



XLRI

Xavier School of Management

For the greater good



ADMISSION PROSPECTUS 2021





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Faculty

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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

FROM THE DIRECTOR'S Desk



Welcome to XLRI, a premier B-school of India.

On behalf of the entire XLRI Family, I am pleased to introduce you to our institute, uniquely reputed to be a beacon of the world-class business education in India.

Ranked no. 1 private B-school, established by Jesuit Fathers, XLRI is the oldest B-school of India. Education in the Jesuit tradition is a call to human existence. Inspired by the Jesuit tradition, XLRI strives to focus on its core values of "excellence," "ethics," and "sustainability."

The academic rigor of XLRI is high; without question, I must appreciate the resilience and ingenuity shown by our competent and renowned faculty. In a continually evolving business environment, XLRI strives to bring an industry perspective to all its academic programs and activities. Our faculty consistently reassess knowledge skills and accordingly updates the curriculum across programs. Of course, XLRI has a very vibrant and robust alumni network, and our well-placed alums help to accomplish this to a great extent. These alums play a crucial role in preparing students for the workplace of the future.

Consistently, our core mission is to help ensure that our students are trained to become successful leaders with competence, commitment, and conscience. As proud as we are of our commitment to educating young minds; we are equally proud of inspiring their hearts.

Testimony to XLRI's academic excellence is the accreditations from AACSB, AMBA, and the NBA. Thus XLRI is amongst the elite group of B-Schools with triple accreditation in the country.

In recent years, we have made extraordinary progress towards building world-class infrastructure and state-of-the-art campuses. We are committed to providing all the world-class academic facilities to our students.

I invite you to join the XLRI family and explore opportunities galore.

Sincerely,

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 the 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



The Genesis and Journey

Over 71 years

XLRI was founded in 1949 by Fr Quinn Enright, William, 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 William 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 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 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.

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

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.

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

- 69,500 books
- 24,400 eBooks
- 15 News Papers
- 90 Print Magazines & Journals
- 24,700 eMagazines & eJournals
- 16,810 Back Volumes of Print Journals
- 42 Electronic Resources and Databases
- 14,200 PG and Doctoral dissertations

Sir Jehangir Ghandy Library

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 on 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 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 69,500 Books, 24,400 eBooks, 15 News Papers, 90 Print Magazines & Journals, 24,700 eMagazines & eJournals, 16,810 Back Volumes of Print Journals, 42 Electronic Resources and 14,200 PG & Doctoral dissertations. The library is fully automated with Liberty (Library Management System from SoftLink Asia) and integrated with the latest technologies including Hybrid - RFID & EM System (from 3M & Bibliotheca) which allows up to

Self-Check-In/Out of library items by the users, without the assistance of the library staff.

The Knowledge Portal of the library enables view and access to the entire Print and Electronic Library Resources, respectively. Online Public Access Catalogue (OPAC) helps in searching and locating the required physical books in the library. Also, the library user can see the books issued in their name, the due date, overdue charges, reserve / recommend new books using this! The library is subscribing electronic resources like ABI/INFORM, Academic Search Premier, APA PsycArticles, Business Source Ultimate, Emerald Insight, INFORMS PubsOnline, JGATE, JSTOR, Oxford, SAGE Online, Elsevier (Science Direct), SpringerLink, Taylor & Francis Online, Wiley Online covering almost 24,700 full-text e-Magazines/Journals and eBook Central, Business Management and Economics Collection, and Sage Handbooks covering around 24,310 eBooks. The portal also covers other industrial databases like ACE Mutual fund, BankingRules, Bloomberg, CAPITALINE, CMIE-CapEx, CMIE- Economic Outlook, CMIE-Industry Outlook, CMIE-ProwessDX, CMIE-ProwessIQ, CMIE-States of India, CRISIL Research, EPW Research Foundation, Euromonitor, Gartner Research, India Business Insight, Indiastat, ISI Emerging Markets (EMIS), Report Junction and Statista and Supreme Court cases on CD-ROM (LAN). Library also provides remote access (through RemoteXs) to all the library users when needed and subscribes to Grammarly, which provides online writing assistance avoiding grammar mistakes. Also, subscribes to Feedback Studio [leading anti-plagiarism tool from Turnitin] 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 new arrivals, 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. Also, registered with National Digital Library (NDL) and Indian Research Information System (IRINS).

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 22 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 seven 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.



