

TAP INTO THE CURRENT AT IBA

IBA Newsletter for Employees



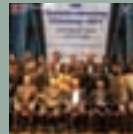
Institute of
Business Administration
Karachi

Leadership and Ideas for Tomorrow

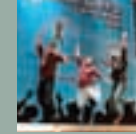
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Dr. Ishrat Husain's Message

IBA has held on to its leadership position as the “Institute of Choice” for the best and the brightest students aspiring to study business management in Pakistan. Over the years, various administrations, staff and faculty have all worked hard to maintain IBA's reputation. Each one has added undisputed value towards building a better, stronger organization, known for the quality of education imparted.

It is now our turn to make our contribution to further enhance IBA's capabilities. I consider every staff member to be a part of my team that will work hard to take IBA to even greater heights. But we have to make sure that we guard the interests of the staff. I am therefore very happy that the following benefits have become available to the IBA staff members:

- Group life insurance
- Provident fund
- Gratuity
- Staff welfare fund including financing of the children at top universities in Pakistan



“ I consider every staff member to be a part of my team that will work hard to take IBA to even greater heights. But we have to make sure that we guard the interests of the staff. ”

- Benefits in case an employee dies in service

Moreover, a new transparent policy has been put in place whereas support staff in some categories will be automatically promoted to the next grade upon completion of the minimum length of service in a grade. Clearly defined guidelines and eligibility criteria have been made for all staff categories for promotion. Opportunities for training and professional development will be made available to those who wish to improve their performance and potential.

Some of the regular employees who had been stuck in the same grade for a long time have been promoted to higher grades they deserve.

A reward and recognition scheme has also been introduced to publicly acknowledge those staff members who have contributed over and above the call of duty.

We will continue to interact and listen to our staff continuously and take decisions in their collective interest.

Editorial

Over the last several decades, IBA has had a challenging journey, having its peaks and valleys, highs and lows. Back in 2004, it became clear to the Management, that if IBA were to remain competitive, there was a dire need to attract top talent to run this rapidly growing organization, not only in terms of the faculty, which was critical, but also on the corporate side, which oversaw systems and processes needed for smooth operations of various functional areas. Attracting top talent was impossible at the government BPS salaries offered in exchange for regular employment presented at the time, and an “out-of-the-box” approach was needed to create a more robust future. It was then that IBA decided that there was no option but to move in the direction of offering market competitive salaries in exchange for contract employment.

While this change in the “employment deal” met the needs of potential employees, and succeeded in attracting them, IBA knew how important it was to retain them as well. Additionally, it was necessary to control recruitment costs, unavoidable in a growing organization. Managements' approach therefore was to ensure that job security was maintained, a fact reflected in the less than 3% attrition rate due to non-renewal of contract over the last 4 years. Thus, a win-win solution had been found for both employer and employee.

The current approach is very much aligned with the direction set in the past. Building upon the approach of offering market based salaries, the last 3 years have witnessed the introduction of long-term and other benefits aimed at providing post retirement security to employees, along with other employee friendly policies.

Efforts to improve continue as IBA forges ahead, redefining its playing field to encompass, not just Pakistan, but the world. The approach is clearly one of continuity and long term association regardless of the strategic necessity of “contractual” employment, which in fact offers a mutually beneficial approach for all stakeholders.

Groundbreaking Ceremony of multi-storied Aman Tower held at IBA City Campus



The groundbreaking ceremony of the multi-storied Aman Tower was held on Friday, March 25, 2011 at IBA City Campus. It started a new chapter of collaboration between a philanthropic enterprise and an educational institution.

Addressing the audience, Dr. Ishrat Husain, Dean & Director shared IBA's philosophy to remain rooted in the innovative urge to excel in all areas of academic environment including culture, curriculum, faculty and infrastructure. He said that IBA aspires to turn bright students with leadership potential into outstanding leaders and business professionals of tomorrow.



Projects' team with the Director IBA and Chief Guest



Aman Tower artist's view

He expressed his gratitude to Aman Foundation for its generous support of Rs. 905 million to construct two new buildings including Center for Entrepreneurship Development and Aman Tower with state-of-the-art facilities.

