

**XLRI**  
Xavier School of Management  
For the greater good



# ADMISSION PROSPECTUS 2020



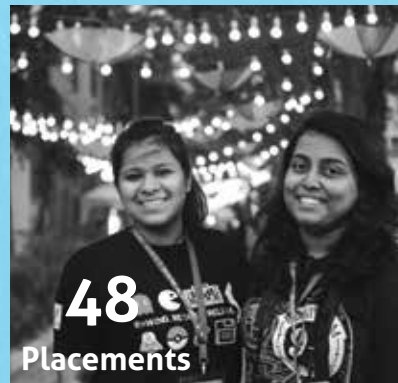
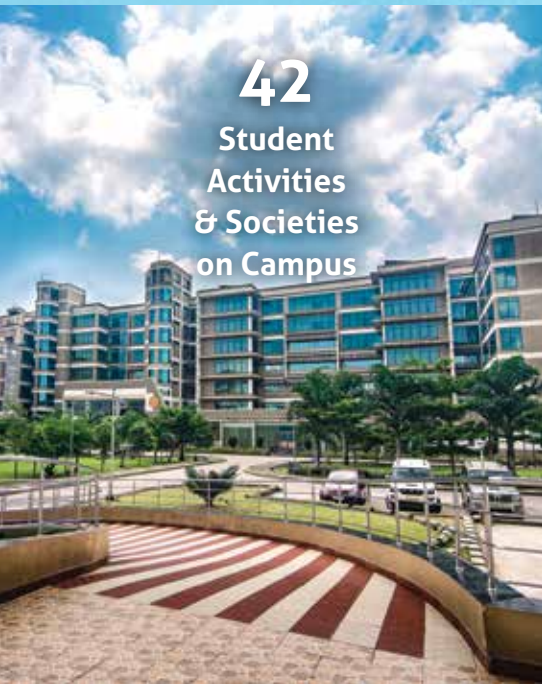
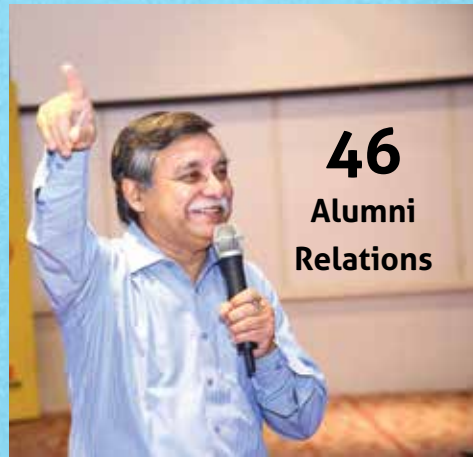


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**04**  
Genesis  
of XLRI





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[www.xlri.ac.in/www.xlri.edu](http://www.xlri.ac.in/www.xlri.edu)

Should it be deemed necessary in the interest of the student, and/or of the Institute and/or of the profession, the Institute reserves the right to change any information and regulation pertaining to the calendar, curricula and fees as described in the prospectus at any time without prior notice.

**The prospectus may also be downloaded from:**  
[www.xlri.ac.in/epectus](http://www.xlri.ac.in/epectus)



# FROM THE DIRECTOR'S DESK



I am happy to introduce you to XLRI - India's first Business Management education school.

XLRI was established in 1949, soon after the independence of India and joined in spirit and action the selfless patriots and great leaders of India in helping re-build our great nation. Since inception, XLRI focused on training aspiring managers for the corporate world who could help shape the destiny of India with competence and dedication. XLRI continues to have the same vision since its founding – to train business leaders who are professionally competent, have high personal values and social concern for the less privileged.

Today, besides being competent professionals, the need of the hour is to have an ethical mindset. Business leaders today not only have to be competent and service oriented but they essentially need to be men and women of integrity and ethics. “Excellence and Integrity” is the guiding motto of XLRI, derived from the principle of “Magis” – ever greater, ever better, excellence. We try to translate excellence through academic excellence, value excellence, social excellence and sound physical health. This is the integral formation we offer to our students.

Our academic excellence is our greatest strength. This, coupled with values instilled through courses, activities, events and the environment we co-create, helps shape corporate leaders who will serve as “change agents”, and will bring about a significant change in the lives of the poor and the marginalized. Our emphasis is to help mold our students into caring, nurturing leaders who will not just make a difference to the organization that will employ them, but will strive to fulfill their citizenship duties through corporate social responsibility.

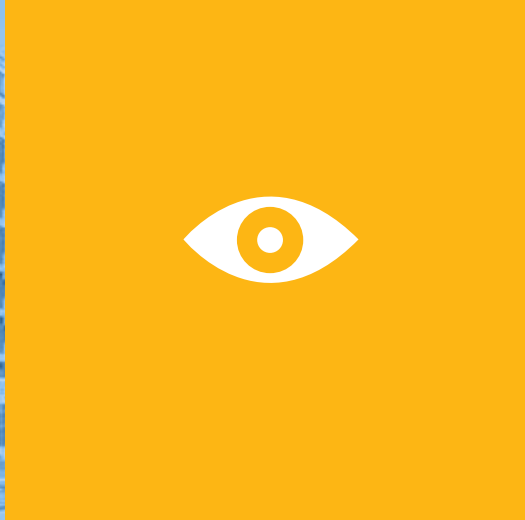
XLRI tries to meet the management education-centric expectations of various segments of aspiring and practicing business leaders by offering a variety of programs. Our flagship programs include the two-year Postgraduate Programs in Business Management and Human Resource Management, full-time one year General Management Program for executives with experience, three year part-time Program in Business Management in Jamshedpur. We also offer one year online VIL programs besides other MDP and E-MDP programs.

We are delighted to be part of the exclusive group of global business schools who have earned triple accreditation from AACSB, AMBA and NBA. You, as students will get ample exposure and will get multiple opportunities to interact with business leaders and other acclaimed individuals from every sphere of life.

Jamshedpur, the first planned township of India, is an extremely clean and hospitable city. Jamshedpur offers excellent sports and recreational facilities, and is located amidst a sylvan environment with rivers, forests and villages.

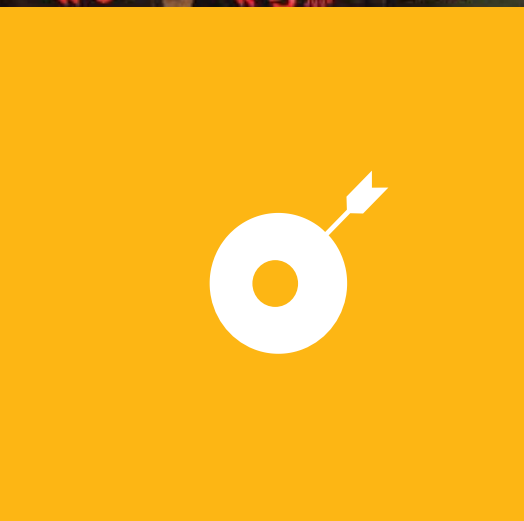
I welcome you to join XLRI and evolve as a visionary leader who will lead from the front both in business and as a citizen of this great nation.

**Fr. P Christie, S.J.**



# VISION

To be an institution of excellence nurturing responsible global leaders for the greater common good and a sustainable future



# MISSION

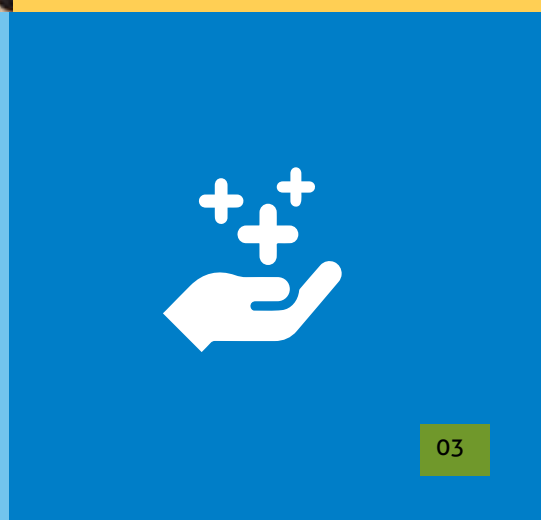
- To disseminate knowledge in management through a portfolio of educational programs and publications
- To extend frontiers of knowledge through relevant and contextual research
- To nurture responsive ethical leaders sensitive to environment and society
- To encourage critical thinking and continuous improvement
- To inculcate a culture of innovation and entrepreneurship



# VALUES

Inspired by the Jesuit spirit of "Magis", XLRI will be guided by the following values:

- Ethical Conduct
- Integrity and Trust
- Passion for Excellence
- Sensitive Social Conscience
- Inclusiveness and Tolerance
- Creativity and Innovation
- Global Mindset



OVER  
**70**  
YEARS

# THE GENESIS AND JOURNEY



XLRI was founded in 1949 by Fr Quinn Enright, SJ, in the Steel City, Jamshedpur, soon after Independence. The country was undergoing a political, economic and social transformation. Fr Enright visualised XLRI to be a partner in this liberation and development journey. His vision was to renew the face of the earth through XLRI. Together with Fr Bill Tome, Fr Edward McGrath and other Jesuit companions, he worked tirelessly towards translating this vision into reality.

The Jesuit Society has been guiding the activities and affairs of the institute since 1949. The forces that made it possible for XLRI to realise the vision were (1) Commitment to magis – to strive for better, to excel; (2) Conviction through discernment – a decision making process which is not self-centered but God-centered and (3) Courageous execution of the decisions because it was God's work. The hallmark of this culture is, not to walk on the beaten path, but to strike new routes; not to benchmark, but to be benchmarked; to be second to none, but to be the first to respond to the needs of the people and the nation. It is this enterprising and pioneering spirit that sets XLRI apart from other management schools.

XLRI has always had a global outlook. It was the first to internationalise its programmes. Renowned personalities have been a part of the institute as leaders and teachers. The Board of Governors comprises distinguished industrialists, academicians and members of the Jamshedpur Jesuit Society.

Keeping true to its vision, XLRI strives to offer an education which is not just leading to a degree, but one that inspires future business leaders to respond to the unmet needs of the society.

The single-most characteristic that sets apart XLRI students, is magis – the zeal to do better, never to be satisfied with being a mediocre and aspire to excel. He/she relentlessly strives for more, for something greater and better. Instead of wishing circumstances to change and be different, magis-driven persons either make them different or make most of them. Instead of waiting for golden opportunities to come along, they turn all that is in hand into gold. Magis should be reflected in every Xler in three areas (a) Academic excellence – learning not for grades but for knowledge and wisdom. A genuine thirst for knowledge, questioning the status quo for meaning





***Keeping true to its vision, XLRI strives to offer a management-centric education which is not just leading to a degree, but one that inspires future business leaders to respond to the unmet needs of the society***

and wisdom in life; (b) Values – imbibe and stand for ethical and social values, even in the midst of squalor, corruption, opposition and above all human loneliness and (c) Social concern for people – to be at the service of the needy. Integrity should permeate all the three aspects, one's thoughts, feelings and actions.

During the initial years of its growth, XLRI developed and organised several management courses for trade unions. In 1953, a two-year, day programme in Industrial Relations and Welfare was started which has been re-christened to Human Resource Management. Since then, XLRI has added many more academic programmes and has

expanded its infrastructure to meet the growing demand. A three-year, evening programme in Business Management was started in 1965, while the two-year, full-time programme in Business Management was launched in 1968. In responding to the demand of the corporate and public sector, a one-year General Management Programme for working executives was launched in 1997.

To disseminate quality management education to executives working in different cities, the Virtual Interactive Learning (VIL) arm of XLRI offers a portfolio of 12-month consolidated programmes in different functional areas of management.

A Postgraduate Certificate in Business Management was started in 2002 and Postgraduate Certificate in Human Resource Management in 2003. Postgraduate Certificate in Logistics and Supply Chain Management was added to the portfolio of satellite-based programmes in 2005. Postgraduate Certificate in Sales and Marketing Management and Postgraduate Certificate in Retail Management were also added in 2007.

Over the years XLRI has launched quite a few short and long-term programs for working executives to help upgrade their management-centric knowledge base and become more competent business leaders.

# Campus Infrastructure

***Sir Jehangir Ghandy Library came into existence in 1949, soon after the institute was established***



Sir Jehangir Ghandy Library came into existence in 1949, soon after the institute was established. It was named after late Sir Jehangir Ghandy, the first Chairman of the Board of Governors of XLRI in February 1972. It is housed in the ground floor of a spacious and centrally air-conditioned building overlooking the administrative block. The library strives to cater to the information needs of postgraduate students, research scholars, faculty members and other members of the institute. It is the heart of the Institute

and holds an extensive collection of literature predominantly related to all functional areas of management and its allied subjects. It continuously strives to develop a comprehensive collection with well-formulated collection, development strategy of print as well as electronic resources useful for teaching, learning, research and reference purposes.

The library houses a veritable collection of 69,070 Books, 21,098 eBooks, 15 News Papers, 90 Print

Magazines & Journals, 24,700 eMagazines & eJournals, 16,806 Back Volumes of Print Journals, 32 Electronic Resources & Databases, 14,200 PG & Doctoral dissertations and 1,512 CD ROM & DVDs. The library is fully automated with Liberty (Library Management System) and equipped with the latest technologies including Hybrid - RFID & EM System (from 3M & Bibliotheca) for Self Check-In/Out of library items by the users without the assistance of library staff.



69,070 books

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32 Electronic Resources and Databases

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1,512 CD ROM &amp; DVDs

The Knowledge Portal of the library enables access to the entire Electronic Resources by a Single Click. The library is subscribing electronic resources from EBSCO, ProQuest, JGATE, Emerald, Elsevier, SAGE, Wiley, Oxford, Springer, Taylor & Francis and JSTOR Archives, covering almost 24,700 full-text e-Magazines/Journals. The portal also covers over 21,098 e-books, other industrial databases like Bloomberg, EMIS Intelligence, CMIE, CRISIL Research, Indiastat, CAPITALINE, Banking Rules, Gartner

Research, India Business Insight, EPW Research, Euromonitor, ACE Mutual Fund, Report Junction, and Supreme Court cases on CD-ROM (LAN). Library also provides remote access to all the library users when needed. Library subscribes to Grammarly, which provides online writing assistance avoiding grammar mistakes. It also subscribes to Feedback Studio [leading anti-plagiarism tool] for checking the academic and research outputs. The library works for 21 and a half hours every day including Sundays

throughout the year, leaving 2 and half hours for daily housekeeping (6.00 AM to 8.30 AM) and barring the institute holidays only. It facilitates specialised information services like document delivery services, research assistance services, curriculum support, online information services, reference and referral services, documentation service, current contents alerts, bibliographic service, reprographic services and user orientation & training besides its usual services.

## Information & Communication Technology Facilities

Information technology is unarguably the defining force of this millennium, and XLRI is poised to break new ground by being the most e-enabled business school in India. The initial focus of being technology friendly has now resulted in a virtual flood of e-initiatives. The Wi-Fi enabled campus, and other infrastructure facilities, supplemented with new courses, workshops, seminars, and live projects empower students to integrate technology solutions to workplace challenges.

The computing resources at XLRI include latest servers and workstations, a state-of-the-art campus network and leased line of 500 MBPS raw bandwidth WAN connectivity. There are high-end servers, which host the XLRI intranet services, library database, and SMTP server, Oracle, SAS, DB2, and other software. Apart from value-added learning of different packages, users have the access to database and electronic journals.