XLRI has 10 gigabits ready Ethernet network in the campus to support the institute's local area network

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.

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 850 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.





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.



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.



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.



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.



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.



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).



XLRI | Delhi-NCR Campus

XLRI | Delhi-NCR campus is located in Jhajjar District, at Aurangpur, which is 25 km from Gurugram and is centrally connected to the main districts like Delhi, Gurgaon, and Rewari. The foundation stone for the XLRI | Delhi-NCR campus in Jhajjar District was laid on 16 January 2017. Shri Om Prakash Dhankar, Cabinet minister, Government of Haryana unveiled the plaque of the foundation stone, and Rev. Anil Couto, Archbishop of Delhi, blessed the foundation stone.

The new state-of-the-art campus is spread over an area of 36 acres, has been designed to promote an eco-friendly living experience and to foster climate consciousness. The orientation of the campus buildings have been planned using detailed sun studies and applying concepts of solar-passive architecture. The areas that receive harsher sunlight have a second skin in the form of ventilated cladding. The new campus has earned a Gold-level Green Building Certification, and it has been designed using IGBC guidelines to be able to earn a platinum rating from IGBC in the future.

CAMPUS DESIGN

- The campus has been designed to promote eco-friendly transport and living.
- The orientation of the buildings have been planned using detailed sun studies and use of concepts of solar passive architecture.
- Many of the areas that receive harsher sunlight have a second skin in the form of ventilated cladding.

BUILDING SYSTEMS

Buildings and surroundings are developed using IGBC Guidelines and meet the criteria of green buildings:

- site planning
- building envelope design
- HVAC- Heating Ventilation and Air Conditioning, lighting, electrical, and water heating
- integration of renewable energy sources
- water and waste management
- selection of ecologically sustainable materials
- indoor environment quality (Maintains indoor thermal and visual comfort and air quality)

LANDSCAPE SYSTEM

- The landscape is divided into two distinct types to promote formal and informal interactions.
- Formal landscape to interact with and enhance utility of adjacent building.
- Formal landscape to have specific utility features like O.A.T., spill-out, canteen seating, meeting areas etc.
- Informal landscape to act as buffers between buildings and other functions and be easy to maintain.



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 BM (XLRI | Delhi-NCR) – Two-year Postgraduate Programme in Business Management
- Executive PGDM (General) – 15-month General Management Programme
- FPM - 4-year Fellow Programme in Management

PART-TIME PROGRAMMES FOR WORKING EXECUTIVES

02

- BM (Part-time) - Blended Mode - Three-year Programme for Working Executives
- Exec-FPM – Executive Fellow Programme in Management

Programmes Offered

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

04

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

Certificate Programmes

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

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

Executive PGDM (General)

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 on www.xlri.ac.in

XAT & XLRI REGISTRATION

XAT 2021 will be conducted online, you can apply to both XLRI and XAT from a single registration

Visit:

www.xatonline.in
www.xlri.ac.in

Mode of payment

Through XAT

Indian candidate:
₹ 1,750/- and ₹ 300/- each for every additional programme of XLRI (without late fee)
₹ 2050/- and 500/- each for every additional programme of XLRI (with late fee)

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 multiple programmes 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 written test will have multiple components and you need to maximise your performance in each of these components. In its pursuit of academic excellence, XLRI actively encourages the students from diverse backgrounds. 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
November 30, 2020

Sunday, January 3, 2021

XAT will be held on Sunday, January 3, 2021 in 81 cities across India for BM, HR, GMP and FPM

IMPORTANT DATES

PGDM in Business Management (BM) & PGDM in Human Resource Management (HRM)

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, 2021 may also apply.

Orientation Programme

An orientation programme will be conducted during June 2021. The objective of the programme is to

- introduce the new members of the XL family to the culture and working ethos of this Institute.
- to help the students identify

their profile, and areas for self-development.

- help the freshers for their successful stay at XLRI.

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.