The multi-storied Aman Tower is just one of the several ongoing projects that are a part of IBA's futuristic physical expansion and infrastructure development program. "IBA has embarked on a dynamic strategy based on the four pillars viz., facilities and physical infrastructure growth, faculty development, technology up gradation and community outreach/links to the industry. With this multidimensional approach, IBA aspires to become one of the top 100 global business schools and 10 regional business schools in future", he added.

The welcome speech was followed by the project brief given by the Director Projects, Mr. Rehan-ul-Ambia and Project Architects. The groundbreaking and laying of foundation stone was led by the Chief Guest, Mr. Waqar Hassan Siddique, Managing Director Abraaj Capital Holdings. Mr. Ahsen Jamil, the CEO of Aman Foundation also graced the occasion. The events culminated with the Chief Guest's speech which led to the presentation of souvenirs, refreshments and a tour of the academic block. Visitors were also given a tour of the academic block. The project is expected to be completed in two and a half years.

Paradigms Put Into Perspective!

Imagine you're in Karachi's Jinnah Terminal Airport. While you're waiting for your flight, you buy a box of short bread cookies and patiently search for an available seat so you can sit down and enjoy them.

Finally you find a seat next to a gentleman. You reach down into your traveling bag and pull out your box of shortbread cookies. As you do so, you notice that the gentleman starts watching you intensely. He stares as you open the box and his eyes follow your hand as you pick up the cookie and bring it to your mouth.

Just then he reaches over and takes one of your cookies from the box, and eats it! You're at a loss for words.

Not only does he take one cookie, but he alternates with you. For every one cookie you take, he takes one.

Now, what's your immediate impression of this guy? Crazy? Greedy? He's got some nerve!

Meanwhile, you both continue eating the cookies until there's just one left. To your surprise, the man reaches over and takes it. But then he does something unexpected. He breaks it in half, and gives half to you.

After he's finished with his half he gets up, and without a word, he leaves.

You think to yourself, "Did this really happen?" You're left sitting there dumbfounded and still hungry. So you go back to the kiosk and buy another box of cookies.

You then return to your seat and begin opening your new box of cookies when you glance down into your traveling bag. Sitting there in your bag is your original box of cookies - still unopened.

Only then do you realize that when you reached down earlier, you had reached into the other man's bag, and grabbed his box of cookies by mistake.

Now what do you think of the man? Generous? Tolerant?

You've just experienced a profound paradigm shift. You're seeing things from a new point of view. Your feelings of anger quickly turn to shame.

Now, think of this story as it relates to your organization.

As employees we feel we are securing a box of cookies all to ourselves. In reality, we are sharing with several others who may be more aware of it than we are, and have the largess to allow equal share to us, without a word. We must remember the importance of this lesson and remember to do the same as often as we can. For all we know, we could be shifting someone else's paradigm!

AIMS Conference 'Set your AIMS high'

The Annual IBA Marketing Summit, "AIMS" was held on April 3, 2011 at the IBA Main Campus Auditorium. Industrial leaders and Research Specialists were invited to conduct an interactive session with participants from major business schools including IBA, CBM, Szabist, Iqra, Bahria, MAJU and KU. Workshop activities were planned in the genres of branding, media buying and sales to provide simulated learning.



IBA HR Forum 2011

IBA HR Forum was hosted in collaboration with the CDC on March 11, 2011. Its aim was to create a better understanding about what employers seek in an ideal candidate, identify key competencies required for the future workforce and to gain an insight about how IBA can uplift its academic standards to meet industry needs. HR professionals from the industry shared their expectations, experiences and concerns while students understood how they should enhance competencies to positively contribute to the organization.



Visit of Dr. Kristiana Raube



Dr. Kristiana Raube, Adjunct Professor of Haas Business School, University of California, Berkeley and a member of IBA International Advisory Board visited the institution on February 20-24, 2011. Dr. Raube

holds a Ph.D in Public Policy Analysis from Pardee RAND Graduate School. Her diverse professional experience ranges from teaching Masters level courses, performing independent research to overseeing degree programs at the college. She had a series of meetings with the management team, faculty, students, alumni and corporate leaders of IBA during her visit. Her report, after the visit, contained some useful suggestions which IBA will carefully consider for implementation.



"If I walk past your desk without stopping to criticize your work, that counts as a compliment."

