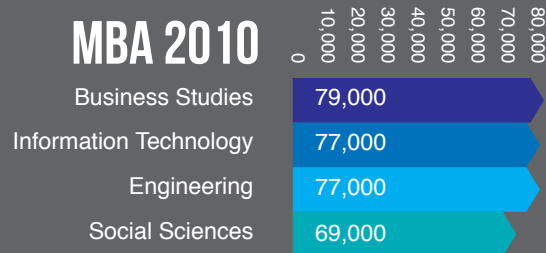


AVERAGE SALARY BY FUNCTION

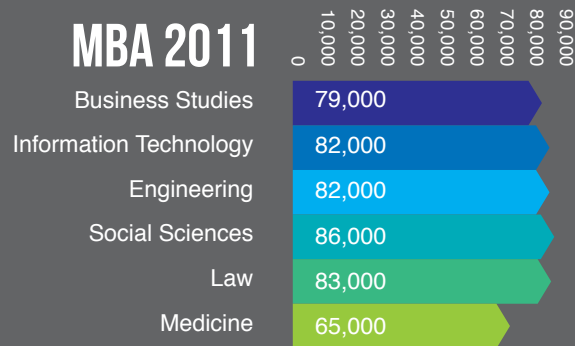


AVERAGE SALARY BY ACADEMIC BACKGROUND

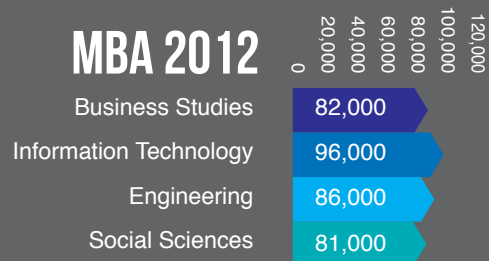
MBA 2010



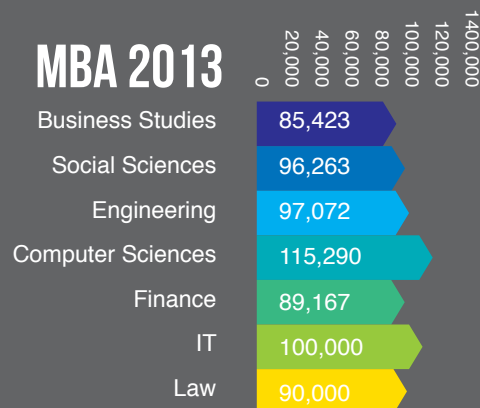
MBA 2011



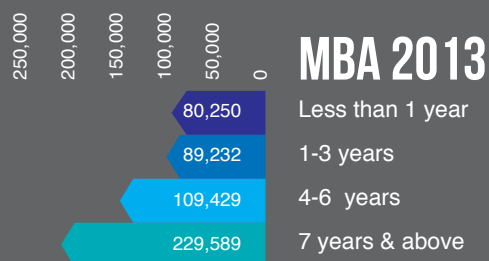
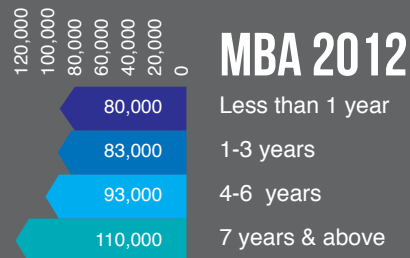
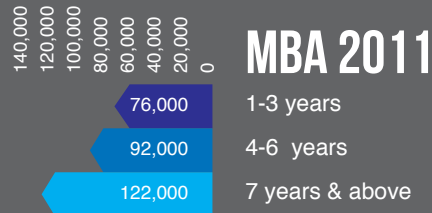
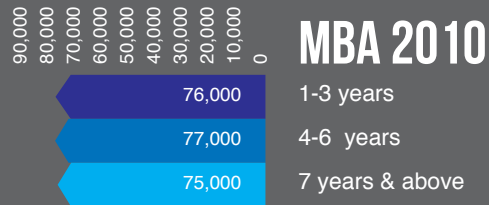
MBA 2012



MBA 2013



AVERAGE SALARY BY PRIOR EXPERIENCE



RECRUITERS WITH HIGHEST OFFERS

MBA 2010

COMPANY	TOTAL OFFERS
Telenor Pakistan	8
Nestle Pakistan	6
Engro Corporation	5

MBA 2011

COMPANY	TOTAL OFFERS
Standard Chartered Bank	9
Shell Pakistan	5
Philip Morris Pakistan	4