XLRI provides web-hosted SAP solution for hands-on ERP through University Alliance programme. XLRI has 10 gigabits ready Ethernet network in the campus to support the institute's local area network. Every student is equipped with a laptop and has round-the-clock access to intranet as well as the internet. Every hostel room has a dedicated LAN connection on the Institute's network, and wireless network is also enabled to provide round the clock access to resources on the internet. Entire academic activities such as e-Bulletin, discussion forum, grades, feedback, leave application, course outline, electives, handouts, and class schedule are made available online to the faculty, students, and the administration.

Apart from the individual nodes, more than 500 units of workstations/laptops, scanners, laser printers, close circuit surveillance camera, multimedia projectors, and digital camera are available to meet the teaching needs of faculty.

The video conferencing facility through ISDN lines and IP connectivity are available for pre-placement interviews and pre-placement talks by MNCs/Corporate and for interactive lectures and dialogue sessions.

## Academic Block

The academic building has air-conditioned lecture halls, an examination hall, computer centre and syndicate rooms, all connected to the campus-wide network.

## Classrooms

There are 12 state-of-the-art classrooms with multimedia presentation support. The seating arrangement is amphitheatre style and each lecture hall has a capacity for 70. These classrooms also support closed-circuit recording and playback of lecture sessions. The four syndicate rooms are multi-purpose areas for other academic exercises. In addition to this the new academic complex is equipped with latest servers and workstations to facilitate the learning process.





## Student Residences

Student residence facilities at XLRI consist of four blocks with more than 400 rooms in all. There are two gents residences (Fr Enright Residence and St Thomas Residence) and two ladies residences (Prof. Acharji Residence and Mother Teresa Residence). The residences are well-equipped with facilities such as phones, water filters, coolers and common rooms. Each hostel building has access points linking to the Local Area Network and the various network resources and services. The institute has excellent residential facilities for the students of General Management Programme. The GMP Residential complex has both self-contained AC single rooms as well as family accommodation. These rooms have 24-hour internet accessibility. Students may avail either a single-room or a family accommodation according to their preference. The GMP residence is surrounded by a sprawling park on the western side, Dalma range on the eastern side and Subernarekha flowing on the northern side. The GMP residence has its own canteen that serves delicious meals.

## Computer Centre

The Computer Centre houses labs equipped with:

Latest servers for hosting various applications

150 Dell personal computers with access to the internet and other online resources

A dedicated helpdesk service for software and hardware support for users

High speed Wi-Fi connectivity

Printing, photocopy and scanning facility

Further XLRI has a Behavioral Research Lab supported by state-of-the-art hardware to enable HD audio-video conferencing. A dedicated server client set up with application software is available to help researchers with their creation of powerful computerized experiment and analysis with multimedia capabilities.





## Sports Facilities

A sound mind in a sound body is what XLRI aims to fulfill through its management education. Sporting facilities available for students include grass football field, tennis court, basketball courts and beach-volleyball court of international standard. SC Sarkar Gymnasium has state-of-the-art facilities for indoor badminton and equipment for workouts and exercises.

In addition to the facilities on campus, students have access to swimming pools, squash courts and synthetic athletics track – all in proximity from the campus – through affiliations with local sports authorities.



## Learning Centre

The new learning centre is meticulously designed to create spaces that support learning and encourage lively discussions. There are 15 classrooms, each with a capacity for 75, and six syndicate rooms (50-60 seater each). A seater computer lab is fitted with latest servers and workstations to facilitate the learning process. Keeping in context the growing intake of outstanding students the new learning centre has two large classrooms (150-seater each) and two small classrooms (60-seater each).



## Medical Facilities

We have an infirmary equipped with all basic amenities including five beds to attend students who may require special medical attention. Three doctors visit us, one in the morning and two in the evening. Medical assistance is also available to us at the multi-disciplinary Tata Main Hospital, which is just 1km away from the campus.



## International Centre

The towering, six-floor international centre includes four offices, 65-seater classrooms, 96 rooms with attached washrooms and eight suites. Comfortable dining facility, relaxing lounges and upfront reception desk are few of the noticeable amenities at the international centre.







## Hostel Facilities

For the BM/HRM students, the hostel rooms are as follows: In Fr McGrath Residence there are 384 single-bedded rooms spread over 7 floors. Spread across four buildings -: Mother Teresa's Hostel with 64 rooms, Nilima Acharjee's Hostel with 22 rooms (Especially for FPM students), Fr Enright Hostel with 116 rooms and St Thomas' Hostel with 185 rooms (only boys).

For the GMP students, there are a total of 151 rooms with attached bathroom and a kitchenette. One-third of them are double bedded rooms for students with families. They are in Block A and B. The single-bedded rooms are available in Blocks C & D.



## Auditoriums

The campus has three fully-equipped auditoriums. Two of these auditoriums have a seating capacity of about 150 each. These auditoriums play host to internal student events, guest lectures and seminars, and the famed XLRI Student General Body Meetings. The Tata Auditorium, the biggest of the three, has a capacity of about 1,500, and is known in music circles to have one of the finest acoustic systems in the region. The Tata Auditorium hosts all major events ranging from Annual Convocation, Ethics Oration and Ensemble. It has played host to a huge number of performances by eminent personalities from India and abroad.

# XLRI DELHI-NCR CAMPUS

XLRI, India's first B-School was founded in 1949 and for seventy years had just one campus at Jamshedpur. With India slated to become the fifth-largest economy in the world in the near future, there is a concomitant need for more business leaders. Hence, a few years ago, XLRI took a strategic decision to expand its footprint across the country and decided to set up new campuses in the North, West and Southern parts of India.

The foundation stone for the Jhajjar campus in Delhi-NCR was laid on 16 January 2017. Shri Om Prakash Dhankar, Cabinet minister, Government of Haryana unveiled the plaque of the foundation and Rev. Anil Couto, Archbishop of Delhi, blessed the foundation stone.

XLRI plans to open its new campus in Delhi-NCR for the academic session 2020-22; classes for two sections of PGDBM Program will commence from June 2020. This year XAT will accept applications from aspirants for not only the Jamshedpur campus but also for XLRI, Delhi-NCR campus subject to the formal approval from AICTE.









# PROGRAMMES OFFERED





*Over the years XLRI has added many more executive and certificate programmes to meet the growing demands of the sector. It has expanded its infrastructure to facilitate student requirements and promote a healthy learning environment. Its virtual interactive programmes and executive programmes have a wide range of applicants from varied educational and professional backgrounds.*

## FULL-TIME RESIDENTIAL PROGRAMMES

01

- PGDM HRM  
– Two-year Postgraduate Programme in Human Resource Management
- PGDM BM  
– Two-year Postgraduate Programme in Business Management
- PGDM GMP  
– 15-month General Management Programme for the executives with five or more years of experience
- FPM - 4-year Fellow Programme in Management

## PART-TIME PROGRAMMES FOR WORKING EXECUTIVES

02

- BM (Part-Time)  
– Three-year Programme for the working executives
- Exec-FPM  
– Executive Fellow Programme in Management

## VIRTUAL INTERACTIVE LEARNING (VIL)

03

- PGCBM  
– 12-month Postgraduate Certificate in Business Management
- PGCHRM  
– 12-month Postgraduate Certificate in Human Resource Management
- PGCBAMD - Postgraduate Certificate in Business Analytics for Management Decisions
- PGCSLM - Postgraduate Certificate in Senior Leadership Management

## CORPORATE PROGRAMMES

- Management Development Programmes
- In-Company Training Programmes
- Consultancy Services

### Certificate Programmes

- EDHRM  
Executive Diploma in Human Resource Management spread over 16 months

04



# ADMISSION PROCEDURE

## Academic Programmes offered at XLRI

# 2

year

### PGDM

Two year full time post-graduate programme  
 1. PGDM Business Management (BM)  
 BM- Jamshedpur  
 BM Delhi - NCR  
 2. PGDM Human Resource Management (HRM)

# 15

month

### PGDM GMP

15-month, full-time programme for experienced executives leading to a Postgraduate Diploma in General Management Programme

# 4

year

### FPM

Four year Fellow Programme in Management

Applicants are responsible for ensuring that their application is complete and all the information provided in connection with their application is authentic and accurate.

XAT score can be downloaded from the website. No hard copy of the score card will be sent.

**Names of the shortlisted candidates for the interview will be posted at [www.xlri.ac.in](http://www.xlri.ac.in)**

# XAT & XLRI REGISTRATION

XAT 2020 will be conducted online, you can apply to both XLRI and XAT from a single registration

Visit:

[www.xatonline.in](http://www.xatonline.in)  
[www.xlri.ac.in](http://www.xlri.ac.in)

## Mode of payment

### Through XAT

#### Indian candidate:

₹ 1,700/- and ₹ 300/- each for every additional programme of XLRI (without late fee)

₹ 2000/- and ₹ 500/-

each for every additional programme of XLRI (with late fee)

#### Foreign and NRI candidate:

\$50 and \$25 for every additional programme of XLRI

### Through GMAT

#### Indian candidate:

₹ 2500/- (only for GMP)

#### NRI and Foreign candidate:

₹ 5000/- (For one or more programme(s))

## General Information :

- Candidates may apply for more than one programme
- Shortlisted candidates for Interview in BM and HR programme is based only on XAT scores
- NRI candidates, however, may choose GMAT
- GMP candidates may apply either through XAT or GMAT

## Selection Criteria

A candidate may apply for multiple programmes. Those who apply for more than one programme may be called for multiple interviews and/or group discussions. The selection criteria for different programmes may differ depending on the nature of the programme. XAT online test will have different components and you need to maximise your performance in each of them. In its pursuit of academic excellence, XLRI actively encourages the students from diverse backgrounds to apply. While preparing the short-listed candidates for the interview, in addition to XAT performance, we may factor in academic background and the relevant work experience. Besides performance in the personal interviews (and/or group discussions), we also consider XAT performance, relevant work experience, academic background, extracurricular activities while preparing the final list.

### The last date for the online registration for XAT

The last date for the online registration for XLRI programmes

XAT will be held on Sunday, January 5, 2020 in 72 cities across India for BM, HR, GMP and FPM.

**November 30, 2019**

**Sunday, January 05, 2020**

**IMPORTANT DATES**

# PGDM IN BUSINESS MANAGEMENT & HUMAN RESOURCE MANAGEMENT

The two-year full-time Postgraduate Programme in Business Management (BM) / Human Resource Management (HRM) prepares a student for a career in industry and services.

The courses are designed to develop and enhance

- The analytical, problem solving and decision-making abilities,
- The awareness of the socio-economic environment, and
- The personality with socially desirable values and attitudes

The BM Programme equips the students with an integrated approach to management function and managerial skills. The programme also provides an opportunity to concentrate in one or two of the functional areas (viz. Economics, Finance, Information Systems, Marketing, Production, Operations & Decision Sciences and Strategic Management).

To fulfill the requirement of area(s) of concentration, a student is required to do at least five electives in that particular area.

The HRM Programme facilitates learning in concepts, techniques and practices in the management of human resources in addition to exposing the student to different functional areas of management to enhance the effectiveness.

Since the HRM programme is a specialized programme in itself, there are no separate Areas for Concentration.

**The BM Programme:** The total minimum credits for BM program is 105 and a maximum of 114 credits is permissible. The 9 extra credits or 3 extra courses could be anything that students want to study as electives.

**The HRM Programme:** The total minimum credits for HRM program is 108 and a maximum of 114 credits is permissible. The 6 extra credits or 2 extra courses could be anything that students want to study as electives.

## Eligibility

For BM and HRM programmes, students who have completed three years of Bachelors degree or equivalent in any discipline, recognized by a University or Deemed University, are eligible to apply. Those completing their final examination by June 10, 2020 may also apply.

## Orientation Programme

An orientation programme will be conducted during June 2020. The objective of the programme is to

- introduce the new batch to the culture and working ethos of this Institute.
- to help the students identify their profile, and areas for self-development.
- help freshers to have a smooth transition

## Academic Programme

The academic programme consists of six Terms each 10-12 weeks, spread over two years for the BM and HRM programmes.

During the first year of the Business Management Programme, students learn basic concepts in the areas of Finance and Accounting, Human Resource Management, Marketing, Organizational Behaviour, Systems, Production and Quantitative Techniques.

These core courses help students appreciate the interdependency of the various functional areas and integrate them while addressing problems in the business context.

During the second year, students can pursue elective courses dealing with the functional areas of their interest.

During the first year of the Human Resource Management Programme, students are given exposure to the courses directly related to HRM such as Labour Law, Industrial Relations, Organizational Behaviour and Human Resource Development, with a package of courses in basic subjects as well as other functional areas of management. Students are also given exposure to the socioeconomic environment, ethical and legal frameworks within which business operates in India.

During the second year, students can pursue elective courses, in the areas of Human Resource Management, Organisational Behaviour, General Management, Information Systems and Strategic Management.



## Team Building & Village Exposure Programme

A three-day team building programme is compulsory for the students. The objective of the programme is to develop leadership and teamwork through adventure activities. The programme includes overnight camping and other outdoor activities.

A village exposure programme is also mandatory for the students. The students are expected to stay in the villages. They would be expected to study some of the practices and issues relating to rural India.

## Summer Project

At the end of the first year, all students of the BM and HRM programmes are required to undertake a project in an organization as an integral part of the curriculum. Students work on live assignments for various organizations which gives the students an opportunity to sharpen their knowledge and skills, develop better appreciation of the practical problems of business organizations in general and the management in particular. The Summer Projects help the students plan their professional career in the light of the practical experience gained during the eight to ten-week period.

## Academic Evaluation System

The Institute's evaluation system is designed to continually assess the students' performance in relation to the required standards of academic achievement. Apart from examinations, a student's performance is assessed on the basis of class participation, preparation of periodic assignments, mid-term tests and surprise quizzes. The Institute expects a minimum standard for promotion to the second year and for the award of the Diploma. Failure to meet the minimum standards of performance at any time would require a student to discontinue from the programme.

## The Pedagogy

The pedagogy followed in all the Programmes at the Institute include:

- Classroom Lectures and Group work
- Case Study
- Project Work and Assignments
- Term Papers and Industrial Visits
- Simulation Games, Role Play and Audio Visuals
- Seminar Presentations and workshops

## Electives

During the second year of the two-year programme, the students take up optional (elective) courses. The list of elective courses is given under the section, Core and Elective Courses. However, floating of any given elective course is dependent on the market requirement, minimum number of registrations and other related factors. Emphasis during the electives is laid on application of knowledge and case discussions. During the electives' students may also require to undertake research studies in their field of interest and specialization as Dissertation / Project Work.

## Convocation

Annual convocation for the award of Diplomas is held at the end of the academic year. At the convocation the awards for excellence in academic performance are also given to those students who excel in their studies. The tentative list is given below. The final list of medals to be awarded would be announced at the beginning of the second year.



## Fees



Fees and other charges payable for two year PGDM Business Management and Human Resource Management will be approximately...