ICT Infrastructure and Services

The Information and Communication Technology Department is aiming to bring state-of-the-art technology to IBA Main and City campuses, hostels and staff town. It is striving hard to provide essential services to the end users, i.e. Internet, email, distance learning (video conferencing) and unified communications (VoIP). A brief synopsis of the services provided is as follows:

- Centralised backup power (UPS) in every building for IT equipment.
- All the servers from the legacy server room have been shifted to a new temporary data centre.
- Gigabit speed network infrastructure supported by Cat 6 cabling and network devices of latest technology.
- Wireless connectivity is fully available at all the locations, especially available for mobile users so that they can utilise IBA ICT services
- Traditional voice communication system has been replaced by latest technology unified communication system.



Book Launch on Religious Mobilization in Tribal Areas



The book titled 'Frontier of Faith: A History of Religious Mobilization in the Pakhtun Tribal Areas' was officially launched at a ceremony held at the IBA Main Campus Auditorium on Friday, February 18, 2011. The book has been written by Dr. Sana Haroon, Assistant Professor Social Science at IBA, and published by Oxford University Press, Pakistan. Dr. Haroon graduated from the School of Oriental and African Studies, University of London with a PhD in South Asian History.

This book examines the history of Islam in the North West Frontier region of Pakistan. As questions of the security of Pakistan's Western border areas remain pressing, there wouldn't be a better time for a source book detailing the intricacies of leadership and mobilization in this region.

The launch of the book was followed by a panel discussion on 'the historical legacies and contemporary crisis of the Federally Administered Tribal Areas' with Journalist and bestselling author Ahmed Rashid and Senator and Provincial President of Awami National Party, Mr. Afrasiab Khattak.

Alumni Society Event Mr. & Mrs. IBA

As part of the alumni engagement initiatives, the Alumni Department organized a reunion on February 14, 2011 for all married couples of IBA at The Sheraton Hotel. The event was attended by 100 guests that included couples from the batches of 1974 till 2010.

The couples remembered and rejoiced in their times at IBA, as they enjoyed the hilarious skit prepared by students depicting campus life and relationships over the eras. This was followed by a compatibility quiz for couples from the audience. Videos and pictures of the old and renovated IBA that were shown to the audience left them in awe of all the work being done here.

Since the event was organized on Valentines eve, it was ensured that the ambience and the atmosphere fit the occasion perfectly. Musical dedications along with flowers were delivered to the wives through students while they enjoyed a lavish dinner.

There were many couples who could not attend the event as they were not in Karachi, but extended their well wishes through email. One such couple is Aslam and Kishwer Aziz. The simple request made by all who attended was: 'You should make this an annual affair'. The Alumni Department's continuous efforts will ensure such events take place with even more zeal and fervor in the forthcoming years.



**For feedback and suggestions,
write to us at the
current@iba.edu.pk**

IBA Corporate Link



On February 17, 2011 a convocation was held at the Main Campus to award Diplomas to thirty staff members of the Atlas Group who successfully completed the Executive Development Program in 2010 at IBA.

The residential program comprised of four modules with a total of twelve courses. Housing facilities were provided at HEJ and classes were conducted in their video conferencing room.

Along with the graduates, senior officers from Atlas Group of Companies, Group Chairman, Mr. Yusuf Shirazi and Group HR Head, Mr. Bashir Makki graced the occasion with their presence. In his speech, Mr. Shirazi said that the participants from his group and he were highly impressed with the rigor, content, quality of faculty and pedagogy administered by IBA. The next program will start from May 2011. Learning is a sophisticated experience and this opportunity was immense for many who would otherwise not have had the chance to study this branch of academia.

IBA Career Fair 2011

The IBA, Karachi held its second Annual Career Fair on Saturday, February 19, 2011. The event was organized at the IBA Main Campus by the IBA Career Development Society (ICDS) in affiliation with the Career Development Center (CDC).

The purpose of the Career Fair is to further strengthen IBA's linkage with the industry by providing interaction opportunities between students and leading employers, some of whom are IBA alumni as well. Throughout the event, employers from forty-five companies and students mingled freely, transgressing the corporate barrier to interact informally- an interesting sight to behold.