MBA 2012

COMPANY	TOTAL OFFERS
Telenor Pakistan	9
Mobilink	6
Nestle Pakistan	6

MBA 2013

COMPANY	TOTAL OFFERS
Engro Corporation	8
General Electric	6
Telenor	6

RECRUITERS WITH HIGHEST ACCEPTANCES

MBA 2010

COMPANY	TOTAL OFFERS
---------	--------------

Telenor Pakistan	6
Nestle Pakistan	6
Engro Corporation	5

MBA 2011

COMPANY	TOTAL OFFERS
---------	--------------

Standard Chartered Bank	6
Shell Pakistan	5
ICI	3

MBA 2012

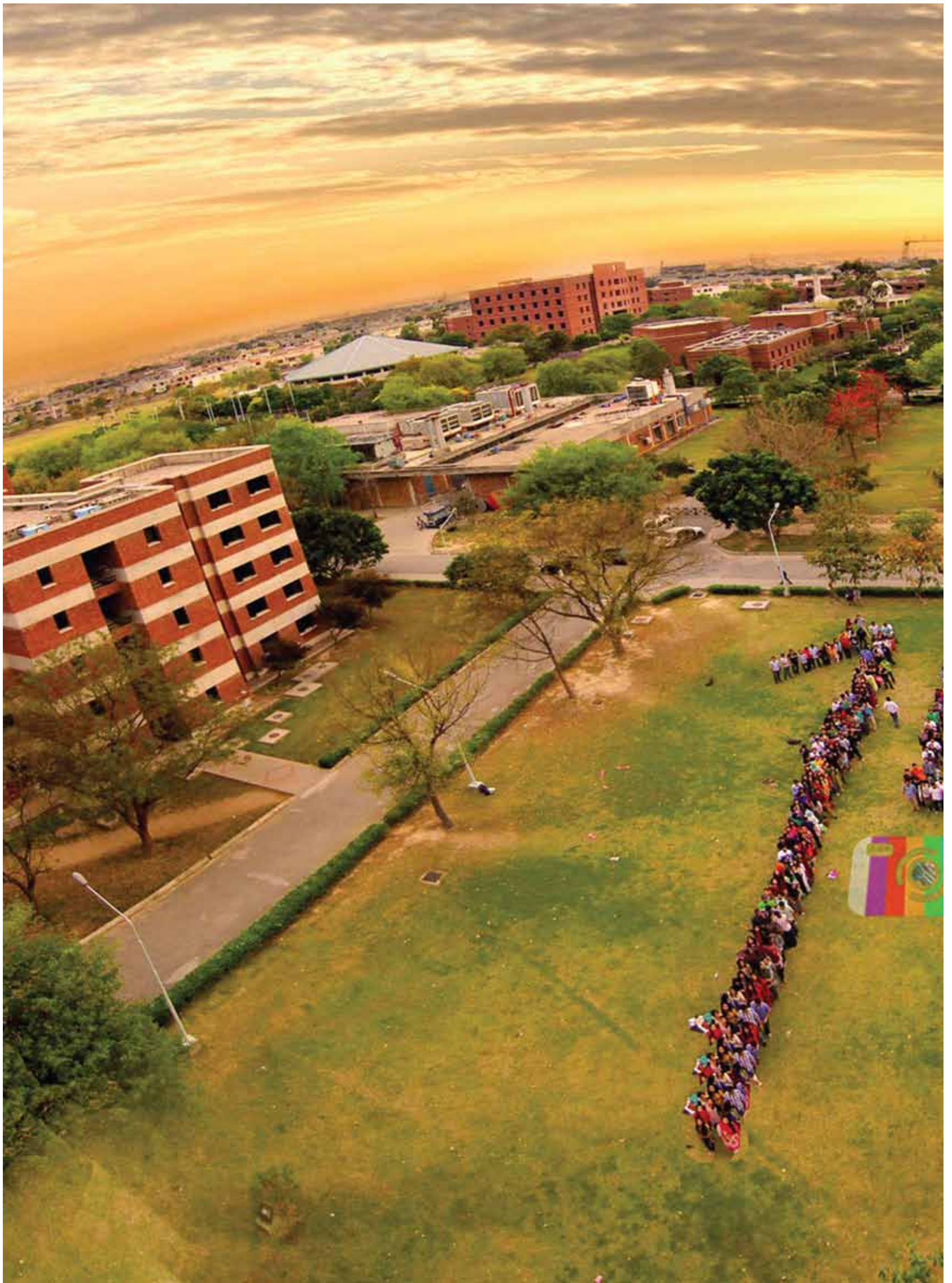
COMPANY	TOTAL OFFERS
---------	--------------

Telenor Pakistan	9
Mobilink	6
Nestle Pakistan	6

MBA 2013

COMPANY	TOTAL OFFERS
---------	--------------

Engro Corporation	8
General Electric	6
Telenor	6





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society



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