**₹11.80 Lakh p.a.**

[Mess and Hostel expenses would be charged extra]

# PGDM (HRM)

**66**  
**CREDITS**  
**Core Courses**



## TERM 1 [ 21 credits ]

1. Accounting For Management
2. Fundamentals of Human Resource Management\*
3. Fundamentals of Industrial Relations
4. Fundamentals of Labour Laws\*
5. Human Resource Planning - 2 credits
6. Managerial Economics
7. Management Information Systems – 1 credit
8. OB – I: Individual Behaviour in Organization
9. Quantitative Techniques for Human Resource Management

**42**  
**CREDITS**  
**Elective Courses**



## TERM 4,5,6

1. Advanced Environmental Management and Green Marketing
2. Advanced Manpower Planning
3. Applied Econometrics for HRM
4. Analysis for Managerial Decision Making
5. Applied Quantum Innovations
6. Assertiveness Training
7. Balanced Score Card
8. Basic Econometrics of HR
9. Behavioral Strategy & Decision-Making
10. Blockchain Application for Managers\*
11. Building Learning Organisations
12. Business and Data Communications Networks
13. Business Intelligence and Data Mining
14. Business Modeling Through System Dynamics
15. Business Networking\*
16. Collective Bargaining and Negotiation Process
17. Competition and Globalisation
18. Communicating Critical Decision
19. Consulting to Management
20. Contract Law for HR Managers\*
21. Corporate Image Building
22. Corporate Sustainability in Practice
23. Cross-Cultural Management
24. Cyber Law
25. Data Structures
26. DBMS with Oracle
27. Decision Support Systems
28. Designing Organisations for Uncertain Environment
29. Development Economics
30. Economics of Human Resources
31. Economics of Information and Network Industries
32. Employee Empowerment\*
33. Emotional Intelligence and Managerial Effectiveness
34. Enterprise Resource Planning
35. Entrepreneurship and New Ventures
36. Entrepreneurship Planning and Development: with special reference to Tech-Entrepreneurs and Professionals
37. Ethics of Business Turnaround Management
38. Executive Compensation



**TERM 2 [ 23 credits ]**

1. Employment Relations Law: Law of Industrial Relations
2. Managerial Communication
3. Managerial Ethics - 2 credits
4. Macroeconomic Theory and Policy
5. O B – II: Group Behaviour in Organization
6. Performance Management and Appraisal
7. Production Management
8. Wage Determination and Administration

**TERM 3 [ 22 credits ]**

1. Basic Financial Management
2. Employment Relations Law: Law of Social Security
3. Introduction to Sustainable Development & Corporate Sustainability - 2 credits
4. Management Information Systems – 2 credits
5. Marketing Management
6. O B - III: Organizational Structure, Design and Change
7. Social Research Methods
8. Strategic Management

- |  |  |  |
|--|--|--|
| 39. Experimental Economics for Managers                    | 58. Introduction to Social Entrepreneurship                          | Management in Organizations                              |
| 40. Financial Considerations in Managing HR                | 59. Labour Law Applications  | 82. Principles of Labour Administration                  |
| 41. Game Theory for Managers                               | 60. Leadership, Influence and Power                                  | 83. Public Policy and Business Strategy                  |
| 42. Global Business Turnaround Management : Transformation | 61. Leading Digital: Turning Technology into Business Transformation | 84. Resource Based Strategy                              |
| 43. Grievance Resolution*                                  | 62. Management of Creativity   | 85. Role of HR in Knowledge Management                   |
| 44. HR Audit*  | 63. Management of Relationships                                      | 86. Selection*   |
| 45. HR Issues in Mergers and Acquisitions                  | 64. Managerial Competencies and Career Development                   | 87. Social Banking and Microfinance                      |
| 46. HR Tools & Techniques*                                 | 65. Managerial Counseling  | 88. Social Finance Impact Investing & Insurance          |
| 47. Human Resource Information Systems                     | 66. Managing Diversity in the Workplace                              | 89. Social Legislation for Indian Managers               |
| 48. Human Resource Management in Service Sector            | 67. Managing Energy Businesses                                       | 90. Software Project Management                          |
| 49. I S Strategy   | 68. Managing Innovation  | 91. Strategic Communication                              |
| 50. Indian Philosophy and Leadership Excellence            | 69. Managing Private-Public Partnerships                             | 92. Strategic Human Resource Management                  |
| 51. Industrial Economics and Competitive Strategies        | 70. Managing Redundancy  | 93. Strategic Leadership and Governance                  |
| 52. Industrial Jurisprudence                               | 71. Marketing Decisions for HR                                       | 94. Strategies for the Bottom of the Pyramid*            |
| 53. Information Security and Risk Management               | 72. Measuring HR*  | 95. Strategies of Co-operation                           |
| 54. Intellectual Property Rights                           | 73. Money Banking and Finance  | 96. Stress Management                                    |
| 55. International Business Economics                       | 74. Object-Oriented Programming                                      | 97. Sustainable Human Resource Management - 2 credits    |
| 56. International Human Resource Management                | 75. Occupational Testing   | 98. Taxation of Salaries*                                |
| 57. International Relations and Management                 | 76. Operations Research for HRM                                      | 99. Total Quality Management                             |
|  | 77. Organisational Change and Development                            | 100. Training and Development                            |
|  | 78. Participative Management*  | 101. Transactional Analysis                              |
|  | 79. Personal Effectiveness and Self-Leadership                       | 102. Transformation for Sustainable Superior Performance |
|  | 80. Personal Growth Lab  | 103. Zen and the Executive Mind                          |
|  | 81. Political Behavior & Impression                                  |  |

*\*Half-Credit Course*

# PGDM (BM)

## TERM 1 [ 21 credits ]

1. OB-I: Individual and Group Behaviour in Organization
2. Management Accounting - I
3. Managerial Communication
4. Managerial Economics
5. Marketing Management-I
6. Operations Management – I
7. Quantitative Techniques - I

**63**  
**CREDITS**  
**Core Courses**



## TERM 4,5,6

### Economics

1. Applied Econometrics for Managers
2. Demand and Business Forecasting
3. Development Economics
4. Economics of Human Resources
5. Economics of Information and Network Industries
6. Entrepreneurship and New Ventures
7. Experimental Economics for Managers
8. Firms, Markets and Global Dynamics
9. Game Theory for Managers
10. Industrial Economics and Competitive Strategies
11. International Business Economics
12. Managing Private-Public Partnerships
13. Money Banking and Finance
14. Social Banking and Microfinance
15. Time Series Analysis\*

### Finance

1. Advanced Financial Modeling using R
2. Behavioural Finance\*
3. Business Analysis and Valuation
4. Capital Expenditure Planning and Control
5. Commodities Derivatives Market
6. Corporate Taxation
7. Financial Analysis, Planning and Control
8. Financial Considerations & GST for Sales Function\*
9. Financial Decision Making Under Information Asymmetries\*
10. Financial Markets
11. Financial Modeling Using Excel
12. Financial Risk Management

13. Financial Technical Analysis and Introduction to Global Intermarket Analysis\*
14. Fixed Income Securities
15. Indian Accounting Standards
16. International Business Economics
17. International Financial Management
18. Issues in Empirical Finance
19. Management of Banking
20. Mergers, Acquisition and Corporate Restructuring
21. Options and Futures
22. Risk Management and Insurance
23. Security Analysis and Portfolio Management
24. Social Finance Impact Investing & Insurance
25. Structured Finance

### Information Systems

1. Blockchain Application for Managers\*
2. Business and Data Communications Networks
3. Business Intelligence and Data Mining
4. Business Modeling Through System Dynamics
5. Business Modeling using Spread Sheets
6. Cyber Law
7. Data Structures
8. DBMS with Oracle
9. Decision Support Systems
10. Enterprise Resource Planning
11. I S Strategy
12. Information Security and Risk Management
13. Intellectual Property Rights
14. Leading Digital: Turning Technology into Business Transformation
15. Managing Business Process Outsourcing
16. Object-Oriented Programming
17. Software Project Management

### Marketing

1. Advertising and Sales Promotion
2. Business-to-Business Marketing

**42**  
**CREDITS**  
**Elective Courses**





## TERM 2 [ 22 credits ]

1. Financial Management – I
2. Introduction to Sustainable Development & Corporate Sustainability - 2 credits
3. Management Accounting - II
4. Managerial Ethics - 2 credits
5. Management Information Systems
6. Marketing Management-II
7. Macroeconomic Theory and Policy
8. Quantitative Techniques - II

## TERM 3 [ 20 credits ]

1. Business Law - 2 credits
2. OB-II: Organizational Structure, Design and Change
3. Business Research Methods - 2 credits
4. Financial Management - II
5. Human Resource Management - 2 credits
6. Operations Research - 2 credits
7. Operations Management - II
8. Strategic Management

3. Competition and Globalisation
4. Consumer Behaviour
5. International Marketing
6. Internet Marketing
7. Marketing and Society
8. Marketing Decision Models
9. Marketing Engineering\*
10. Marketing in Emerging Countries\*
11. Marketing in Practice
12. Marketing Law
13. Marketing Metrics for Marketing Performance Evaluation\*
14. Marketing Performance Assessment
15. Marketing Research
16. Pricing Management
17. Product and Brand Management
18. Qualitative Market Research\*
19. Retail Management
20. Sales and Distribution Management
21. Services Marketing
22. Sports and Tourism Marketing
23. Strategic Marketing

### Production, Operations & Decision Sciences

1. Advanced Inventory Control
2. Advanced Operations Research
3. Demand and Business Forecasting
4. Electronics Business and Markets
5. Enterprise Resource Planning
6. Logistics and Supply Chain Management
7. Materials Management
8. Production Planning and Control
9. Project Management
10. Service Operations Management
11. Supply Chain Analytics

12. Technology Management
13. Theory of Constraints
14. Total Quality Management

### Strategic Management

1. Advanced Environmental Management and Green Marketing
2. Applied Quantum Innovations
3. Balanced Score Card
4. Building Learning Organisations
5. Business Models of Organisational Excellence\*
6. Business Networking\*
7. Competition and Globalisation
8. Contemporary Business Practices
9. Corporate Sustainability in Practice
10. Designing Organisations for Uncertain Environment
11. Entrepreneurship and New Ventures
12. Entrepreneurship Planning and Development: with special reference to Tech-Entrepreneurs and Professionals
13. Global Business Turnaround Management : Transformation
14. I S Strategy
15. International Relations and Management
16. Introduction to Management Consulting Practice
17. Introduction to Social Entrepreneurship
18. Managing Energy Businesses
19. Managing Innovation
20. Managing Private-Public Partnerships
21. Managing Strategic Transformation
22. Mergers, Acquisition and Corporate Restructuring
23. Public Policy and Business Strategy
24. Resource Based Strategy
25. Strategic Game Theory for Managers
26. Strategic Leadership and Governance
27. Strategic Marketing

28. Strategies for the Bottom of the Pyramid\*
29. Strategies of Co-operation
30. Technology Management
31. Transformation for Sustainable Superior Performance

### Courses from other Functional Areas

1. Analysis for Managerial Decision Making
2. Analysis of Sports and Sportspersons
3. Assertiveness Training
4. Balanced Score Card
5. Behavioral Strategy & Decision-Making
6. Building Learning Organisations
7. Communicating Critical Decision
8. Consulting to Management
9. Corporate Governance
10. Corporate Image Building
11. Cross-Cultural Management
12. Decision Making for Effective Leadership
13. Designing Organisations for Uncertain Environment
14. Emotional Intelligence and Managerial Effectiveness
15. Ethics of Business Turnaround Management
16. Indian Philosophy and Leadership Excellence
17. Leadership, Influence and Power
18. Management of Creativity
19. Management of Relationships
20. Personal Effectiveness and Leadership
21. Personal Growth Lab
22. Political Behavior & Impression Management in Organizations
23. Strategic Communication
24. Stress Management
25. Transactional Analysis
26. Zen and the Executive Mind







# INTERNATIONAL STUDENT EXCHANGE PROGRAMME

International Student Exchange Programme (ISEP) aims to partner with the best educational institutes across the globe with the objective of providing a platform for students to experience an international environment while studying, travelling, and socialising with students from all over the world.

We have active international collaborations with over 20 universities worldwide. These collaborations allow for student exchange, faculty exchange and also joint research opportunities that help in cultural diversification and international exposure of our students, faculty and fellow programme scholars.

SN	Partner	Seat	Country	
1	A B Freeman School of Business Tulane University, <a href="http://www.freeman.tulane.edu/">http://www.freeman.tulane.edu/</a>		US	
2	ALBA Graduate Business School , <a href="http://www.alba.edu.gr">www.alba.edu.gr</a>	3	Greece	
3	Asian Institute of Management, <a href="http://www.aim.edu">www.aim.edu</a>	2	Manila	
5	Aston Business School Birmingham, UK <a href="http://www.abs.aston.ac.uk/newweb/">http://www.abs.aston.ac.uk/newweb/</a>	4	UK	
6	Audencia Nantes School of Management <a href="http://www.audencia.com/index.php?id=en">http://www.audencia.com/index.php?id=en</a>	8	France	
7	Bordeaux Business School <a href="http://www.bem.edu/en">http://www.bem.edu/en</a>	5	France	
8	EM Lyon Business School <a href="http://www.em-lyon.com/english/corporate/index.aspx">http://www.em-lyon.com/english/corporate/index.aspx</a>	6	France	
9	Grenoble Ecole de Management <a href="http://www.grenoble-em.com/accueil.aspx">http://www.grenoble-em.com/accueil.aspx</a>	2	France	
10	IESEG School of Management <a href="http://www.ieseinternational.com/">http://www.ieseinternational.com/</a>	8	France	
11	Malardalen University, <a href="http://www.mdh.se/">http://www.mdh.se/</a>	2	Sweden	
13	School of Business, Loyola University of Chicago <a href="http://www.luc.edu/">http://www.luc.edu/</a>		US	
14	Universiteit Antwerpen Management School, Belgium <a href="http://www.uams.be">www.uams.be</a>	3	Belgium	
15	University of Gdansk <a href="http://www.ug.gda.pl/en/?lang=en">http://www.ug.gda.pl/en/?lang=en</a>		Poland	
18	University of Münster <a href="http://www.marketing-centrum.de/ifm">http://www.marketing-centrum.de/ifm</a>	4	Germany	
19	ESADE, Spain <a href="http://www.esade.edu">www.esade.edu</a>	1	Spain	
20	Weatherhead School of Management (Case Western Reserve University), <a href="mailto:weatherhead@case.edu">weatherhead@case.edu</a>	2	US	
21	Carlson school of Management (University of Minnesota) <a href="mailto:cswb@umn.edu">cswb@umn.edu</a>	2	US	



22	Latrobe University, <a href="http://www.latrobe.edu.au">http://www.latrobe.edu.au</a>	2	Australia	
23	Tongji University Web:Tongji.edu.cn	2	China	
24	Macquarie University <a href="http://www.mq.edu.au">www.mq.edu.au</a>	0	Australia	
25	Fordham University <a href="https://www.fordham.edu/">https://www.fordham.edu/</a>		US	
26	NEOMA Business School	4	France	
27	KEDGE Business School	16	France	



# PGDM (GENERAL MANAGEMENT)

Knowledge and continuous learning is the mainstay amongst the best organizations of today. In order to satisfy this thirst for knowledge and to become a learning organization, XLRI has evolved a fifteen months consolidated programme in general management with the objectives of providing the practicing managers a substantial exposure to theoretical foundations in management as well as to provide them a holistic perspective of business in such a way that they are not only equipped with tools and techniques to perform their task effectively but also to shoulder greater responsibilities in the future as they move up the hierarchy.

The Institute awards the **Postgraduate Diploma in Management [General Management]** to the participants who successfully complete all the requirements of this programme.