IBLC - A Life Changing Experience

The IBA Leadershop Conference was held in January 2011 by the IBA Leadership Club. It is one of IBA's most anticipated events.

The four fun-filled day event comprised panel discussions, breakout sessions, presentations and challenges. Prominent speakers include Junaid Jamshed, Sohail Zindani, Nadeem Chauhan, Syed Mustafa Kamal, Badar Khushnood, etc. The proceedings of the conference were designed in line with IBA's objective to groom the participants as they interacted with complete strangers, learnt to manage time with limited resources, worked in teams, and made lifelong connections to build their professional networks.



IBA Inaugurates Academic Block at City Campus

Mr. Pir Mazhar ul Haq, Minister for Education and Literacy, Government of Sindh, inaugurated the newly refurbished Academic Block at the IBA City Campus on February 14, 2011. The centrally air conditioned Academic Block houses six class rooms, one video conferencing hall, eight breakout rooms and two seminar halls which are equipped with modern audio-visual facilities to enhance the overall learning experience. The Center for Executive Education (CEE) is also built within the premises of this facility. Dr. Ishrat Husain, the Dean and Director IBA gave an overview of IBA's strategy for the next three years and the landmarks that have been achieved so far. Speaking at the occasion, Mr. Pir Mazhar ul Haq applauded the efforts of concerned individuals and said that the thing which really distinguishes IBA from most other business schools is not its buildings and its equipment but the high caliber of its students, faculty and administrative culture that is dynamic and responsive to change. The block fosters IBA's commitment to provide world-class facilities for the enhancement and maintenance of its high standards.



How Do I Get Promoted?

A promotion is an increase in rank which may also be accompanied by a raise in pay, benefits and responsibility. It is a systematic process that allows organizations and individuals to grow and develop in accordance with their potential.

Recently, IBA announced detailed Promotion Rules for all non-teaching staff, a much awaited and anticipated document that would outline the road to success and achievement in a transparent and fair manner, minimizing bias and arbitrariness while considering careers decisions. The purpose of this policy is to provide all confirmed employees of IBA the opportunity for career growth on the basis of merit.

Three Promotion types have been defined:

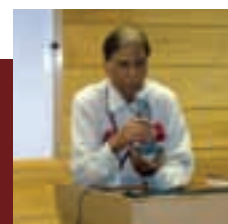
1. Eligible employees can apply for a higher post that has been advertised, internally and externally, due to a vacancy.
2. An existing position may be upgraded due to increase in scope and responsibilities. Such posts will be advertised internally and eligible employees may apply as per rules.
3. For staff in the initial categories of jobs in the organization, which are of a routine nature, there is a provision for upward movement within their defined categories, upon completion of a specified number of years of service.

Details of this policy are available on the Portal.

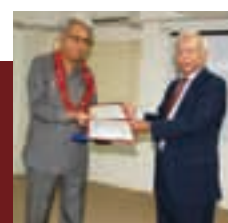
It is hoped that with the introduction of this policy, employees will be encouraged to focus on self development through taking on a broader range of activities, becoming part of project/task teams, and getting more exposure to training opportunities.

Farewells and Inductions Jan-April 2011

Employees who have left



Muhammad Rafiq
Assistant Administration Officer
28 years of service
Joining date: 10/12/1983
Retired: 20/02/2011



M. Shafi
Administrative Officer
27 years of service
Joining date: 12/02/1985
Retired: 2/3/2011



Fareed Ahmed
Office Assistant
30 years of service
Joining date: 02/06/1981
Retired: 28/02/2011



Saad Ali Bukhari
Office Assistant
5 years of service
Joining date: 21/04/2006
Left: 07/03/2011



Naved Syed
Maintenance Manager
2 years of service
Joining date: 02/02/2009
Left: 28/03/2011

Faculty who have joined

Dr. Nausheen Anwer

Assistant professor, IBA
Post-Doctoral Fellowship,
Harvard University
Ph.D in Urban and Regional
Planning from Columbia University
Masters in International Affairs (MIA),
Columbia University's School
of International & Public Affairs (SIPA)
BA (Political Science), City University of New York



Dr. Sana Haroon

Assistant professor, IBA
Ph.D in South Asian History
from SoAS, University of London
Graduate of Yale University



Ms. Nyla Ansari

Assistant professor,
IBA/Career consultant
Master's in degree Organizational
Psychology from Birbeck College,
University of London
MS (Management Sciences),
SZABIST, Karachi
Master in Public Administration,
University of Karachi



Dr. A. Majid

Assistant professor, IBA
Ph.D in Mathematics from LUMS
Post Doctoral Fellow at
McGill University



Your Next Stop...IBA?