* Fees and other charges are subject to revision and will be communicated before admission

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

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

TERM 4,5,6

- | | | | | |
|--|---|--|---|---|
| 1. Advanced Environmental Management and Green Marketing | 21. Corporate Sustainability in Practice | 40. Gales of Creative Destruction – Managing Innovation | 61. Leading Digital Transformation | 86. Role of HR in Knowledge Management |
| 2. Advanced Manpower Planning | 22. Cross-Cultural Management | 41. Game Theory for Managers | 62. Machine Learning for Business Analytics | 87. Selection* |
| 3. Applied Econometrics for HRM | 23. Cyber Law | 42. Global Business Turnaround Management : Transformation | 63. Management of Creativity | 88. Social Banking and Microfinance |
| 4. Analysis for Managerial Decision Making | 24. Data Structures | 43. Grievance Resolution* | 64. Management of Relationships | 89. Social Finance Impact Investing & Insurance |
| 5. Applied Quantum Innovations | 25. DBMS with Oracle | 44. HR Audit* | 65. Managerial Competencies and Career Development | 90. Social Legislation for Indian Managers |
| 6. Assertiveness Training | 26. Decision Support Systems | 45. HR Issues in Mergers and Acquisitions | 66. Managerial Counseling | 91. Software Project Management |
| 7. Balanced Score Card | 27. Designing Organisations for Uncertain Environment | 46. HR Tools & Techniques* | 67. Managing Diversity in the Workplace | 92. Strategic Communication |
| 8. Basic Econometrics of HR | 28. Development Economics | 47. Human Resource Information Systems | 68. Managing Energy Businesses | 93. Strategic Human Resource Management |
| 9. Behavioral Strategy & Decision-Making | 29. Economics of Human Resources | 48. Human Resource Management in Service Sector | 69. Managing Private-Public Partnerships | 94. Strategic Leadership and Governance |
| 10. Blockchain Application for Managers* | 30. Economics of Information and Network Industries | 49. I S Strategy | 70. Managing Redundancy | 95. Strategies for the Bottom of the Pyramid* |
| 11. Building Learning Organisations | 31. Employee Empowerment* | 50. Indian Philosophy and Leadership Excellence | 71. Managing Strategic Transformation | 96. Strategies of Co-operation |
| 12. Business and Data Communications Networks | 32. Emotional Intelligence and Managerial Effectiveness | 51. Industrial Economics and Competitive Strategies | 72. Marketing Decisions for HR | 97. Stress Management |
| 13. Business Modeling Through System Dynamics | 33. Enterprise Resource Planning | 52. Industrial Jurisprudence | 73. Measuring HR* | 98. Sustainable Human Resource Management - 2 credits |
| 14. Business Networking* | 34. Entrepreneurship and New Ventures | 53. Information Security and Risk Management | 74. Money Banking and Finance | 99. Taxation of Salaries* |
| 15. Collective Bargaining and Negotiation Process | 35. Entrepreneurship Planning and Development: with special reference to Tech-Entrepreneurs and Professionals | 54. Intellectual Property Rights | 75. Object-Oriented Programming | 100. The Ethics of Artificial Intelligence and Human Enhancement – Implications for Management Practitioners* |
| 16. Competition and Globalisation | 36. Ethics of Business Turnaround Management | 55. International Business Economics | 76. Occupational Testing | 101. Total Quality Management |
| 17. Communicating Critical Decision | 37. Executive Compensation | 56. International Human Resource Management | 77. Operations Research for HRM | 102. Training and Development |
| 18. Consulting to Management | 38. Experimental Economics for Managers | 57. International Relations and Management | 78. Organisational Change and Development | 103. Transactional Analysis |
| 19. Contract Law for HR Managers* | 39. Financial Considerations in Managing HR | 58. Introduction to Social Entrepreneurship | 79. Participative Management* | 104. Zen and the Executive Mind |
| 20. Corporate Image Building | | 59. Labour Law Applications | 80. Personal Effectiveness and Self-Leadership | |
| | | 60. Leadership, Influence and Power | 81. Personal Growth Lab | |
| | | | 82. Political Behavior & Impression Management in Organizations | |
| | | | 83. Principles of Labour Administration | |
| | | | 84. Public Policy and Business Strategy | |
| | | | 85. Resource Based Strategy | |



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CREDITS
Elective Courses

**Half-Credit Course
Note: Curriculum revision is underway*

PGDM (BM)

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CREDITS
Core Courses



TERM 1 [21 credits]

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

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 Planning and Implementation
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

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. Debt Markets and their Derivatives
8. Earnings Management: Detection and Control
9. Financial Analysis, Planning and Control
10. Financial Considerations & GST for Sales Function*
11. Financial Decision Making Under Information Asymmetries*
12. Financial Markets
13. Financial Modeling Using Excel
14. Financial Risk Management