## Eligibility

Candidates applying for General Management Programme must hold a minimum of three years Bachelor's Degree from a recognized University in India/abroad in any discipline, be employed in a full-time job, must have at least five years of relevant managerial experience as on March 31, 2019 in an organization of repute in the public, private or non-governmental sector after completing graduation.

## Curriculum

The AICTE recognized 15 months programme currently consists of Core and Optional/Elective courses specially designed for fast track executives with work experience. They provide the essentials of management education with the flexibility of individual exploration in their chosen area of interest. The entire programme spans for about 780 minimum and 880 maximum contact hours in class. The programme encourages, supports and provides enough scope to the participants for self study.

The programme starts with induction for initiating the participants with XLRI's culture and refreshing the fundamentals for better appreciation of the courses to follow.

Thereafter the participants undergo the core courses as building blocks essential for management education. Currently the core courses are categorized into seven major areas, Finance, Marketing, Production, Operations and Decision Sciences, Information Systems, Human Resource Management, Organizational Behaviour, Economics and Strategic Management, providing not only the

essentials of management but also the core functional skills. The core course curriculum also includes Soft Skills workshop, Industry Interfaces and Integrated courses.

Successful completion of the core courses paves the way for the elective courses, chosen by the participants, helping them to further their areas of interest. Our effort has always been to provide a wide range of electives with a cutting edge focus in areas of relevance in grooming tomorrow's business leaders. These are organized into six functional areas of Finance, Marketing, Production, Operations and Decision science, Human Resource Management, Information Systems, Economics and Strategic Management. Students are allowed to choose electives from a list of offered electives. A minimum number of participants should opt for a specific elective to be offered.

The programme and the courses, both core and optional, are continuously restructured to make them contemporary to the changing scenario in management education.

## Field-Based Training

It is compulsory for all students

to undergo three-month field based training after completing the 12-months campus component. Majority of GMP students would join different companies after completing the academic requirements. During the first three months in those companies, the students are required to do a project work and obtain a satisfactory certificate from the company. Rest of the students are allowed to fulfill the requirements by undergoing a project work under the guidance of a faculty mentor. A student will be eligible for the diploma only after obtaining the successful completion certificate of the three-month field based training.

## Academic Evaluation System

The Institute's evaluation system is designed to continually assess the students' performance in relation to the required standards of academic achievement. Apart from examinations, a student's performance is assessed on the basis of class participation, preparation of periodic assignments, mid-term tests and quizzes. As specified in the manual of Policies, the Institute expects a minimum standard for the award of the Diploma.



## Core Courses

### Term I:

- Management Accounting 4 Credits
- Managerial Communication 3 Credits
- Managerial Economics 4 Credits
- Managing Human Behaviour 4 Credits
- Quantitative Techniques for Managerial Decisions 4 Credits
- Spreadsheet Modeling 1 Credit

### Term II:

- Financial Management 4 Credits
- Human Resource Management 4 Credits
- Introduction to Sustainable Development and Corporate Sustainability 1.5 Credits
- Legal Environment of Business 2.5 Credits
- Managerial Ethics 1.5 Credits
- MIS: Technical and Social Perspective 3 Credits
- Marketing Management 4 Credits
- Operations / Optimization Models for Managerial Decisions 5.5 Credits

### Term III:

- Performance Management and Appraisal 1.5 Credits
- Strategic Management 3.5 Credits

## Elective Courses:

- Advanced Corporate Finance
- Advertising & Integrated Brand Communications
- Applied Econometrics For Business
- Balance Score Card [2 Credit]
- Big Data Analytics
- Business Analysis & Valuation
- Business Intelligence And Data Mining
- Business Modeling Using Spreadsheets
- Business Models For Organizational Excellence
- Business To Business Marketing
- Capital Expenditure, Planning & Control
- Communicating Critical Decisions [2 Credit]
- Competition And Globalisation
- Competitive Strategies For Oligopolistic

### Markets- Theoretical Underpinnings In Industrial Organization

- Consumer Analytics
- Consumer Behaviour
- Corporate Tax Management
- Decision Making for Effective Leadership [2 Credit]
- Demand Forecasting
- E-Business Strategy
- Economics Of International Trade
- Economics Of The Currency Market And Open Economy Macroeconomics
- Employee Empowerment And Participative Management
- Entrepreneurship And New Ventures
- Executive Development Tools And Techniques
- Experiential Workshop On Selling & Negotiation Tactics
- Financial Considerations & GST for Sales Function [1.5 Credit]
- Financial Modeling Using Excel
- Financial Risk Management
- Foundations Of Management Consulting Practice
- Fundamentals Of Development Economics
- Game Theory And Its Business Applications
- HR Analytics
- HR Issues In M&A
- Infrastructure Management Through Public Private Partnerships
- International Management
- Internet Marketing
- Introducing Operations Strategy
- Introducing Supply Chain Analytics
- Introduction To Enterprise Resource Planning
- Investments
- IS Strategy
- Legal Aspects of Marketing
- Managing Competencies And Performance In Organizations
- Managing Corporate Reputation
- Managing Energy Businesses [2 Credit]
- Managing Service Operations
- Managing Strategic Transformations [2 Credit]
- Marketing Analytics
- Marketing In Emerging Countries
- Marketing Research
- Marketing Strategy & Implementation
- Mergers, Acquisitions & Corporate Restructuring
- Money And Banking

- Operations Planning And Control
- Operations Simulation [2 Credit]
- Performance Management And Appraisal
- Product & Brand Management
- Project Planning And Control
- Public Policy and Business Strategy [2 Credit]
- Quality Management
- Resource Based Strategy
- Retail Management
- Sales & Distribution Management
- Services Marketing
- Social Banking And Inclusive Finance
- Social Mobile Analytics And Cloud - The Emerging Business Accelerator
- Software Project Management
- Strategic Cost Management
- Strategic HRM
- Strategies For The Bottom Of The Pyramid
- Strategies Of Co-Operation
- Structured Finance
- Supply Chain Management
- Systems Dynamics
- Theory Of Constraints for Operations
- Thriving In Political Environment (With Integrity & Ethics)
- Tools and Techniques for Executive Development
- Transformation For Sustainable Superior Performance
- International Financial Management
- Managing Innovation

## Fees



Fees and other charges payable for 15 months PGDM (General Management) will be approximately

**₹20.95 Lakh**

Food electricity and other personal expenses would be charged extra depending on the type of accommodation preferred by the student.

# DOCTORAL LEVEL PROGRAMME

## Fellow Programme in Management

The Fellow Programme in Management (FPM) is Doctoral Programme of XLRI, Jamshedpur. The FPM is a full-time, residential programme that trains prospective scholars to become highly skilled and innovative researchers, management thinkers and teachers in various aspects of management. It primarily aims at preparing students for careers as faculty members at premier academic institutions.

### Course Structure

The FPM would ordinarily demand four years of residential requirements in two stages. In the first stage, the selected candidate needs to meet the course requirements over two years. During this stage, the student is given appropriate exposure to the

basic discipline of management, thus preparing him/her for the thesis work in the next stage. The course work that will be undertaken by the student in the first year will be from among those courses that are offered to the PGP students, and in the second year will include specially designed doctoral and advanced courses.

On successful completion of the course work, the student has to qualify in the comprehensive examination before taking up the thesis work.

The thesis stage is of two years. The student will select a thesis topic from among the specialization areas:

- Economics
- Finance
- Information Systems
- Marketing
- Production, Operations & Decision Sciences
- Organizational Behavior

## Eligibility and Admission Process

Applicants for FPM may choose **ONE** of the following options:

### Option – 1 (XAT 2020)

Candidates with Post Graduation from Universities (MBA/ Master's degree in any discipline India/Abroad) and Centres of Higher Learning with at least 55% marks (50% for SC/ST candidates) with the Bachelors degree/ equivalent qualification with at least 60% marks (55% for SC/ST candidates) obtained after a minimum of three years of education after completing higher secondary education (10+2) or equivalent

or

Five years/four years Integrated Master's Degree programme in any discipline, with at least 55% marks (50% for SC/ST candidates), obtained after completing higher secondary education (10+2) or equivalent

or

BE/B.Tech degree or its equivalent with at least 60% marks (50% for SC/ST candidates) with 2 years of relevant work experience

or

A professional qualification like CA, ICWA or CS with at least 55% marks (50% for SC/ST candidates)

may choose to appear in the Xavier Aptitude Test (XAT) to be conducted all over India on January 5, 2020.

### Option - 2 (UGC JRF/NET; GMAT/GRE/GATE)

Candidates with any of the above qualification (as stated in Option-1) may submit UGC JRF/NET; GMAT/GRE/GATE scores for admission to FPM. Such candidates will be exempted from appearing in XAT.

### Option - 3 (MBA/PGDM candidates)

Candidates who have done their PGP from XLRI, any IIMs, FMS Delhi, MDI Gurgaon, XIM Bhubaneswar, IRMA, SP Jain, School of Management of IITs, TIFR, TISS, ISI and other comparable Institutes with a CQPI of at least 6.00/8.00 or equivalent will be exempted from appearing in the XAT.

**Short listed candidates will be required to appear for personal interview at XLRI, Jamshedpur for final selection.**

- Human Resource Management
- Strategic Management

The student is expected to identify a thesis topic in consultation with a thesis adviser, and work under the supervision of a Thesis Advisory Committee. On successful completion of all the requirements of the FPM, a student will be awarded the title 'Fellow in Management of XLRI'.

## Fellowship

Fellow students are awarded a fellowship of Rs. 25,000/- per month during 1st and 2nd year and Rs. 30,000/- per month for the next two years, and no fees (admission, tuition, course material, computer, or library) will be charged. Fellowship will be paid only to the fulltime residential students for a maximum period of four years. From third year, a student can work as a 'Research and Teaching Assistant' (RTA), for which Rs.30,000/- per course will be paid extra.

A fellow student is entitled to a contingency grant of Rs. 25, 000/- per annum for four years and a grant of Rs. 20,000/- for Data Collection during third year.

## Conferences and International Exposure

The Institute provides support for attending National and International conferences after successful completion of the comprehensive examination. A fellow student will be reimbursed all related expenses up to Rs. 2,00,000/-.

Last Date for Applying to FPM: November 30, 2019. [Same as XAT]

## Executive Fellow Programme in Management (EXEC-FPM)

Executive Fellow Programme in Management (Exec.FPM) is a non-residential Doctoral Programme that has been designed to cater to the scholarly needs of working executives / managers / faculty members / researchers.

The objective of the programme is to develop prospective scholars for careers not only in management research and teaching but also in management practice, consulting, training and development.

## Eligibility and Admission Process

Applicants for Exec. FPM should :

- have an MBA / Post Graduate Diploma in Management (PGDM) or equivalent or GMP/PGPX or One Year fulltime residential programme in Management (with 60% marks), Candidates from Premier B-Schools will be given preference.
- be currently employed in a full-time job.
- have at least 5 years of full-time executive/managerial/ teaching/ research experience as on March 31, 2020.

Candidates who are less than 50 years of age shall get a preference.

For application process & details, kindly visit [acad.xlri.ac.in/admission](http://acad.xlri.ac.in/admission)

Short listed candidates will be required to appear for a personal interview at XLRI, Jamshedpur for the selection process.

## Course Structure

There will be four campus visits of 20 days' each during the first two years after which they are required to plan for 3 visits of 7 to 10 days in the campus which is mandatory. The dates for the classroom courses in the first two years will be intimated by the FPM office in the time of admission. These visits are normally to finish the course work, Seminar and Comprehensive Examination, or defend the Thesis Proposal, make Research Progress Seminar and defend the final thesis. The doctoral scholars are encouraged to spend more time with the academic community at XLRI.

## Duration

The students need to complete their course work within 4 years of admission. If the student fails to complete it within 4 years, he/she need to re-register with a fee Rs. 1,00,000/-. The maximum time taken for the programme is 8 years or 3 years from the completion of course work whichever is later.

On successful completion of all the requirements of the Programme, a student will be awarded the title 'Fellow in Management of XLRI'.

The programme will commence in June 2020.

Last Date for Applying to EXEC FPM: **December 30, 2019.**

## Fees



The fees and other charges payable for the Executive Fellow Programme in Management (EFPM) is

**₹ 9 Lakh**  
plus

additional charges applicable if any. Boarding Lodging and other expenses incurred during the stay in campus will be charged separately.

**Last Date for Applying to FPM: November 30, 2019. [Same as XAT]**

**Last Date for applying to EXEC-FPM: December 30, 2019**



# THREE-YEAR, WEEKEND PROGRAMME IN BUSINESS MANAGEMENT

This programme is for working executive and entrepreneurs, and culminates in a Postgraduate Diploma in Management. The programme imparts the rigour of a full-time programme through 900 hours of classroom interaction, but spread over three academic years to accommodate the time constraint of a working executive or an entrepreneur. It allows working executives and entrepreneurs, who are willing to stretch out a bit, to acquire the highest quality management education while continuing with their current work.

The Three-year AICTE approved Weekend Post-graduate Diploma program is uniquely designed and structured to enable working executives and business owners to develop the requisite managerial and business skills and competence for a managerial/ownership role. While participating in the programme, the participants get opportunities of applying the conceptual insights of classroom to their work on a regular basis. With the rich opportunities for interaction with renowned faculty, peers, and industry experts, the program allows students many opportunities to apply the conceptual insights gained in the classroom to their respective workplace on a day-to-day basis.

The students also get multiple opportunities to share their work/marketplace experiences thereby enriching classroom learning and fostering meaningful, value-added discussions among peers. In addition to the application opportunities provided in individual courses, the two field work based projects provide ample scope to apply the knowledge gained during the program to real-life business settings and decisions. The classes are conducted in the weekends.

## Objective

The programme has been designed with the objectives of:

- Imparting the highest quality of management education to the participants
- Developing a general management perspective of the participants

To achieve these objectives, the programme has been designed for:

- Application of classroom learning in workplace and special projects
- Peer learning through sharing of experiences in an academic setting
- Addressing some general needs of participants for balancing work and education, while scheduling classes and terms

## Target Audience

The programme is intended for individuals in their early or mid-career who:

- do not want a break in their job for learning
- are willing to put in some extra effort and manage their time efficiently to gain the highest quality management education
- are willing to improve work through

learning and improve learning through work experience

- can manage the logistics of attending classes

## Eligibility

The applicants of the three-year weekend programme in Postgraduate Diploma in Management from 2020-23 should have the following eligibility:

A bachelor's degree or equivalent in any discipline obtained after a minimum of three years of education after completion of higher secondary education (10 + 2) or equivalent.

The bachelor's degree should be from any of the universities incorporated by an Act of the Central or State Legislature in India or other educational institutions established by the Act of Parliament or declared to be deemed as a university under section 3 of UGC Act, 1956, or possess an equivalent qualification from an institution approved by AICTE. Non-fulfilment of these conditions will automatically result in cancellation of admission.

## Work Experience

Two years of work experience, after the completion of their bachelors'

education, in supervisory/executive role in organisations as on May 31, 2020.

## Curriculum

This programme follows a curriculum similar to that of the full-time Business Management Programme. The complete curriculum is divided into nine terms in three years. The first two years comprising of six terms covering the compulsory core courses. In the third year, comprising three terms, the candidates have to choose two areas of concentration. In addition to the courses candidates have to take up an industry project and participate in experience sharing module, which facilitates peer learning.

