



BS Healthcare Management and Leadership
BS (HML) (4-Year) Degree Program
(FALL 2026)

NQF Qualification Level		Level 6
Credit Hours		136
General Education Courses		34 Credit Hours (14 courses)
Discipline-Related/Major Courses	Mandatory Core Courses Common for all BS Programs in Business & Management Disciplines	33 Credit Hours (11 courses)
	Domain Core Courses wherein the BS is offered (to be decided by HEIs)	30 Credit Hours (10 courses)
	Electives	18 Credit Hours (06 courses)
	Total	81 Credit Hours (27 courses)
Interdisciplinary/Allied Courses		15 Credit Hours (5 courses)
Field Experience/Internship		3 Credit Hours
Capstone Project		3 Credit Hours
Program Duration		<ul style="list-style-type: none">• Regular/Minimum Duration: 04 Years
Entry Requirement		<ul style="list-style-type: none">- 12-year education (with minimum 50% marks),- IBHM Admission Test (with minimum 50% marks)• - Selection Interview (satisfactory)



Program Learning Outcomes (PLOs)

By the end of a degree in BS-Healthcare Management and Leadership a graduate shall be able to:

PLO 1: Comprehensive Healthcare Systems Knowledge and Application: Demonstrate comprehensive knowledge of clinical and non-clinical department operations, health policies, and global healthcare trends to solve practical institutional problems.

PLO 2: Strategic Leadership and Change Management: Lead organizational change and resolve conflicts within multidisciplinary environments to improve patient care pathways.

PLO 3: Data-Driven Decision Making and Informatics: Analyze healthcare data and informatics to identify operational bottlenecks and support evidence-based management.

PLO 4: PLO 4: Quality, Risk, and Patient Safety Oversight: Develop safety protocols and quality improvement frameworks to minimize clinical and financial risks.

PLO 5: PLO 5: Professional Ethics and Regulatory Compliance: Evaluate legal frameworks and ethical standards to ensure institutional compliance with national regulations and patient rights.

PLO 6: Adaptive Communication and Stakeholder Engagement: Communicate complex administrative and clinical data effectively to bridge the gap between medical staff, patients, and board members

S No.	Course Code	Course Title	Credit Hours	Category	PRE REQUISITE
SEMESTER-1					
1	QRE101	Quantitative Reasoning-I	3+0	General Education	None
2	COM101	Functional English	3+0	General Education	None
3	ICT101	Applications of Information and Communication Technologies	2+1	General Education	None
4	MGT101	Principles of Management	3+0	Major	None
5	MKT101	Principles of Marketing	3+0	Major	None
6	REL 101 SSC101	Fehm-e-Quran – I (for Muslim Students)/ *Sociology (for Non-Muslims)	0+1	General Education	None
Total Credits (16)					



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S No.	Course Code	Course Title	Credit Hours	Category	PRE REQUISITE
SEMESTER-II					
1	HML101	Healthcare management and Leadership principles	3+0	To be decided by HEI	None
2	SSC102	Introduction to Psychology	2+0	General Education (Social Science)	None
3	ECO 101	Economics	3+0	Interdisciplinary	None
4	SSC103	Environmental Science	2+1	General Education (Natural Science)	None
5	LAN 101-104	Foreign Language	2+0	General Education	None
6	MGT 103	Organizational Behavior	3+0	Major	None
7	ACC101	Principles of Accounting	3+0	Major	None
Total Credits (19)					

S No.	Course Code	Course Title	Credit Hours	Category	PRE REQUISITE
SEMESTER-III					
1	REL201/ETH201	Islamic Studies (for Muslims) / Ethics (for Non-Muslims)	2+0	General Education	None
2	PKS 201	Pakistan Studies	2+0	General Education	None
3	REL 202 SSC101	Fehm-e-Quran – II (for Muslim Students) Sociology (for Non-Muslims)	0+1	General Education	REL 102
4	ACC201	Financial Accounting	3+0	Major	ACC 101
5	QRE 201	Quantitative Reasoning-II	3+0	General Education	MTS101
6	COM201	Expository Writing	3+0	General Education	COM101
7	ISD201	Introduction to SDG's	3+0	Interdisciplinary	None
Total Credits (17)					

S No.	Course Code	Course Title	Credit Hours	Category	PRE REQUISITE
SEMESTER-IV					
1	SSC 101	Civics and Community Engagement	2+0	General Education	None



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2	PKS101	Ideology and Constitution of Pakistan	2+0	General Education	None
3	ENT201	Entrepreneurship	2+0	General Education	None
4	FIN201	Business Finance	3+0	Major	None
5	MKT 201	Marketing Management	3+0	Major	MKT101
6	HML201	Healthcare Policy & planning	3+0	To be decided by HEI	None
7	HML203	Ethical and Legal issues in healthcare	3+0	To be decided by HEI	None
Total Credits (18)					

S No.	Course Code	Course Title	Credit Hours	Category	PRE REQUISITE
SEMESTER-V					
1	HML301	Healthcare Management Information Systems	3+0	To be decided by HEI	ICT101
2	FIN 301	Financial Management	3+0	Major	FIN201
3	MGT301	Human Resource Management	3+0	Major	MGT101
4	AIT301	AI in digital Era	3+0	Interdisciplinary	None
5	MTS301	Inferential Statistics	3+0	Interdisciplinary	QRE201
6	HML302	Healthcare Operations Management	3+0	To be decided by HEI	None
Total Credits (18)					

S No.	Course Code	Course Title	Credit Hours	Category	PRE REQUISITE
SEMESTER-VI					
1	HML303	Leadership Strategies for Healthcare	3+0	To be decided by HEI	FIN 302
2	HML304	Healthcare Quality Management system	3+0	To be decided by HEI	FIN 311
3	AIT302	Data Analytics	3+0	Interdisciplinary	None
4		Elective-I	3+0	Specialization	As Per Elective



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5		Elective-II	3+0	Specialization	As Per Elective
	HMC301	Healthcare Management & Leadership Certification	3+0	To be decided by HEI	None
Total Credits (18)					

S No.	Course Code	Course Title	Credit Hours	Category	PRE REQUISITE
SEMESTER-VII					
1	ORF 401	Business Research Methods	3+0	Major	QRE201
2	ORF 402	Digital Transformation & Innovation	3+0	Major	
4	HML401	Occupational Health, Safety, and Environment	3+0	To be decided by HEI	NONE
5		Elective-III	3+0	Specialization	As Per Elective
		Elective-IV	3+0	Specialization	As Per Elective
Total Credits (15)					

S No.	Course Code	Course Title	Credit Hours	Category	PRE REQUISITE
SEMESTER-VIII					
1	HML402	Risk Management in Healthcare	3+0	To be decided by HEI	None
2		Elective-V	3+0	Specialization	As Per Elective
3		Elective-VI	3+0	Specialization	As Per Elective
4	RES401	Capstone Project	3+0	Capstone Project	ORF401
5	INT301	Field Experience/ Internship*	3-0	Field Experience/Internship	
Total Credits (15)					



TOTAL Cr. Hrs. 136	
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*For Non-Muslims student Sociology course of 2 credit hours will be offered in place of Fehm-e-Quran .

*Students shall be required to complete three credit hours of field experience or internship any time after completion of the 5th Semester

MARKS DISTRIBUTION

The overall assessment for program courses will be structured as follows:

- **60%** allocated to internal assessment, including midterm examinations, projects, assignments, and other coursework.
- **40%** allocated to the final examination.