15. Financial Technical Analysis and Introduction to Global Intermarket Analysis*
16. Fundamental Analysis*
17. Indian Accounting Standards
18. International Business Economics
19. International Financial Management
20. Issues in Empirical Finance
21. Management of Banking
22. Mergers, Acquisition and Corporate Restructuring
23. Options and Futures
24. Risk Management and Insurance
25. Security Analysis and Portfolio Management
26. Social Finance Impact Investing & Insurance
27. Structured Finance
28. Venture Capital and Private Equity*

Information Systems

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

Marketing

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

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

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. The Ethics of Artificial Intelligence and Human Enhancement – Implications for Management Practitioners*
26. Transactional Analysis
27. Zen and the Executive Mind

*Half-Credit Course

Note: Curriculum revision is underway













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CREDITS
Elective Courses








International Students 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 and faculty from all over the world. ISEP facilitates flow of ideas between academic institutions. Joint activities provide each school with better understanding of the methods and programmes of the partnering school and enhance knowledge and skills of students and faculty members alike. Students participating in the programme seek to broaden their academic and cultural experiences. The experience contributes immensely to building of management perspective and poise in the global scenario. Visiting students add to the diversity of Knowledge and Culture at the Institute and enhances the effectiveness of its pedagogy.

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

SN	Partner	Country	
1	A B Freeman School of Business Tulane University, http://www.freeman.tulane.edu/	US	
2	ALBA Graduate Business School , www.alba.edu.gr	Greece	
3	Asian Institute of Management, www.aim.edu	Manila	
4	Aston Business School Birmingham, UK http://www.abs.aston.ac.uk/newweb/	UK	
5	Audencia Nantes School of Management http://www.audencia.com/index.php?id=en	France	
6	Carlson school of Management (University of Minnesota) csweb@umn.edu	US	
7	EM Lyon Business School http://www.em-lyon.com/english/corporate/index.aspx	France	
8	ESADE www.esade.edu	Spain	
9	Fordham University https://www.fordham.edu/	US	
10	Grenoble Ecole de Management http://www.grenoble-em.com/accueil.aspx	France	
11	IESEG School of Management http://www.ieseginternational.com/	France	
12	KEDGE Business school https://student.kedge.edu/	France	

13	Latrobe University http://www.latrobe.edu.au	Australia	
14	Macquarie University www.mq.edu.au	Australia	
15	Malardalen University, http://www.mdh.se/	Sweden	
16	Malaysia Institute for Supply Chain Innovation https://www.misi.edu.my/	Malaysia	
17	NEOMA Business School https://www.neoma-bs.com/en/	France	
18	School of Business and Economics, Loughborough University https://www.lboro.ac.uk/departments/sbe/	UK	
19	School of Business, Loyola University of Chicago http://www.luc.edu/	US	
20	SolBridge International School of Business, Daejeon https://www.solbridge.ac.kr/	South Korea	
21	Tongji University https://www.tongji.edu.cn/	China	
22	Universiteit Antwerpen Management School, Belgium www.uams.be	Belgium	
23	University of Gdansk http://www.ug.gda.pl/en/?lang=en	Poland	
24	University of Münster http://www.marketing-centrum.de/ifm	Germany	
25	Weatherhead School of Management (Case Western Reserve University), weatherhead@case.edu	US	



Executive PGDM (General)

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 **Executive PGDM (General)** to the participants who successfully complete all the requirements of this programme.

Eligibility

Candidates applying for Executive PGDM (General) 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, 2020 in an organization of repute in the public, private or non-governmental sector after completing graduation.

Curriculum

The AICTE recognized 15-month 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

* Fees and other charges are subject to revision and will be communicated before admission

Fellow Programme in Management

Fellow Programme in Management (FPM)

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
- Personnel Management & Industrial Relations/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, 2020. [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, 2021.

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

For application process & details, kindly visit 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 2021.

Last Date for Applying to EXEC FPM: **December 31, 2020.**

Eligibility and Admission Process

Applicants for the FPM may choose one of the following options:

Option - 1 (XAT 2021)

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 3, 2021.

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 & NITs, 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.

Last date of applying for FPM November 30, 2020. [Same as XAT]

Last date of applying for Exec-FPM December 31, 2020

Fees



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

₹ 9,50,000/- Lakh

* Fees and other charges are subject to revision and will be communicated before admission

BM [Part-time]- Blended Mode - Three-year Programme for Working Executives

This programme is for working executive and entrepreneurs, and culminates in a Postgraduate Diploma in Management. The part-time programme will be offered in a blended mode. 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.