Open houses were held from February 6 to February 11, 2011 at Karachi, Hyderabad, Sukkur, Multan, Faisalabad, Lahore, Islamabad, Pindi, and for the first time in Abu Dhabi, Dubai and Sharjah. IBA wants to attract Pakistani students residing in the U.A.E. The point emphasized at the former and latter gatherings was that IBA presented a high quality and low cost alternative to business schools in UK, Australia, New Zealand, Canada, etc. In Karachi as well, presentations were made to students of Karachi Grammar School and other O Level schools where sessions were highly interactive and many participants expressed interest compared to the previous years. The reason for this increased interest in IBA can be attributed to the changing reputation matrix of IBA and problems of Visas for Pakistani students. IBA will keep engaging in such relentless efforts to increase assurance of the promised value delivered by the brand name.

آئی بی اے کا فیض احمد فیض کو خراج تحسین

ملک میں اردو ادب کے زوال پر رنجیدہ افراد کے لیے ۲۰۱۱ء کا سال امید افزا شگون ساتھ لایا ہے۔ اس سال ادب کی دیو قامت شخصیت فیض احمد فیض کی ۱۰۰ ویں سالگرہ منائی جا رہی ہے۔ اس سال فیض اور ان کی آفاقی شاعری کو خراج تحسین پیش کرنے کے لیے بہت سی چھوٹی بڑی تقریبات منعقد کی گئیں۔ آئی بی اے کی لٹریچر سوسائٹی کی طرف سے بھی ایک ایسی ہی تقریب کا اہتمام کیا گیا۔ فیض کی بیٹی سلیمہ ہاشمی، ہیومن رائٹس کمیشن کے چیئرمین اور فیض کے دوست آئی اے رحمان، معروف شاعرہ زہرہ نگاہ، فیض کے جیل کے ساتھی ظفر اللہ پوشنی، انجمن ترقی فیض کے جنرل سیکرٹری راحت سعید اور موسیقار ارشد محمود جیسے ممتاز اور ذی قدر مہمانوں کی موجودگی سے شام جگ مگ اٹھی۔

تقریب کا آغاز آئی بی اے ڈین اور ڈائریکٹر ڈاکٹر عشرت حسین کے خطاب سے ہوا جنہوں نے پہلی بار فیض احمد فیض کی شاعری سے آشنائی اور اس کے سحر کا اسیر ہونے کا احوال بتایا، جو بالآخر آئی بی اے میں اس تقریب کے انعقاد کی وجہ بن گیا۔ اس موقع پر ڈاکٹر صاحب نے فیض کا پسندیدہ کلام پڑھ کر حاضرین کو حیران کر دیا۔ بعد ازاں موسیقار، اداکار اور ناپا کے فیکلٹی ممبر ارشد محمود، جو اس تقریب کے انعقاد میں اول تا آخر آئی بی اے کے طلبہ کی رہنمائی کرتے رہے تھے، نے فیض سے اپنے قلمی تعلق کا تفصیل سے ذکر کیا۔ ارشد محمود نے فیض کی بہت سی شاعری کے لیے موسیقی ترتیب دی ہے اور ان کے اپنے الفاظ میں وہ فیض کے ”چیبتے غلام“ تھے۔ انہوں نے حاضرین کو جذبات کے بھنور میں مقید کر لیا، ان کی زبانی فیض کے ساتھ گزرے لمحات اور ان کے ساتھ گفت گو کا احوال سن کر حاضرین کبھی ملول سے ہو جاتے تھے تو کبھی ہنسی ضبط کرنا مشکل ہو جاتا، مثلاً وہ دل چسپ واقعہ جب بائیس سالہ ارشد محمود نے فیض کو پینشنل مصلح کے لیے اشتہاری نغمہ لکھنے پر آمادہ کر لیا تھا۔ اس پروگرام کے حوالے سے ارشد محمود کو شش دو ہفتوں سے آئی بی اے کے طلبہ کو تربیت فراہم کر رہے تھے تاکہ وہ تقریب میں بہترین کارکردگی کا مظاہرہ کر سکیں۔