## Fees



Fee for three-year, weekend Postgraduate Diploma in Business Management is

**₹4 Lakh p.a.**

# VIRTUAL INTERACTIVE LEARNING (VIL)

## Interactive Learning Approach

XLRI started its Virtual Interactive Learning Programs to be at the fore front of technology developments in education by using technology to cater a wider range of audience, enhancing the reach of brand XLRI. In pursuance of its objective to 'Up-Skill Corporate India' through the dissemination of quality management education. XLRI offers World Class management programs and delivers it in the most effective manner with the best use of latest technologies. At XLRI, it is a tradition to constantly update the course content, review the course designs, and experiment with innovative pedagogy. The VIL program portfolio comprises a mix of long duration post-graduate certificate programs and shorter duration e-MDP programs. As on date, over 10000 working professionals have successfully completed these VIL programmes.

## Operation

In 2002, XLRI became the first B-school

to provide a portfolio of certificate courses in management delivered through virtual classrooms.

The VIL Programs run in collaboration with technical partners; Talent edge, Unified Collaboration Services and Times Centre for Learning Limited. The Program provides an opportunity to study and earn a postgraduate certificate.

### The programs offered are:

**PGCBM** – Postgraduate Certificate in Business Management

**PGCHRM** – Postgraduate Certificate in Human Resource Management.

**PGCBAMD** – Postgraduate Certificate in Business Analytics for Management Decisions

**PGCSLM** - Postgraduate Certificate in Senior Leadership Management

### New Programs to be launched:

**PGCSTM** – Postgraduate Certificate in Strategic Marketing

**PGCSM** - Postgraduate Certificate in Sales Management



The Campus Component and the Graduation Ceremony are integral part of the Post graduate Certificate Programs

- Students get an opportunity to visit the XLRI campus for 5 days for face to face intensive learning, interaction and networking
- On successful completion of the program, eligible students are awarded Post graduate Certificate in HRM/BM/BAMD/SLM during the Graduation Ceremony held at XLRI, Jamshedpur campus
- The candidates are bestowed with the prestigious XLRI alumni statu

For further details, please visit:

<http://www.xlri.ac.in/vil>

### **USP of XLRI Post-Graduate Certificate Programs**

- High Quality Management Education from a premier B-school.
- Enables working professionals to acquire new skills and enhance their knowledge in their respective domains without taking career break.
- Offers a combined advantage of face-to-face interaction and distance Learning.
- Classes largely scheduled during evenings/ weekends to minimize disruption to the students' in their professional commitments.
- Study centres in the country include most of the metros and smaller cities.

### **Executive Management Development Programs (e-MDPs)**

The short duration programs popularly known as e-MDP Programs offer various

sector specific and contemporary courses in management disciplines delivered via Direct to Desktop (D2D) mode. The wide range of EMDPs in varied domains are well recognized by individuals and corporates. The participants are awarded certificate of completion/participation upon successful completion of the program.

The e-MDP programs are conducted in collaboration with the following technical partners; TechMahindra (Education Lanes) , Talent edge, ICICI Direct

Centre for Financial Learning, Erulearning Solutions Pvt Limited and Times Centre for Learning Limited.

### **Some of the more popular e-MDP programs on this platform are:**

- Executive Development Program in HRM (EDPHRM) jointly with SHRM
- Project Management for Senior Professionals
- Executive Programme in Data Science using Python, R & Excel
- Strategic Performance Management
- Leadership and Change Management
- Labour Laws for Managers
- People analytics
- Executive Certificate Program in Business Analytics for Senior Manager
- Advance Financial Management
- Talent Management
- Business Transformation Strategy





# CORPORATE PROGRAMMES

# EXECUTIVE DIPLOMA IN HUMAN RESOURCE MANAGEMENT FOR WORKING EXECUTIVES

## Introduction

The objective of this program is to provide unique learning experience for the working executives to enhance their professional knowledge and skills that are essential to play the HR role effectively within the dynamic and fast-growing corporate world. The program effectively bridges the gap between hardcore industry experiences with conceptual inputs and application skills.

The program is of 16 months duration spread across six terms. The Course is uniquely designed to impart conceptual clarity and application competencies to the working professionals with relevant experience so that they develop strategic orientation towards HR.

## Eligibility and Requirements

- Working professionals in HR sector
- Bachelors Degree (minimum three years of full time study) from a recognized university in any discipline
- The candidates should have minimum 5 years of full-time work experience in managerial position after graduation

## Selection Process

- It is a profile-based selection wherein personal interviews, academic and professional record and SOP is taken into consideration

## Program Objectives

- To provide an opportunity to the participants to earn a professional qualification in HR
- To provide the participants with an in-depth understanding of various concepts in HR
- To get tuned to the latest developments and best practices in HR
- To prepare the participants to head the HR function in the operating divisions
- To develop a repository of HR experts who can lead change in the organization

## Program Pedagogy

The above stated objectives will be attained through:

- An intensive program useful from a corporate management view point
- 50 days of intensive learning at XLRI campus through 5 visits
- Project-based courses
- Lecture series
- Case methods
- Group work
- Assignments
- Dissertation

## Program Content

- Fundamentals of Human Resource Management
- Fundamentals of Industrial Relations and Labour Laws
- Individual and Group Behavior in Organization
- Managerial Economics and Finance
- Research Methodology and Statistics
- Training and Development
- Executive Compensation
- Managerial Counseling
- Organizational Structure and Design
- Competency Based HRM
- Recruitment and Selection
- Strategic Human Resource Management
- Human Resource Planning
- Organizational Change and Development
- Performance Management
- Dissertation

(Exact titles & the details of the courses will be given at the beginning of the Programme)

## Duration

The programme is of 16 months duration with six terms. The programme comprises of 15 compulsory courses spread over the first five terms and the sixth term is exclusively devoted to action research based project.

# MANAGEMENT DEVELOPMENT PROGRAMMES (MDP)

XLRI has been a pioneer in developing and offering short duration Management Development Programmes (MDPs) with a four decade enviable standing in the committee of B-schools in India. These MDPs are designed keeping in view the ever changing demands of business/professional executives. The programme content of even the standard MDPs is constantly reviewed and changes made therein on a continuous basis. The objective of the MDPs is to help improve management systems and practices in India and other countries in South Asian Region by providing relevant training to the executives of different sectors of the economy operating at different levels in the organizational hierarchy. The participants are equipped with the latest tools, techniques and skills spanning different streams of management such as General Management, Human Resources, Organizational Behaviour, Marketing, Finance, Operations Management, Information Systems, Strategic Management and Industrial Relations.

A majority of these programmes are held in the Jamshedpur campus of XLRI, while a few of them are held at prominent cities in the country. The programmes conducted at XLRI are residential. The participants are housed in a modern complex of comfortable air-conditioned twin-sharing rooms at the XLRI Guest House located in the campus. The XLRI Guest House has facilities to accommodate approximately 200 executives with a separate kitchen, lounge and dining facilities. The calm, serene, academic ambience of the campus and its lush green surroundings are highly conducive to study, reflect and learn. Round-the-clock internet facility is available on campus network based on Gigabit Ethernet structured cabling through high-speed bandwidth. The air-conditioned computer lab with internet connections provide opportunities for the participants to stay connected not only with their near and dear, but also with the business world at large.

## In-Company Training Programmes

XLRI accepts requests from organizations for conducting customized training programmes for their executives at different levels, and offers unique programmes to suit the business and developmental needs of client organizations. Standard Modules from regular MDPs are also combined and adapted, wherever necessary, to suit the requirements of client organizations.

The duration of these programmes ranges from two days to one month depending upon the variety, magnitude and complexity of topics covered. While some of these are conducted at the institute, there are also many held in the premises of the client organizations. More than 100 In-company Training Programmes were conducted during the year 2017-18, covering various topics from different Functional Areas, and over 2500 Executives from different Corporate Houses participated in these Programmes in India and Abroad.

## Consultancy Services

XLRI provides consultancy services to public and private sector organizations and international bodies. Consultancy services cover a wide range – from preparation of feasibility reports and project appraisals to Tax Planning, Managing Personal Problems, Human Resource Planning, HR Policy,



Organisational Restructuring, Organizational Development Interventions, Market Researches and Development of Effective Marketing Strategies. Over the years, XLRI has worked extensively with a wide variety of clients, including multinational companies, private and public sector companies, growth stage companies. Our expertise and innovative business strategies have helped businesses and eliminate inefficiencies, grow membership bases, create new products, and much more. We are committed to, looking further, and providing unparalleled value for our clients.





# MEDALS FOR ACADEMIC EXCELLENCE

**XLRI Medal : Best All-round Student  
in Memory of Parineet Reddy**

[Sponsored by Reddys]

**XLRI Medal : Best All-round Woman  
Student in memory of Geeta Saxena**

[Sponsored by Madhukar Shukla]

**XLRI Medal: Outstanding FPM Student  
In Memory of K V K Raju**

[Sponsored by Nagarjuna Foundation]

**XLRI Medal : Highest CQPI – HRM  
in Memory of John P D'Costa**

[Sponsored by Ronald D'Costa]

**XLRI Medal : Second Highest CQPI –  
HRM**

**XLRI Medal : Highest CQPI – BM  
in Memory of Ram Awtar Chachra**

[Sponsored by Krishna Lal Chachra]

**XLRI Medal : Second Highest CQPI - BM**

[Sponsored by Janardhan Pyda]

**XLRI Medal : Highest CQPI – GMP  
in Memory of R S Pande**

[Sponsored by K G Pande]

**XLRI Medal : Highest CQPI – Business  
Management [Evening]**

[Sponsored by Jagans]

**XLRI Medal for Social Initiatives**

[Sponsored by State Bank of India]

## List of Scholarships

Some scholarships are available to students on the basis of their performance and/or need. Need based scholarships are also available to students belonging to economically disadvantaged families. List of scholarship awarded last year are given below:

Name of the Scholarship	Programme	Type	No.	Amount of each Scholarship (₹)
Aditya Birla Scholarship	HRM-II, BM-II HRM-I, BM-I	Merit and selection as per the company criteria	Two Two	1,75,000 / Year
Capital First Scholarship	HRM-I, BM-I	Selection as per the company criteria	Eight	1,00,000
OP Jindal Engineering & Management	HRM-I, II, BM-I, II	Merit-cum-Online Test and Interview	One	1,50,000
T Thomas	HRM-II, BM-II	Selection as per the company criteria	One	1,00,000
Pirojsha Godrej	HRM-I, BM-I	Merit-cum-Need	One	25,000
Joseph M Sciortino [for ST Students]	HRM-II, BM-II	Will be distributed equally among the applicants		25,000
Geeta Saxena Memorial	HRM-II, BM-II	Stipulated criteria by the Donor	One	20,000
Kalyan Ganguly XEF Scholarship	BM-II	Merit-cum-Need	One	1,00,000
Naveen Jain & Distinguished Alumni Award	HRM-II, BM-II	Merit-cum-Need	One	20,000
Vasantha Sankaran Scholarship	BM-II	Stipulated criteria by the Donor	One	1,00,000
XLRI Diamond Jubilee [Seniors]	HRM-II, BM-II	Merit-cum-Need	Two	2nd Year Tuition Fees upto 2,85,000
XLRI Diamond Jubilee [Juniors]	HRM-I, BM-I	Merit-cum-Need	Two	1st Year Tuition Fees Upto 2,55,000
Alumni Scholarship	HRM-II, BM-II	Merit-cum-Need	Four Each	1,50,000
Alumni Scholarship	GMP	Merit-cum-Need	Two	1,50,000

# RESEARCH & PUBLICATION

*Research provides a major interface with the wider academic and business world. It provides new theoretical frameworks that enable re-assessment and refinement of current practices and thinking. Groundbreaking interdisciplinary research by the faculty and doctoral students feeds directly into an enhanced learning environment at the Institute and indirectly to a wider audience of practicing managers and teachers of management. It strengthens teaching efforts of faculty by reflecting the frontiers of knowledge in different management domains. By integrating current developments of business environment with fundamentals of subjects, the students develop a holistic perspective of business and the challenges lying before them. The diversity and depth of research and publication activity undertaken at XLRI in last five years is evident from the report.*

Type	2014-15	2015-16	2016-17	2017-18	2018-19
Articles in journals (International)	22	41	57	55	62
Articles in journals (National)	28	19	11	10	8
Books	5	6	4	4	2
Book Chapters	5	7	5	3	6
Cases / Notes	21	21	22	27	4
Working Papers/Seminars	36	72	53	53	44
Papers Presented at Conferences (International)	18	38	47	32	32
Papers Presented at Conferences (National)	18	15	35	18	20







# CAMPUS LIFE AT XLRI

Life at XL is a vibrant blend of class lectures, study sessions, management fests and competitive sports meets. But what makes XLRI different is its unique culture and a closely-knit student community that paves the way for friendships and comradeship.

Despite the academic rigour and competition that a student faces, XL harbours an environment of warmth and togetherness. A fresher within no time becomes a part of the student fraternity. This unique phenomenon called the XL culture builds a hectic yet heady concoction of work and play. As all programmes are residential, the seniors and juniors share an amicable relation. It is hence no surprise that XLRI has the most extensive alumni network among all Indian B-schools. The institute makes consistent and conscious efforts to emphasise on the significance of team work, be it through group projects, assignments, student committees or multiple competitions and sports activities that are held in campus. This environment of collaboration and cooperation has been carefully nurtured over the years which makes XLers excellent team players and leaders in every organisation that they become a part of.

One of the key distinguishing factors of XLRI is its emphasis on ethics and social responsibility,

which are instilled in the DNA of the institute. The institute is highly regarded in the corporate world for its efforts to create competent and responsible business leaders. Built into the curriculum are novel concepts like the Village Exposure Programme that helps develop social awareness in students. The institute also provides guidance to students who want to become social entrepreneurs.

Life at XL is brimming with multiple experiences; from conferences, guest lectures, seminars and workshops where a student is exposed to diverse views and opinions of the greatest minds in the world of business to committee activities where a student learns management lessons beyond academics. Multiple annual events in the institute like the annual management, cultural and sports fest Ensemble-Valhalla, the marketing extravaganza MAXI fair, the HR conclave, and the age old XL-IIMC sports meet are striking examples of how life at XL is not merely limited to academics but provides a holistic experience to the students.

A student irrespective of his/her stream, will never fall short of opportunities to explore their interests. Innovation is religion at XL and a little initiative can take you a long way. The formal and informal committees at XLRI take full advantage of this freedom and involve the XLers in numerous activities that allows them to experiment and explore new management avenues.





# STUDENT ACTIVITIES & SOCIETIES ON CAMPUS





*XLRI aims at the overall development of its students and encourages them to hone their extracurricular skills along with academics. All activities on campus are organised and managed by the students through various committees. The Student Affairs Council (SAC) is the apex body representing the student's body of XLRI. There are different student committees on campus that deal with various functional areas of management as well as personality development.*

**STUDENT AFFAIRS COUNCIL (SAC)** is the apex body and the representative council of the students of XLRI. SAC consists of a General Secretary at the helm and four elected representatives from the senior batch. It is the policymaking body, and the interface between the students and the administration. SAC directs and governs all activities that happen on campus and strives for continuous betterment of academic content, student life and activities on campus.

**PLACEMENT COMMITTEE** is solely responsible for the Summer and Final Placements for all students in XLRI. This 12-member committee liaisons with corporates to maintain industry relationships and ensure the best possible placements for all students. They are also responsible for conducting engagement activities such as pre-placement talks, corporate competitions and leadership talks to improve the student-company connect. The team is supported by various other committees to ensure that the placement process is smooth and hassle free.