VIRTUAL INTERACTIVE LEARNING (VIL)

Interactive Learning Approach

XLRI started its Virtual Interactive Learning Programs to be at the forefront of technology developments in education by using technology to cater to 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 most effectively with the best use of the latest technologies. At XLRI, it is a tradition to continually update the course content, review the course designs, and experiment with innovative pedagogy.

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..

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

Applicant should have completed their bachelor's degree and have two years of

work experience in supervisory/executive role in organisations as on 31 May 2021.

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.

* Fees and other charges are subject to revision and will be communicated before admission

The programmes 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 Initiatives:

The first batch for PGCF- Postgraduate Certificate in Finance has been formed and the classes for the same have also started

In fact, in this cycle, we have also come up with a new program, i.e. EDAMSM - Executive Diploma in Advanced Management for Senior Managers for which the admission process has opened up

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 an integral part of the Postgraduate Certificate Programmes.

- Students get an opportunity to visit the XLRI campus for five days for face to face intensive learning, interactions and networking.
- On successful completion of the program, eligible students are awarded "Postgraduate Certificate in HRM/BM/BAMD/SLM" during the Graduation Ceremony held at XLRI Campus, Jamshedpur.
- The candidates are bestowed with the prestigious XLRI alumni status.

For further details, please visit:

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

USP of XLRI Post-Graduate Certificate Programmes

- 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 a career break.
- Offers a combined advantage of face-to-face interaction and distance Learning.
- Classes mostly 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.

Corporate Programmes



Executive Diploma in Human Resource Management

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

Programme 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

Programme 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

Programme 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.

E-MDP

The short duration Management Development Programmes on virtual platform are popularly known as e-MDPs. Programmes offer various sector-specific and contemporary courses in management disciplines delivered via Direct to Desktop (D2D) mode. The wide range of e-MDPs in varied domains is well recognized by individuals and corporates.

The participants are awarded a certificate of completion/participation upon successful completion of the programme.

The e-MDPs are conducted by XLRI. Some of the technical partners are as follows:

Tech Mahindra, Talent edge, TSW Executive Education, VC NOW, ERUDITUS Executive Education.

Some of the more popular e-MDP programmes on this platform are:

- Advance Financial Management
- Basic Leadership Skill
- Business Transformation Strategy
- Executive Certificate Program in Business Analytics for Senior Manager
- Executive Development Program in HRM (EDPHRM) jointly with SHRM
- Executive Programme in Data Science using Python, R & Excel
- Labour Laws for Managers
- Leadership and Change Management
- Leading Teams for Synergy
- People analytics
- Project Management for Senior Professionals
- Strategic Performance Management
- Strategic Thinking
- Talent Management
- Think critically, decide swiftly, and communicate effectively



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 based on 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
IDFC Bank	HRM-I, BM-I	Selection as per the company criteria	Three	1,00,000 / Year
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 & Publications

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.