بعد ازاں شام کی اصل پرفارمنس کا آغاز ہوا۔ فیض کے پہلے ہی تحت اللفظ کلام نے ایسا سحر قائم کر دیا جو پوری پرفارمنس کے سحر کن اختتام کے بعد ہی ٹوٹ سکا۔ تحت اللفظ میں سنائی جانے والی ہر غزل اور نظم کے بعد فیض کا کلام ساز و آواز کے ساتھ پیش کیا گیا جس کی موسیقی ارشد محمود کی ترتیب دی ہوئی تھی۔ تقریب میں دل جیت لینے والے تحت اللفظ کلام میں فیض کی مشہور تخلیق ”شیشوں کا مسیحا“ شامل تھی جو دو طلبہ علی کاظمی اور منصور بڑا احمد کی کاوش تھی۔ امید وہم کے درمیان سفر کرتی اس نظم نے ایک سماں سا باندھ دیا۔ اس موقع پر فیض کی مشہور زمانہ نظم ”ہم دیکھیں گے“، عز برطا ہر اپنے پُر جوش انداز میں سنائی۔ گائیک نے جیسے ہی نظم کے پہلے چند اشعار گائے، حاضرین کی داد و تحسین اور تالیوں سے ہال گونج اٹھا۔

دیگر فنی کاوشیں بھی کم قابل تحسین نہیں تھیں۔ ”رات یوں دل میں“، ”آج بازار میں“ اور ”ہم کہ ظہرے اجنبی“ کے ذریعے آواز کا جادو جگانے والی معصومہ حسن نے قدردانوں کی ڈھیروں ستائش سمیٹی۔ عادل مجید اور لبنی خان نے بھی بالترتیب ”میر اور نغمہ بے صدا“ اور ”انہواپ مٹی سے“ کی گائیکی میں کلام سے بھرپور انصاف کیا۔ عمران ہیما نی نے میری پسندیدہ نظم ”نثار میں تیری گلیوں کے“ تحت اللفظ میں اتنے دل چھو لینے والے انداز میں سنائی کہ حاضرین جھوم اٹھے۔ مدیحہ سعید نے ”اس وقت تو یوں لگتا ہے“ کے ذریعے فیض کے یاس سے آس تک کے سفر کی بخوبی ترجمانی کی۔ مژہ ایم علی نے ”کب یاد میں تیرا ساتھ نہیں“ کے ساتھ چاہت اور عشق کی پیچیدہ راہوں کو پہل بنادیا۔ شوکی میزبانی کا فریضہ آئی بی اے کے طالب علم بلال احمد نے شتعلیق اردو میں انتہائی مہارت سے نبھایا جو اپنا پسندیدہ کلام فیض بھی حاضرین کی سماعت کی نذر کرتے رہے۔ موسیقاروں کا طائفہ اپنے فن میں طاق تھا۔ ہارمونیم پر ناپا کے گر بجویٹ محمد احسن شبیر اور طبل پر ناپا کے اٹھارہ سالہ طالب علم وقاص گلاب نے عمدہ کارکردگی کا مظاہرہ کیا۔ تقریب کا اختتام مہمانان خصوصی کی تقاریر سے ہوا۔ جن میں آئی اے رحمان، راحت سعید، سلیمہ ہاشمی، زہرہ نگاہ اور ظفر اللہ پوشنی شامل تھے، جنہوں نے فیض کے ساتھ جیل میں گزاریے لمحات کے بارے میں بتایا۔ آخر میں تمام مہمانوں کو آئی بی اے کی طرف سے اظہار ستائش کے لیے یادگار تیشی پیش کیے گئے۔



(آئی بی اے میں اساتذہ کی صلاحیتوں سے بہترین انداز میں استفادہ کرنے اور ان کے درمیان کام کی منصفانہ تقسیم کو یقینی بنانے کے لیے یونٹ سسٹم متعارف کرایا گیا ہے۔ اس حوالے سے جناب شبیر حیدر کی مزاحیہ نظم مندرجہ ذیل ہے۔)