**ACADEMIC COMMITTEE** acts as the bridge between the students and the faculty. It comprises a Secretary and two Class Representatives (CRs) from each section. They are elected by the students of each section and are thus accountable to them. Sole objective of AcadCom is to serve as a central coordinator working for the benefit of the students, faculty and administration.

**ENSEMBLE VALHALLA** is the annual management, cultural and sports festival of XLRI. The Ensemble Valhalla Core Team ('EVCT') is responsible for conducting the same. The team conducts one of the largest festivals amongst B-Schools in India. The senior team is 14 people strong along with the 6 secretaries

of extra-curricular committees on the campus, who together form the core-team. With a participation from all the top IIMs across India, EV has been able to garner a great reputation for itself as well as a brand name for XLRI across B-Schools in the country. While we aim to make a mark nationally, EV has also taken up initiatives to give back to the local communities in Jamshedpur.

**ALUMINI COMMITTEE** endeavours to connect and engage with alumni of XLRI and build lifelong and mutually beneficial relationships with them. The committee organizes Summer Alumni Meets, Alumni Homecoming, Silver Jubilee and other reunions.

**AXIOM (Association at XLRI for Industrial and Operations Management)** is a society that aims to extend and integrate knowledge that contributes to the improved understanding and practice of operations, analytics and supply-chain management. AXIOM strives to accomplish this through guest lectures, workshops, competitions, live projects, plant tours and affiliation with international organizations.

**CII-YI (CII Young Indians)** chapter at XLRI is established in collaboration with Yi (Young Indians), which is an integral part of CII (Confederation of Indian Industry). The Yi net at XLRI is an initiative to empower the students to work towards the development of education, employability, environment, youth affairs and health sectors.

**CRUX (Consulting and Research Undertaking at XLRI)** aims to develop consultancy skills, to nurture research initiatives, and to undertake activities for promotion of consulting as a career. The committee initiatives are also focused towards branding XLRI as a recruitment destination for top consulting firms.

**DRACULA (Dramatics and Cultural Association of XLRI)** is where students let their creative instincts take over. Dance Sagas, debates, theatrical productions, street plays, quizzing leagues and literary pursuits ...this is where it all happens. The house of DRACULA welcomes all artists with open arms.

**ENTREPRENEURSHIP CELL** of XLRI works to create a culture of entrepreneurship for all the stakeholders of the institute -- students, alumni and faculty. The group of students along with its advisory board, comprising faculty members and eminent guests, strives to inculcate and nurture the spirit of entrepreneurship.

**EXTERNAL LINKAGES** fondly known as ExLink, was founded in 1999 to mark XLRI's golden Jubilee celebrations and as a step ahead in the journey of branding XLRI. ExLink is a student run committee with a team of diverse individuals who work constantly year-round with other committees on campus and adeptly handle the various branding channels and platforms for promoting XLRI. ExLink is the committee entrusted with building the brand and handling media management of XLRI Jamshedpur. ExLink is also responsible for handling XLRI's admission and onboarding process every year, and to maintain the official student blog, XLMerijaan.

**FINAX (The Finance Association at XLRI)** is a committee of enthusiasts who have a flair for Finance and related fields. The



members have either already ventured into the world of finance or are looking forward to do so. The committee with all its potential strives to promote finance related activities and careers for the students of XLRI. It is one of the oldest committees at XLRI and caters to the students having interest in the finance domain.

**FIRE@X** (The Forum for Industrial Relations at XLRI) as the name suggest is the committee for promotion of industrial relations at XLRI. It aims to inculcate a dialogue amongst the student community about key aspects of Employee Relations/ Industrial Relations. It helps the students foray into the dynamic world of industrial disputes, resolutions, bargaining and agreements. It is a frontrunner in keeping the Labour Law and IR culture alive at XLRI, something which the institute's roots are steeped in and that remains, till date, its distinguishing factor.

### **THE INFRASTRUCTURE**

**COMMITTEE** acts as an interface between the student body and the administration to look after the maintenance of the student hostels and messes. It drafts new proposals for approval by administration as and when the need arises in the student residential areas and liaise with the administration to negotiate with the mess contractors and look after the workers in the mess.

### **THE INTERNATIONAL STUDENT EXCHANGE PROGRAM**

is the student body representation of the International Student Exchange Program of XLRI. The committee is responsible for creating and managing partnerships with foreign universities. It also facilitates the entire application process of the outgoing XLRI students. It maintains collaboration with the student exchange committees of other IIMs to procure best deals for XLRI students for insurance, visa, travel cards etc.

**MAXI (The Marketing Association of XLRI)** is the oldest committee on campus as well as the oldest co-curricular committee in the country. Established forty-seven years ago, in 1971, MAXI's mandate has been simple – to popularize the field of Marketing at XLRI and ensure that fun and quirkiness are an integral part of the entire process. All events conducted by MAXI are designed to give students a deep, working insight into what Marketing is really about. This is achieved through a mix of competitive events, talks, interaction sessions, conferences and of course, the world-renowned MAXI Fair.

**SAPPHIRE** (Students' Association for the Promotion of Personnel Management, Human Resources and Industrial Relations) is a student's body aiming to integrate the experiences of practitioners with the theoretical knowledge of academicians in the area of human resource development. SAPPHIRE organizes a consortium of events, which serve as a platform for debating and discussing state-of-the-art HR practices.

**SIGMA (Social Initiative Group for Managerial Assistance)** creates a platform to network with NGOs, corporate governance cells and government departments for the purpose of community capacity building. The main aim of this student body is to help NGOs formulate effective fund-raising strategies, develop new programmes, curtail expenses and perform better.

**SPICMACAY (The Society for Promotion of Indian Classical Music and Culture among Youth)** is a prominent non-profit voluntary organization spread across educational institutions around the globe. With an objective to facilitate the exchange of traditional Indian values and to generate awareness amongst the youth about rich Indian cultural traditions, the XLRI Chapter constantly endeavours to introduce traditional Indian culture and Classical art forms to the youth of our institute with the hope that the wealth of knowledge and beauty that it encompasses would add further meaning to our lives.

**SOCRATES (Society for the Rapid Assimilation of Technology and Systems at XLRI)** is the IT committee on campus. It provides a thrust to the systems area of academics, while also ensuring that the IT infrastructure of the campus is up to the mark. It organizes various workshops and seminars to keep students abreast of the latest developments in systems and technology. From the college app to committee websites, all is developed and managed by this group.

### **SPORTSCOM (Sports Committee)**

provides students with opportunities to relieve the stress of academic rigour and focus on personal development. It interfaces with SAC and the administration and is responsible for developing and maintaining the sports infrastructure on campus that includes gym, tennis, basketball, volleyball courts, football field, cricket pitches, etc.

### **XLANC (XLRI Adventure & Nature Club)**

organizes various adventure activities and emphasizes the responsibility of future managers towards the environment and community. These activities help students move out of their comfort zone and experience and learn new things. Some of the events organized are trekking, wall-climbing, water-rafting, go-karting, horse-riding, archery, rifle-shooting, obstacle races, eco-friendly activities and term-break trips. XLANC is credited with making XLRI the first Indian B-school to encourage experiential learning in the form of a leadership expedition to Mt. Everest base camp.

**Informal Committees** and Interest Groups ensure that life in XLRI is nothing short of a lifetime experience. While committees like Samarthyaa and Toastmasters ensure you do what you love, groups like PIXL and Bodhi Tree help keep your passion alive. Also, to ensure this is a home away from home, we have regional committees to make sure that no festival passes without celebrations knocking at your door.

# ALUMNI RELATIONS

XLRI by May 2018 has created a strong alumni base of 16,000 spread all over the globe. The institute keeps in touch with its alumni through major events that it organizes throughout the year. "Homecoming" the annual flagship alumni event is being planned for December 1st- 2nd, 2018 which will be followed by Distinguished Alumni Award ceremony. The alumni who completed 25 years after graduation will celebrate their silver Jubilee on December 19th- 21st, 2018. The third major event is the alumni meets that takes place during May in all the major cities of India, i.e. Delhi, Hyderabad, Kolkata, Pune, Chennai, Bangalore, Mumbai and few selected Cities like Dubai, Singapore, San Francisco. This year we had more than 2000+ alumni participating in the summer meets.

During the Alumni Homecoming 2009 we had inaugurated the Alumni Portal which has become a center for alumni interaction. By May 2016, we have above 10,000 alumni registered in the portal. The major services include: availing online course transcripts, duplicate certificates and letter for reference. Alumni can make online request for teaching at XLRI and job Posting etc. All Alumni can register in the portal by logging onto: [alumni.xlri.ac.in](http://alumni.xlri.ac.in)

An important initiative of the Alumni office is to facilitate Alumni reconnect with the Institute so that they can play a significant role in its growth and development.



## INDIA

### **Abraham Chacko (75BMD)**

Mentor on 1Crowd,  
Former Executive Director  
Federal Bank

### **B Muthuraman (75BME)**

Former Vice Chairman of Tata Sons  
& Former Chairman of XLRI

### **KC Sood (75BME)**

Managing Director  
Predominant Engineers &  
Contractors Pvt. Ltd.

### **Sanjiv Bhasin (77BMD)**

CEO at AfrAsia Bank Limited  
Mario Lobo (77PMIR)  
Managing Partner

### **Ray & Berndtson**

MD, Personnel Search  
Services Pvt. Ltd.

### **Ranaveer Sinha (78BMD)**

Senior Advisor  
Tata Hitachi Construction  
Machinery Co. Ltd.

### **Bijou Kurian (81BMD)**

Board Member - L Capital Asia &  
Mentor

### **N Krishna Kumar (81BMD)**

Executive Chairman  
Mind Tree Consulting

### **Aquil Busrai (72PMIR)**

Chief Executive Officer at Aquilbusrai  
consulting

### **Prabhakar Jain (81BMD)**

CEO International Business at Pidilite  
Industries

### **Sandeep Bakshi (81BMD)**

MD & CEO, ICICI Prudential

### **R Rama krishnan (82BMD)**

Vice Chairman, Jt. Managing  
Director & Group CEO  
Polycab Group

### **Zarir Langrana (82BMD)**

President - Global Chemical Limited  
Tata Chemicals Ltd.

### **NS Rajan (83BMD)**

Group CHRO, Group CMO CEO, IDFC  
Foundation IDFC Bank

### **Chandramouli Venkatesan (91BM)**

Managing Director at Mondelez India  
Foods Private Limited  
India

### **Arun Dey (83BMD)**

Chief Executive - Automotive  
Reliance Retail Ltd.

### **Mervyn Raphael (83PMIR)**

Managing Director  
People Business Consulting

### **Vineet Nayar (85BMD)**

Author of 'Employees First, Customers  
Second'  
Founder, Sampark Foundation & Former  
CEO of HCL Technologies Ltd

**PS Jaya Kumar (86BMD)**  
CEO & Managing Director,  
Bank of Baroda

**Madhukar Kamath (BMD-76)**  
Group CEO and MD at DDB Mudra Group

**Sanjeev Kapur (BMD-98)**  
Chief Marketing Officer (Asia Pacific incl.  
Japan) MetLife

**Jamshed Daboo (86BMD)**  
MD at Trent Hypermarket Ltd –Star  
Bazaar- A Tata & Tesco Enterprise

**Ankur Gupta (IAS) (88BM)**  
Director General Higher  
Education, Haryana

**S.V. Nathan (PMIR-83)**  
Partner & Chief Talent Officer at Deloitte  
India

**Ajay Kaul (89BMD)**  
Former CEO  
Domino's Pizza (India)

**Amar Babu (89BMD)**  
Vice President & COO, Asia Pacific at  
Lenova

**Shankar Narayanan (89BMD)**  
Managing Director  
Carlyle Group (India)

**Rajiv Burman (89PMIR)**  
Head of Human Resources APAC at IT,  
India

**Sanjay Bhandarkar (90BMD)**  
Senior Advisor at Rothschild India

**Anurag Behar (92BMD)**  
Vice Chancellor Azim Premji Foundation

**Ashish Rajpal (92BMD)**  
Founder at XSEED Education/Discoveri

**CVL Srinivas (93BMD)**  
CEO South Asia  
GroupM  
Sadashiv Nayak (93BMD)  
Business Head-Big Bazaar  
Future Group India

**Gopal Nagpal (94PMIR)**  
Partner  
Ernst & Young

**Rekha Menon (PMIR-81)**  
Chairman and Senior Managing Director  
Accenture

## ABROAD (Corporate)

**Rakesh Kapoor (82BMD)**  
CEO  
Reckitt Benckiser  
UK

**Matangi Gowrishanka(79PMIR)**

Global Head of Capability Development  
British Petroleum  
Singapore

**Jose Parayanken (80 BME)**  
Chairman and MD  
Mozambique Holdings Pvt. Ltd.  
Maputo, Mozambique

**Anup Kuruville (81BM)**  
C Founder at 1Crowd  
Former Founder of Smart

**KP Naidu (81PMIR)**  
Co-Founder, SVP - Product Delivery &  
Engineering at Stealth Startup  
San Francisco Bay Area

**V Narayanan (83BM)**  
Director | Distribution & Supplies Sales  
Hewlett-Packard Asia Pacific Pvt. Ltd.  
Singapore

**Jaspal Bindra (84BMD)**  
Executive Chairman  
Centrum Group

**Jacob R Robbins (84PMIR)**  
Chief Executive Officer at Emeterra  
Singapore

**Leena Nair (92PMIR)**  
Chief HR Officer  
Unilever; London

**Johnson Alexander (PMIR-81)**  
Human Resources at Universiade  
Consultancy  
and Services Company Dubai

## ABROAD (Academics)

**Avijit Ghosh (74BMD)**  
Dean of College of Business  
& Professor  
of Business Administration  
University of Illinois  
USA

**Dr. Raghu Garud (80BMD)**  
Research Director, Farrell Center  
for Corporate Innovation and  
Entrepreneurship, Pennsylvania State  
University

**Gerard Tellis (77BMD)**  
Professor at University of Southern  
California  
USA

**Kannan Srinivasan (80BMD)**  
Rohet Tolani Distinguished  
Professor in International Business  
H.J. Heinz II Professor of Management,  
Marketing and Information Systems  
Carnegie Mellon University

**Akshay R Rao (80BMD)**  
Chair, General Mills Professor of  
Marketing  
Carlson School of Management  
University of Minnesota  
USA

**Hayagreeva Rao (80PMIR)**  
Professor of Organizational Behaviour,  
Stanford Graduate School of Business  
USA

**Sarosh Kuruville (81PMIR)**  
Professor of Industrial Relations  
& Labour Law  
Cornell University Graduate School  
Ithaca, New York  
USA

**Neeraj Dawar (87BMD)**  
Nabisco Professor of Marketing  
Richard Ivey School of Business,  
University of Western Ontario  
Canada

**Girish Punj (BMD-74)**  
Marketing Educator, Trainer, Consultant,  
Marketing Analytics, Predictive  
Modeling, Big Data, Text Mining, Data  
Science  
Hartford, Connecticut Area

## GMP

**Sunil Kumar Nandamudi (2006)**  
Head, Sustainability at Royal Bank of  
Scotland, Asia Region and CEO at RBS  
Foundation India

**Girish Hukkeri (2008)**  
Founder & CEO, Embryo Fund

**Vineet Choudhary(2008)**  
Head of Sales – Distribution &  
Distribution Segment at Arcelor Mittal,  
Dubai

**Dipankar Sengupta (2003)**  
Head of Sales & Strategy (Telecoms) -  
Global ADM at Ericsson  
London, United Kingdom

**Kumara Guru DNV (2005)**  
Director – External Relations and  
Human Resources at Indian School of  
Business

## DEVELOPMENT SECTOR

**Gargi Banerjee (88PMIR)**  
Founder & Director at Pragya  
Gurgaon-India

**Ashraf Patel (90PMIR)**  
Founder, Pravah & Winner of  
Ashoka Fellowship 1995.  
New Delhi

**Mahesh Yagnaraman(BM – 88)**  
Co-Founder & MD First Energy Private  
Ltd

Pune | Maharashtra, India  
**Kumar Ankit (BMD-2011)**  
Co-founder Nature Mitra Tech Solutions  
Pvt Ltd



# PLACEMENTS

01

## Placement Process

Over the years, XLRI has established itself as a favored destination for top recruiters looking to inculcate the next line of young leaders in their organization. Its hallowed gates have been successful in fulfilling the aspirations of thousands of to-be managers. The Student Placement Committee is the exclusive body for managing the process and all placement related activity. The committee works rounds the year to match the best the industry has to offer with the best of talent.