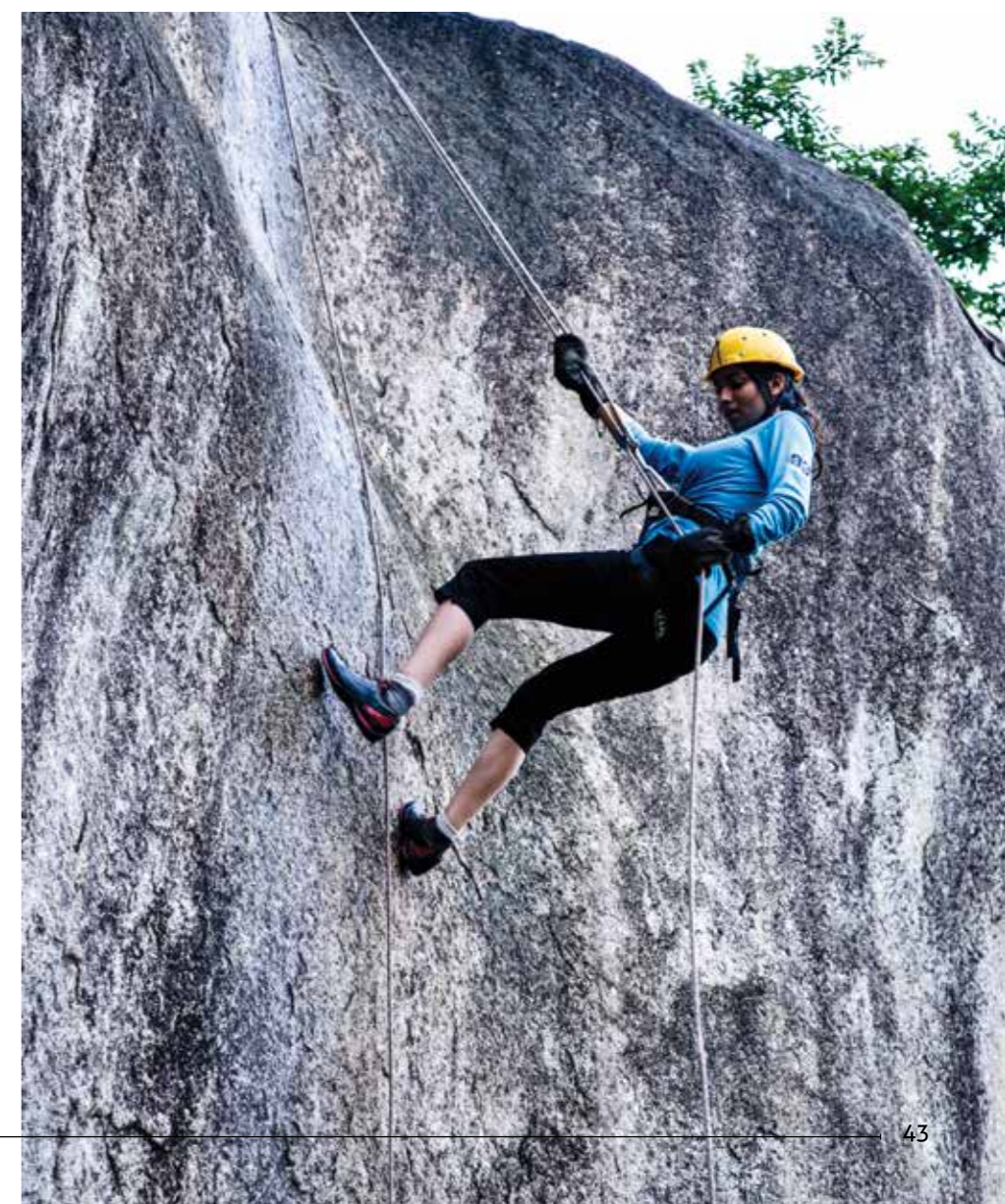
Life at XL is brimming with multiple experiences; from conferences, guest lectures, seminars and workshops where a student is exposed to diverse views and opinions of the greatest minds in the world of business to committee activities where a student learns management lessons beyond academics. Multiple 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 liaison 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 participation from all the top IIMs across India, EV has been able to garner a great repute 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 also takes 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 relationship 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 fangs.

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 admissions, in order to ensure a smooth onboarding process for the incoming batch of students every year.

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 suggests 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.

INFRACOM The Infrastructure committee (INFRACOM) acts as an interface between the student body and the administration to look after the maintenance of students' hostels and messes including designing the daily food menu. It drafts new proposals for the approval from administration as and when the need arises from the student residential areas and liaise with the administration to negotiate with the mess contractors and handle student mess accounts.

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 creativity 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 plethora of competitive events, leadership talks and interactions, conferences and of course, the world renowned MAXI Fair. With an active presence on social media platforms, MAXI manages to reach out to marketing enthusiasts everywhere.

SAPPHIRE (Students' Association for the Promotion of Personnel Management, Human Resources and Industrial Relations) established in 1989, stands tall with its three-decade old legacy as the foremost student body for Human Resources at XLRI. Aiming to integrate the experiences of practitioners with the theoretical knowledge of academicians, SAPPHIRE organizes a consortium of events ranging from inter B school HR simulations to its flagship event, The Annual National HR Conference. The committee aims to provide a stellar platform for debating and discussing state-of-the-art HR practices with Industry stalwarts and endeavours to uphold the legacy of Human Resource Development at XLRI.

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 Samarthya 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 2020 has created a strong alumni base of 18,000 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 was held December 14th-15th, 2019 and the highlight of XLRI Annual Homecoming was the "Distinguished Alumnus Awards Ceremony" held on December 14th, 2019 evening.