یونٹ سسٹم

زلف کی جگہ یارو

اب ہمارے یونٹ ہیں

بھوک گرگی ہم کو

یونٹ ہم چنائیں گے

بیاس جب ستائے گی

یونٹوں کو پی جائیں گے

ہم انہی کو کھائیں گے

ہم انہیں کو پہنیں گے

یونٹوں کے کبل میں

چین سے نیند آئے گی

فکر نہ کوئی ستائے گی

کیا ہوا جو بچوں کی فیس ہمیں بھرنی ہے

اور ہمارے مطبخ میں

گیس گر نہیں آتی

ہم کو بھی تو مزدوری

بچوں کو پڑھانے کی

یونٹوں میں ملتی ہے

ہم بھی اپنے بچوں کی فیسیں

یونٹوں کے سکوں سے

کیوں نہیں چکا سکتے؟

یونٹوں کی حدت سے

کھانا بھی پکائیں گے

گرمی کی شکایت گر

گھر میں کوئی کرتا ہو

اس کو ہم ہوا دیں گے

یونٹوں کے پکھے سے

کوئی ہم سے گر پوچھے

وقت کتنا رہتا ہے

اب تمہارے جانے میں؟

ساٹھا پاٹھا بننے میں؟

لے کے جاؤ گے تم کیا؟

ہم اسے دکھادیں گے

یونٹوں کی اک ڈھیری

جس کے ہوتے ہم کو اب

کیوں ہو فکر جانے کی

کیوں ہو فکر جانے کی

کیوں ہو فکر مرنے کی

جب ہمارے کھیسے میں

اتنے سارے یونٹ ہیں

ان کا ہم کفن پہنے

حشر میں جو اٹھیں گے

ہم سے داؤر محشر

کیا حساب لے گا پھر؟

سب حساب تو اپنا یونٹوں کی صورت میں

سب پر عیاں ہوگا

کیا خبر کہ جنت میں

گھر ہو کتنے یونٹ کا!

ایک حور کے بدلے

کتنے دینے ہوں گے یونٹ!

یہ جہان فانی تو آخرت کی کھیتی ہے

یونٹوں کی کھیتی ہے

جتنے ہو سکیں یارو

کر لو یہ جمع یونٹ

کل یہ کام آئیں گے

کل یہ کام آئیں گے

کل یہ کام آئیں گے

ڈاکٹر عشرت حسین کا پیغام

میں ہر اسٹاف ممبر کو اپنی ٹیم کا حصہ سمجھتا ہوں جو آئی بی اے کو نئی بلندیوں تک لے جانے کے لیے ان تھک محنت کرے گا، تاہم ہمیں یہ امر بھی یقینی بنانا ہے کہ اسٹاف کے مفادات کا پوری طرح خیال رکھا جائے۔



- اسٹاف ویلفیئر فنڈ بشمول بچوں کی پاکستان کی اعلیٰ ترین یونیورسٹیوں میں تعلیم کے لیے فنانسنگ
- ملازمین کے دوران ملازمت وفات پانے کی صورت میں مراعات

مزید برآں، ایک نئی شفاف پالیسی نافذ کر دی گئی ہے جس کے ذریعے بعض کیٹیگریز میں معاون اسٹاف کسی گریڈ میں سروس کی کم از کم معینہ مدت مکمل کرنے پر خود بخود اگلے گریڈ میں ترقی پا جائے گا۔ ترقی کے حوالے سے تمام اسٹاف کیٹیگریز کے لیے واضح ہدایات اور معیارِ اہلیت طے کر دیا گیا ہے۔ اپنی کارکردگی اور اہلیت میں بہتری کے خواہش مند افراد کے لیے ٹریننگ اور پروفیشنل ڈیولپمنٹ کے مواقع مہیا کیے جائیں گے۔

بعض ایسے ریگولر ملازمین کو، جو طویل عرصے سے ایک ہی گریڈ میں اٹکے ہوئے تھے، اعلیٰ گریڈز میں ترقی دے دی گئی ہے جس کے وہ مستحق تھے۔