02

## Summer Internship Process (SIP)

The Summer Internship Process is an integral part of the two-year curriculum, it is conducted towards the end of first year. This eight-week internship gives an opportunity to the student to explore the industry they would want to build a career in while combining classroom experience with an industrial perspective.

Some big names cutting across sectors such as Consulting, BFSI, FMCG, and ITES participate in this internship process. The recruiter list has includes companies such as BCG, AT Kearney, JPMC, Accenture Strategy, P&G, HUL, RB, Nestle, ITC, Microsoft, Goldman Sachs, TAS, Citibank, HSBC, Avendus, Samsung, Aditya Birla Group, Uber and several other prominent names. The SIP process for the batch of 2018-20 saw an average increase in stipend by 20 percent.

The internship period also gives an opportunity to the company to evaluate the student and extend pre-placement offers, and over the years, a large section of students have been receiving such offers.

03

## Lateral Recruitment Process (LRP)

The Lateral Recruitment Process (LRP) is designed for students who have prior work experience and hence would like an opportunity to enter the corporate at mid-level managerial positions. Companies from various domains such as consulting, finance, technology, general management, and HR have been participating in this process year after year. The recruiters include companies such as Amazon, Microsoft, PayTM, PWC, KPMG, Media.net, RPG, BCG, McKinsey & Co., Bain & Co., Allianz Global Investors, RBS, Vector Consulting, Hinduja Group, STAR, and many others

04

## Campus Recruitment Process (CRP)

This process takes place towards the end of second year with an impressive set of recruiters coming down to the campus to offer national and international roles and in search for dynamic managers. Placements at XLRI have gone from strength to strength, and despite varying market conditions, some of the best job roles are offered to XLRI students. Companies who have been visiting the campus for the same include BCG, McKinsey & Co, Bain & Co, Allianz Global Investors, Accenture Strategy, TAS, P&G, HUL, ITC, Asian Paints, Citibank, Deloitte, Reliance, Samsung, HSBC, Aditya Birla Group and many others.

Over the years, XLRI continues to attract the best recruiters across sectors for its management and HR programme cementing its status as one of the premier B-schools in the country.

# A CROSS- SECTION OF OUR RECRUITERS

- ABInBev
- Accenture Strategy
- Accenture Technology
- Aditya Birla Group
- Airtel
- Allianz Global Investors
- Amazon
- American Express
- Aon Hewitt
- Asian Paints
- Avendus Capital
- Axis Bank
- Bain & Co.
- Bajaj
- BCCL
- Cairn
- Capgemini
- Citibank
- Cipla
- Coca Cola
- Cognizant
- Colgate Palmolive
- DBS
- Deloitte
- Directi
- Dr.Reddy's Laboratories
- Edelweiss
- Everest Group
- Ernst and Young
- Flipkart
- Glaxo Smith Kline
- Hindustan Coca-Cola Beverages
- Hindustan Unilver Limited
- HDFC
- IBM Consulting
- ICICI
- ITC
- Johnson&Johnson
- JP Morgan Chase
- Kotak
- KPMG
- Lodha Group
- Mahindra
- Marico
- Mattel
- McKinsey & Co.
- Mercer
- Micorsoft
- Mondelez International
- Nestle
- Ola
- Oyo
- Piramal
- PWC
- Procter & Gamble
- Reckitt Benckiser
- Reliance industries
- RPG Enterprises
- Samsung
- Shannonside Capital
- Standard Chartered
- Star TV
- Sterlite
- TAS
- Tata Steel
- The Boston Consulting Group
- Uber
- Vodafone
- Vector Consutling
- Wipro
- Yes Bank

*(Partial List)*

## GMP PLACEMENT PROCESS

The PGDM (General Management) programme of XLRI is India's oldest MBA program meant for students having prior work experience. It is XLRI's flagship 15-month full-time residential program for professionals with good academic credentials and rich industry experience of 5+ years. The students are admitted through highly competitive scores in XAT/ GMAT, rigorous profile evaluation and interview process. The PGDM (GM) programme is among the top 5 ranked management programs in India accredited by AACSB, AICTE and AMBA. The academic curriculum is designed in such a manner so as to prepare the candidates for future leadership roles in various functions. The academic rigour and the peer-learning helps candidates get exposed to various facets of Management.

Those students who have organization sponsorship or are on sabbatical (even with Leave with/ without pay) are not eligible to participate in the placement process. Placement assistance is extended to all eligible candidates provided they submit the relieving letter obtained from their last employer. Such assistance may also be provided to candidates who are on study leave/ sabbatical etc provided they submit a no objection letter obtained from their existing employer.

Some of our recruiters include Amazon, Accenture, Publicis Sapient, Mphasis, Cognizant, ZS Associates, AXIS Bank, Vikram Solar, Infosys DCG, L&T Infotech, TCS, Virtusa and many more.

# CENTRES OF EXCELLENCE AT XLRI

## Centre for Global Management & Responsible Leadership

- Center for Global Management and Responsible Leadership with the objective of promoting global, ethical, and sustainable business practices through the development of the requisite academic, curricular and outreach support for students and executives interested in global ethical business; was formed in 2010 at XLRI, Jamshedpur, India.

## Centre for Human Resource Development (CHRD)

- The centre for HRD undertakes research, conducts training programs and organizes conferences to support the knowledge creation and dissemination in the area of Human Resource Management. CHRD has pioneered a number of initiatives such as housing of the first secretariat of National HRD Network, starting the NHRD Newsletter, conducting HRD conferences, etc.

## Centre for Rural Management (CRM)

- XLRI established the CRM in 1992 with the following objectives to build new rural management knowledge, to provide creative instruments of intervention particularly in the areas of education, health, rural enterprises and infrastructure; to strengthen microfinance, natural resources management, institutions supporting rural livelihoods; to identify critical constraints and impediments of rural development; and to create responsible leaders/managers who can make Indian Rural Society vibrant.

## Centre for Financial Markets

- The Financial Market Centre (FMC) at XLRI is devoted to research, training and consulting needs of the Indian financial services industry. The research agenda of the centre focuses on the broad areas of financial markets such as equity market, derivative markets, market microstructure issues, securities market regulations and investment banking.

## Centre for Logistics & SCM

- The Centre for Logistics and Supply Chain Management in XLRI was set up to cater the growing challenges in logistics/ supply chain management. The centre provides leadership for evolving logistics/supply chain profession through development, dissemination and advancement of logistics and supply chain knowledge.

## Fr Arrupe Centre for Ecology and Sustainability (FACES)

- Fr Arrupe Centre for Ecology and Sustainability (FACES) is a multi-disciplinary centre at XLRI, Jamshedpur, which aims to promote policies, practices and dialogue which have an impact on holistic and sustainable development of society and enterprises.

## Centre for Research and Training in Educational Leadership

- Centre for Research and Training



in Educational Leadership (CeRTEL) is XLRI's resurrected reach out programme aimed at enhancing the teaching/learning experience in the schools of India.

## XLRI Ethics Research Centre (TXLERC)

- The JRD Tata XLRI Ethics Research Centre (TXLERC) is an innovative research initiative spanning across several cross-functional areas of Business Ethics such as Ethics of Finance, Ethics of HRM, Ethics of Accounting, Ethics of Marketing, Ethics of Strategy, and the like. The centre was started by Fr. Oswald Mascarenhas, SJ, (JRD Tata Chair Professor of Business Ethics), in May 2014.
- TXLERC administers standalone core course like Managerial Ethics/ Business Ethics/ Corporate Ethics to students in HRM, BM, GMP and Weekend batch. The centre has also designed a new application technique for diagnosing corporate fraud, the LEMS technique (Legality, Ethicality, Morality, and Spirituality).

## Management Education Research Centre (MERC)

- The Management Education Research Centre (MERC) was launched in 2016. MERC intends to become a centre of excellence for studies into all aspects of management education; macro





aspects like Policies, Regulation and Structure of the Sector and micro aspects like input, throughput and impact outcomes of players in the sector.

## Behaviour Research Centre

- The Behavioral Research Lab, is an initiative of Marketing area at XLRI, Jamshedpur. This is designed for the study of human behavior that transcends the traditionally defined boundary of consumer behavior.

## Centre for Peace and Justice

- Inspired by the Jesuit spirit of Magis, the Centre for Peace and Justice was established at XLRI in 2019 for promoting peace and harmony amongst fellow human beings, without discrimination of any kind as enshrined in various International Conventions and Covenants and the Constitution of India.
- The Centre collaborates with state and non-state stakeholders having similar objectives and values to set up and support academic programmes, advocacy, research centres and training for the advancement of education and knowledge in the field of peace studies, justice, conflict resolution and communal harmony, thereby aiming to achieve the greater common good.

## XCEED

- XCEED has been set up to provide support to alumni and students of XLRI who wish to start a venture of their own. Its overall objective is to promote a culture of entrepreneurship and innovation in the XLRI community.
- The XCEED incubator is in a 6000 sqft building at XLRI campus in Jamshedpur. It provides the following services to entrepreneurs: Flexible co-working space; Meeting rooms; High speed internet, video conferencing facilities; Mentor network; Access to business service providers; Marketing support; Access to funding.

## The Sir Jehangir Ghandy Medal for Industrial & Social Peace

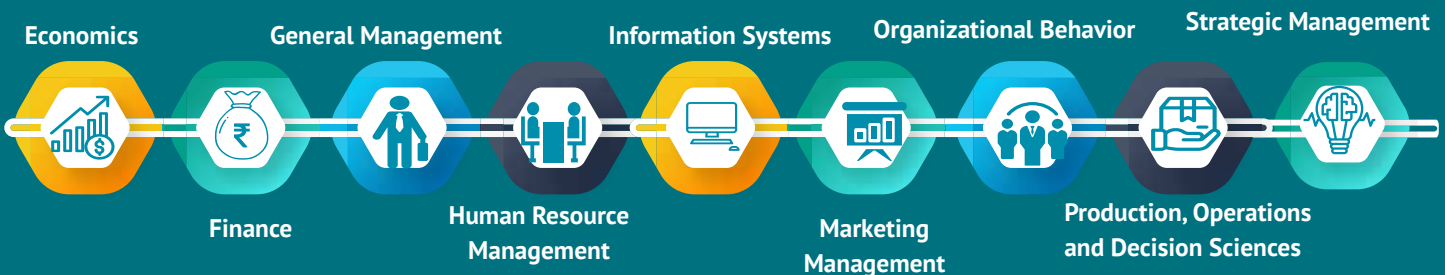
The Sir Jehangir Ghandy Medal, was instituted by XLRI in 1966, in honour of Late Sir Jehangir Ghandy to recognise outstanding contributions to industrial and social peace in the country. The names of the 51 distinguished recipients of the medal are given below:

Mr. P N Krishna Pillai	1966
Dr. K S Basu	1967
Mr. Naval H Tata	1968
Dr. P B Gajendragadkar	1969
Mr. Khandubhai K Desai	1971
Mr. P L Tandon	1972
Mr. R P Billimoria	1973
Mr. G Ramanujam	1974
Mr. J R D Tata	1975
Mr. Hiten Bhaya	1977
Mr. Kanti Mehta	1978
Mr. Arvind Mafatlal	1979
Mr. H Holck Larsen	1980
Mr. Rajmohan Gandhi	1981
Mr. V R Krishna Iyer	1982
Mr. R H Mody	1983
Mr. S Moolgaonkar	1984
Mr. Gopeshwar Das, MP	1985
Mr. G L Tandon	1986
Mr. P N Bhagwati	1987
Dr. V Krishnamurthy	1988
Mr. V G Gopal	1989
Mr. V R Deenadayalu	1990
Mr. Suresh Krishna	1991
Dr. V Kurien	1992
Mr. Arvind Buch	1993
Mr. Keshub Mahindra	1994
Mr. N Vaghul	1995
Mr. P A Sangma	1996
Mr. Jyoti Basu	1997
Mr. N A Palkhivala	1998
Mr. J N Godrej	1999
Mr. Brijmohan Lall Munjal	2000
Fr. Michael Anthony Windey	2001
Mr. M S Banga	2002
Fr. Marian Zelazek, SVD	2003
The Missionaries of Charity	2004
Mr. Azim Premji	2005
Mr. Subir Raha	2006
Mr. K V Kamath	2007
Mr. R Seshasayee	2008
Mr. Ratan N Tata	2009
Mr. E Sreedharan	2010
Mr. Nitish Kumar	2011
Mr. N R Narayana Murthy	2012
Mr. Shiv Nadar	2013
Ms. Arundhati Bhattacharya	2014
Ms. Mallika Srinivasan	2015
Dr. Sunil Kant Munjal	2016
Mr. Adi Godrej	2017
Mr. TV Mohandas Pai	2018
Ms Anu Aga	2019

# FACULTY PROFILE

*XLRI has professionally qualified and experienced permanent faculty drawn from various streams of management disciplines. A balanced mix of academicians, researchers and professionals from public and private sectors and public systems with rich research and managerial experience contributes to the institute's academic excellence and character. Part-time and visiting faculty also contribute in enriching the quality of core courses and electives offered to students. The faculty members are grouped under the following nine areas:*

## Areas



### Economics

#### Abdul Quadir

M.A. JNU.  
Ph.D. - ISI

#### Arundhati Sarkar Bose

M.A. (Eco.); M. Phil; PhD (JNU)

#### Purna Chandra Padhan

MA (Eco); PhD (University of Hyderabad)

#### Santanu Gupta

M.A. (Eco); PhD (IGIDR Mumbai)

#### Sumit Sarkar

MA (Eco); PhD (JNU)

#### Vishwa Ballabh

M.Sc.(Agr.); PhD (New Delhi)

### Finance

#### A Kanagaraj

M.Com; PhD (Pondicherry University)

#### Gourav Vallabh

M.Com., Ph.D (University of Rajasthan)

#### H K Pradhan

M.Phil; PhD (Pune)

#### Pitabas Mohanty

MA, CFA; Fellow (IIM Bangalore)

#### Prantik Ray

MBA (Finance); MA (Eco.); DBF, ICFAI

#### Rajesh Kumar Sinha

PGDABM-IIM[L]; Financial Risk Manager [GARP, USA]; Ph.D.-IIM[B] [Pursuing]

#### Sabyasachi Sengupta

Chartered Accountant, ICAI; Cost Accountant, ICWAI; Company Secretary, ICSI

#### Santosh Kumar Sangem

CA, CFA; Fellow (IIM Calcutta)

#### Trilochan Tripathy

MA (Economics); Ph.D. - Utkal University

### General Management

#### Francis M Peter, S.J.

MA (English); PhD (Trichy)

#### Jerome Cutinha, S.J.

MA (Economics); PhD (University of Madras)

#### Oswald AJ Mascarenhas, S.J.

MBA (Finance & Marketing); PhD (Wharton School of Business, USA)

#### Paramjyot Singh

LLM; PhD (Utkal University)

#### Rahul Kumar Shukla

MA; PhD [University of Lucknow]

#### Sunil Kumar Sarangi

MA (English); MBA (Bharti Vidyapeeth, Pune University)

#### Rajeev Roy

LLB - University Law College, BBSR; Ph.D. - Utkal University, BBSR

### Human Resource Management

#### Anita Sarkar

MBA; Fellow (IIM Ahmedabad)

#### K R Shyam Sundar

MA (Economics); PhD (Bombay University)

#### L Gurunathan

MBA; Fellow (IIM Ahmedabad)

#### M G Jomon

M.Phil (DSSW); Fellow (XLRI - AHRD)

**M Srimannarayana**

MA(Industrial Relations & Personnel Management);  
PhD (Utkal University)

**Pranabesh Ray**

PGDPM&IR (XLRI); Fellow  
(IIM Ahmedabad)

**Pramod Kumar Padhi**

LLM; PhD (Berhampur)

**Soumendra N Bagchi**

BE(Civil); Fellow (IIM  
Ahmedabad)

**Santanu Sarkar**

MA (Social Work); PhD  
(Indore)

**Jerome Joseph**

MA in Sociology;  
PhD (Madras)

**Tina K Stephen**

LL.M.; Ph.D. (Cochin  
University of Science and  
Technology)

**Jatinder Kumar Jha**

MBA; Fellow  
(IIM Ahmedabad)

## Information Systems

**Ashis K Pani**

M.Tech.; PhD (IIT Kharagpur)

**Rajeev Sharma**

MBA; Fellow (IIM Bangalore)

## Marketing Management

**Arpita Srivastava**

MBA; Fellow (MDI Gurgaon)

**Basant Kumar Purohit**

MBA; Fellow  
(IIM Ahmedabad)

**D Israel**

M.Phil; PhD (Pondicherry)

**Debasis Pradhan**

PGDRM; Fellow (IRMA)

**Giridhar Ramachandran**

Ph.D. (IIT Madras); MS (Univ.  
of Maryland)

**Himadri Roy Chaudhuri**

MBA - Jadavpur University;  
Ph.D. - University of Calcutta

**Narasimhan Rajkumar**

PGDM; PhD (Utkal  
University)

**Pingali Venugopal**

PGDM; Fellow (IIM  
Ahmedabad)

**Ravi Shekhar Kumar**

B.Tech.; Fellow (IIM  
Lucknow)

**Sanjay Patro**

PGDRM; PhD (Berhampur)

**Sanjeev Varshney**

MBA; Fellow (MDI Gurgaon)

**Smitu Malhotra**

MBE; PhD (IIT Kharagpur)

## Organisational Behaviour

**Gloryson RB Chalil**

MLL&LW;  
Fellow (IIM Bangalore)

**Kanchan Mukherjee**

M.Sc. (Management);  
Ph.D (INSEAD, France)

**Kumar Alok**

PGDRM; Fellow  
(XLRI Jamshedpur)

**Manish Singhal**

PGDM; Fellow (IIM Calcutta)

**Madhukar Shukla**

M A (Psy); PhD (IIT Kanpur)

**R K Premarajan**

MA (Psy); PhD (IIT Bombay)

**Rahul Chandra Sheel**

MA (Social Work);  
Fellow (IIM Ahmedabad)

**Shreyashi Chakraborty**

PGDM-IMT Nagpur  
Fellow (IIM Calcutta)

**Nelson Ashok D'Silva, SJ**

ME, MA  
Fellow (XLRI)

**Sebastian George, S J**

PGDPMIR,XLRI, Ph.D. [Madras  
University]

## Production, Operations and Decision Sciences

**Abhishek Chakraborty**

M.Sc.; Fellow (IIMC)

**Ajit Kumar J**

M. Tech; PhD (IIT Madras)

**Alok Raj**

B Sc. Engineering;  
FPM-IIM(L)(Pursuing)

**Amitava Mukherjee**

M.Sc. (Statistics); PhD  
(Calcutta University)

**Apratim Guha**

M.A. and Ph.D. from  
University of California,  
Berkeley

**Bijaya K Mangaraj**

M.Sc. (Maths);  
PhD (IIT Kharagpur)

**Dipankar Bose**

BE; (Jadavpur Univ),  
Fellow (IIM Calcutta)

**P Christie, SJ**

MBA (St. Louis, USA), Ph.D.(St.  
Louis, USA) Decision Science

**Pritha Guha**

M.Sc and Ph.D. from University  
of Birmingham, UK

**Rajiv Misra**

BE (Mech.) Roorkee;  
MS (Industrial), State Univ. of  
New York, Buffalo, USA

**Supriya Kumar De**

M.Sc.; PhD (IIT Kharagpur)

**Shounak Basak**

M Tech - IIT Guwahati;  
FPM - IIMC

**TAS Vijayaraghavan**

M Stat (ISI); Fellow (IIM  
Bangalore)

## Strategic Management

**Apalak Khatua**

Bachelor of Architecture;  
Fellow (IIM Calcutta)

**Arindam Mondal**

B.E. - Bengal Engineering,  
Shibpur; FPM - IIMC

**Indrajit Mukherjee**

PGDBM; Fellow  
(IIM Calcutta)

**Munish Kumar Thakur**

MBA; Fellow (IIM Calcutta)

**Manoj Thomas**

PGD RM; Fellow (IRMA)

**Tata L Raghu Ram**

M.Sc (Limnology); PhD  
(Saurashtra University)

**Saurabh Kaushik Pandya**

MBA; Fellow  
(IIM-Bangalore)

**Saurav Snehrat**

B.Tech. (Electrical); MBA  
(University of Michigan);  
Ph. D. (IIM Ranchi)

**Kalyan Bhaskar**

B Tech (Electrical); Fellow  
(IIM Ahmedabad)



# LIST OF VISITING FACULTY

**Dr Andrew Dutta**

Associate Dean – Academics  
Xavier University  
Bhubaneswar

**Dr Apurva Dahyabhai Sanaria**

Assistant Professor  
Institute of Management  
Technology  
Hyderabad

**Dr Aradhana Gandhi**

Associate Professor -  
Marketing and Retail  
Symbiosis Centre for  
Management & HRD  
Pune

**Mr Arif Ahmed**

Professor and Director  
South Asian Management  
Technologies Foundation  
Kolkata

**Dr Arup Roy Chowdhury**

Assistant Professor  
Xavier University  
Bhubaneswar

**Dr Ashis Mishra**

Associate Professor  
Indian Institute of  
Management  
Bangalore

**Mr Atanu Ghosh**

Founder  
Salt n Soap  
Kolkata

**Dr Bharat Bhushan**

Vice- President / Chief  
Digital Officer  
Vedanta Limited  
Kharagpur

**Dr Bhaskar Bhowmick**

Professor  
Rajendra Mishra  
School of Engineering  
Entrepreneurship  
Kharagpur

**Dr Biswajita Parida**

System Engineer  
Tata Consultancy Services  
Kolkata

**Mr Chandradeep Mitra**

Advisor & Mentor  
IIM Calcutta Innovation Park  
Kolkata

**Mr D P Ghosh**

Consultant  
Kolkata

**Sr. DorisD`Souza, AC**

Consultant  
Patna

**Dr E M Rao**

Ex-Faculty  
XLRI  
Jamshedpur

**Mr Goutam Mukherjee**

Proprietor  
Creative Information  
Systems  
Kolkata

**Dr Jitendra Singh**

Ex-Faculty  
XLRI  
Jamshedpur

**Dr K Rajeshwari**

Consultant  
Chennai Prof

**M N Tripathi**

Professor – Marketing  
Xavier Institute of  
Management  
Bhubaneswar

**Prof M V S Kameshwar Rao**

Associate Professor  
Xavier Institute of  
Management & Research  
Mumbai

**Dr Manimay Ghosh**

Professor  
Xavier Institute of  
Management  
Bhubaneswar

**Mr Milan Chakravarti**

General Manager - Corporate  
Taxation  
ITC Limited  
Kolkata

**Mr Munish Sudan**

Senior Manager, IP Cell,

R&D and SS

Tata Steel  
Jamshedpur

**Dr Padmalatha Suresh**

Independent Consultant and  
Advisor  
DMS Financial Services  
Company Limited  
Chennai

**Dr Pallab Bandyopadhyay**

Consultant  
Bangalore

**Dr Pankaj Kumar Agarwal**

Professor  
Institute of Management  
Studies  
Ghaziabad

**Dr Richard Dehner**

**SibbernSEN**  
Retired Executive Vice  
President  
AT&T  
Illinois, USA

**Mr Satya Chaitanya**

Consultant  
Jamshedpur

**Dr Sharad Sarin**

Ex-Faculty  
XLRI  
Jamshedpur

**Dr Shounak Roy Chowdhury**

President  
Banyan Foundation  
Delhi

**Dr Soumyakanti Chakraborty**

Associate Professor  
Indian Institute of  
Management  
Kolkata

**Mr Subhasish Mukherjee**

Assistant Vice President  
Tecpro Systems Limited  
Kolkata

**Mr Subrata Basak**

Head, Logistics System,  
Customer Service Division  
Tata Steel  
Jamshedpur

**Mr Sudipto Sarkar**

Chief Quality Assurance, Flat  
Products  
Tata Steel  
Jamshedpur

**Dr Sujoy Bhattacharya**

Associate Professor  
Vinod Gupta School of  
Management  
Kharagpur

**Dr Suresh Paul Antony**

Associate Professor  
Indian Institute of  
Management  
Tiruchirappalli

**Dr Suryanarayan**

**Gopalakrishnan Iyer**  
Digital HR & Analytics  
Strategy & Execution  
Aditya Birla Group  
Mumbai

**Dr Trishit Bandyopadhyay**

Ex-Faculty  
XLRI  
Jamshedpur

**Ms Vaneeta Patnaik**

Assistant Professor [Law]  
The West Bengal National  
University of Juridical  
Sciences  
Kolkata

# XLRI LEADERSHIP & ADMINISTRATION

Director

**Fr P. Christie, S.J.**

Dean [Academics]

**Dr Ashis K Pani**

Dean [Administration & Finance]

**Fr Jerome Cutinha, S.J.**

Associate Dean – Student Affairs & Admn

**Fr Nelson D'Silva, S.J.**

Associate Dean – Executive Programs

**Dr. Debasis Pradhan**

Associate Dean – Corporate Programs

**Dr Manoj Thomas**

Associate Dean – FPM & Research

**Dr Munish Thakur**

Associate Dean – VIL Programs

**Dr Santoshkumar Sangem**

Chairperson, Admissions

**Dr. L. Gurunathan**

Chairperson, Alumni Relations

**Dr Pranabesh Ray**

Chairperson, International Relations

**Dr Pingali Venugopal**

Chairperson, Information Technology

**Dr Abhishek Chakraborty**

Chairperson, Placement [BM & HRM]

**Dr Rajiv Misra**

Chairperson, Placement [GMP]

**Prof. Sabyasachi Sengupta**

Chairperson, PF Trust

**Fr P. Christie, S.J.**

Chairperson, Committee Against Sexual Harassment [CASH] at workplace

**Dr Arundhati Sarkar**

Research Director

**Dr Santanu Gupta**

JRD Tata Chair Professor of Business Ethics

**Fr Oswald Mascarenhas, S.J.**

Student Counselor

**Dr Pooja Mohanty**

Career Services & Industry-Institute Interaction

**Dr Sanjeev Varshney**

Chief Brand & Sustainability Officer

**Mr Sunil Varughese**

Head-HR

**Mr Martin Shah**

Head – Library

**Mr D T Edwin**

Head – Purchase and Store

**Mr N Rammurty**

Consultants – Placement

**Mr T Madhu Swamy**

**Mr Arijit Bose**

**Mr Anshuman Neil Basu**

Chief Security Officer

**Mr Om Shankar**

Finance & Accounts Manager

**Mr Kamlesh Thakkar**

IT Services Manager

**Mr Debashish Kumar**

Administrative Officer-Administration

**Mr James Tirkey**

Maintenance Incharge

**Mr Andrew Fernandes**

MDP/ International Centre Residence Incharges

**Mr Tarit Mondal**

**Mr Mark Reid**

Physical Trainers

**Mr Surendra Sharma**

**Mr Prasanth Kumar**

Civil Engineer

**Mr Pranab Kumar Shaw**

Infirmery – Staff Nurse

**Ms Shanta Toppo**

## Academic Administration Area Chair

Finance

**Dr Pitabas Mohanty**

OB

**Dr Kanchan Mukherjee**

PODS

**Dr Ajit Kumar**

Marketing

**Dr D Isreal**

HRM

**Dr M.G Jomon**

Economics

**Dr P C Padhan**

IS

**Dr Rajeev Sharma**

Strategy

**Dr Apalak Khatua**

## Chairperson of Centres at XLRI

Chairperson, Centre for Global Mgt

& Responsible Leadership

**Dr P Venugopal**

Chairperson, Centre for HRD

**Dr R K Premarajan**

Chairperson, Centre for Rural

Management

**Dr Vishwa Ballabh**

Chairperson, Centre for Financial

Markets

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 XLRI, Jamshedpur



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# REACHING XLRI

The Railway Station at Jamshedpur is known as Tatanagar and is well connected by Trains from Alleppy, Bangalore, Bhubaneswar, Chennai, Delhi, Guwahati, Kolkata (Howrah), Mumbai, Patna and Pune. The nearest airports to reach Jamshedpur are in Kolkata and Ranchi. The Journey will take approximately 3.5 hours to 4 hours to reach Jamshedpur from Kolkata by train and 2.5 hours to 3 hours from Ranchi by road.



For details about train and flight schedules, you may visit the following websites:



## FLIGHTS

Air India: <http://www.airindia.in>  
Indigo Airlines: <https://www.goindigo.in>  
GoAir: <https://www.goair.in>  
SpiceJet: <https://book.spicejet.com>



## TRAINS

Indian Railways: [http://www.indianrail.gov.in/cgi\\_bin/inet\\_accavl\\_cgi1.cgi](http://www.indianrail.gov.in/cgi_bin/inet_accavl_cgi1.cgi)



XLRI Campus is about 7 kms from the Tatanagar Railway Station and can safely be reached by auto - rickshaws or taxis round -the -clock at a reasonable charge of Rs. 120/- and Rs. 200/- respectively (approximate rates). XLRI is located near the Jubilee Park in the Circuit House Area (East). The campus has two gates – one opens to the Marine Drive and the other to CH Area (E). XLRI campus can be approached from either of the gates.



**XLRI**  
Xavier School of Management

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EXCELLENCE & INTEGRITY

For the greater good

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