اپنی ذمہ داریوں سے بڑھ کر کارکردگی کا مظاہرہ کرنے والے اسٹاف ممبران کی خدمات کا اعلانیہ اعتراف کرنے کے لیے ایک انعامی و اعترافی اسکیم (Reward and recognition scheme) متعارف کرائی گئی ہے۔

ہم اپنے اسٹاف سے رابطہ اور گفت و شنید کا سلسلہ جاری رکھیں گے تاکہ ان کے اجتماعی مفاد میں فیصلے کیے جاسکیں۔

آئی بی اے کی سوچ سے آگاہی حاصل کیجیے

گزشتہ کئی عشروں کے دوران آئی بی اے کا سفر کڑی آزمائشوں، بلند یوں اور پستیوں، عروج و زوال سے بھر پور رہا ہے۔ برسوں پہلے 2004 میں، انتظامیہ پر یہ واضح ہو گیا کہ اگر آئی بی اے کو مقابلے میں شامل رہنا ہے تو اسے اس تیزی سے پھیلنے والے ادارے کے لیے اعلیٰ ترین ٹیلنٹ کو راغب کرنا پڑے گا، اور یہ نہ صرف فیکٹی کے لیے ناگزیر تھا بلکہ کارپوریٹ سائیز پر بھی ہنگامی بنیادوں پر باصلاحیت افراد درکار تھے جو مختلف عملی شعبوں کو ہموار انداز میں چلانے کے لیے درکار سسٹمز اور پروسیسز کی نگرانی کر سکیں۔ اس دور میں عمومی ملازمتوں کے لیے پیش کی جانے والی سرکاری بنیادی پے اسکیل تنخواہوں پر اعلیٰ ٹیلنٹ کو مائل کرنا ناممکن تھا اور ایک زیادہ مستحکم مستقبل کی تخلیق کے لیے ایک غیر روایتی اور متنوع لائحہ عمل کی ضرورت تھی۔ اس مرحلے پر آئی بی اے نے فیصلہ کیا کہ کنفریکٹ ملازمت کے عوض مارکیٹ سے مسابقتی تنخواہیں پیش کرنے کے علاوہ کوئی اور راستہ نہیں ہے۔

جہاں ”ایمپلائمنٹ ڈیل“ میں یہ تبدیلی ممکنہ ملازمین کے تقاضوں پر پوری اتاری اور انہیں راغب کرنے میں کامیاب رہی، وہیں آئی بی اے انہیں برقرار رکھنے کی اہمیت بھی سمجھتا تھا۔ مزید برآں، ریکروٹمنٹ کی لاگت کنٹرول میں رکھنا بھی ضروری تھا، جو کسی وسعت پزیر ادارے میں ناگزیر ہوتا ہے۔ لہذا انتظامیہ کا لائحہ عمل یہ تھا کہ جاب سیکوریٹی برقرار رکھی جائے۔ اس حقیقت کی عکاسی چار سال سے زائد عرصے کے دوران ناقابلِ تجدید کنٹریکٹریٹ کی وجہ سے 3% سے کم شرح علیحدگی سے ہوتا ہے۔ یہ صورت حال ملازم اور آجرو دونوں کے لیے قابلِ قبول تھی۔

موجودہ لائحہ عمل ماضی میں طے کی گئی سمت سے پوری طرح متوازن ہے۔ مارکیٹ سے مسابقت کی بنیاد پر تنخواہیں پیش کرنے کے لائحہ عمل کو آگے بڑھاتے ہوئے، گزشتہ تین برسوں میں ملازمین کو بعد از ملازمت سیکوریٹی کی فراہمی جتنی طویل المیعاد مراعات اور دیگر ملازم دوست پالیسیاں متعارف کرائی گئی ہیں۔

آئی بی اے کی پیش رفت کے ساتھ بہتری کی کوششیں جاری ہیں، نہ صرف پاکستان، بلکہ دنیا میں مروجہ اقدامات کے مطابق از سر نو لائحہ عمل کا تعین کیا جا رہا ہے۔ کنٹریکٹ پر مشتمل ملازمت کی حکمت عملی سے قطع نظر، جو درحقیقت تمام فریقین کو فائدہ بخش کرتی ہے، یہ حکمت عملی واضح طور پر تسلسل اور طویل المیعاد تعلق استوار کرنے پر مبنی ہے۔