The alumni who completed 25 years after graduation celebrated their Silver Jubilee held at XLRI campus from December 19th- 22nd, 2019. 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. Every year nearly 2000+ alumni participate in

the summer meets, unfortunately the summer meets this year was called off due to the Covid19 pandemic and consequent lock down.

During the Alumni Homecoming 2009 we had inaugurated the Alumni Portal which has become a center for alumni interaction. 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 and the Mentoring Program etc. All Alumni can register in the portal by logging onto: 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.

XLERs: Who's who

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 Aquil busrai
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 iDiscoveri

CVL Srinivas (93BMD)

CEO South Asia
GroupM

Sadashiv Nayak (93BMD)

Buisness 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)

Former 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 Kuruvilla (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 Kuruvilla (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- PGDM (BM & HRM)

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 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 Recruiters



- AB InBev
- Accenture
- ACT Fibernet
- Adani
- Adani Wilmar
- Aditya Birla Group
- Airtel
- Allianz Global Investors
- Amazon
- American Express
- Aon
- Arga Investments
- Asian Paints
- Astrazeneca
- ATG Tires
- Avendus Capital
- Aviva
- Axis Bank
- Axis Capital
- Bain and Company
- Bajaj Auto
- Bajaj Finserv
- Belden
- Bennet Coleman and Co
- Boston Consulting Group
- BYJU
- CapGemini Elite
- Centrum Group
- Cipla
- CISCO
- Citibank
- CK Birla
- Cloudtail
- Coca Cola
- Cognizant
- Colgate-Palmolive
- DBS Bank
- Delhivery
- Dell
- Deloitte
- Diageo
- Dr Reddy
- Edelweiss Tokio
- eKart
- Ernst & Young
- Everest Group
- EXL
- Experion
- Flipkart
- GAIL
- General Electric
- Glaxo Smith Kline
- Goldman Sachs
- Google
- HCL
- HDFC
- Hexaware
- Hinduja
- Hindustan Coca Cola Beverages
- Hindustan Unilever
- HSBC
- IBM
- ICICI
- IDFC
- IHAT
- Infosys
- ITC
- JCB
- Jindal Steel Works
- Johnson & Johnson
- JP Morgan-Chase
- Jubilant Foodworks
- Kearney
- Kornferry
- Kotak Mahindra KPMG
- L&T Infotech
- Larsen & Toubro
- Lodha Group
- Mahindra Group
- Marico
- Mars Maruti
- McKinsey
- Media.net
- Mercer
- Metro Cash
- MH Alshaya
- Microland
- Microsoft
- Mondelez
- Myntra
- Nestle
- NIIF
- Ola
- ONGC
- OYO
- Paytm
- Pharmeasy
- Philips
- PhonePe
- Pidilite
- Polestar
- Positive Moves Power
- Finance Corporation
- Pricewaterhouse Coopers
- Procter & Gamble
- Publicis Sapient
- PWC
- Ramco
- RBS
- Reckitt Benckiser
- RECL
- Reliance Industries
- Royal Bank of Scotland
- RP Goenka Group
- RPSG
- Rupeek
- Samsung Electronics
- Samsung R&D
- SBI Cards
- Shannonside Capital
- Shell
- Standard Chartered
- Star India
- Sun Pharma
- Tata Administrative Services
- Tata AIA
- Tata Consultancy Services Tata Sky
- Tata Steel
- Tech Mahindra
- Thoucentric Consulting
- Tolaram Group
- Trident
- Uber
- Udaan
- ValueLabs
- Varroc
- Vector Consulting
- Vedanta
- Virtusa Polaris
- Vodafone Idea Limited
- Welspun India Limited Whirlpool
- Wipro
- WNS
- Xiaomi
- Yes Bank

* This is a partial list

Placements-Executive PGDM (General)

Placement Process

The Executive Postgraduate Diploma in Management (General) (formerly known as 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 EXEC-PGDM (General) 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 Accenture, Publicis Sapient, Amazon, HCL Technologies, ZS Associates, JSW Steel, Sutherland, Mphasis, Cognizant, AXIS Bank, ADP, Genpact, Vikram Solar, Infosys DCG, Infosys Consulting, L&T Infotech, TCS, Virtusa, Tata BSL Steel and many more.

Our Recruiters

- Accenture Strategy
- Accenture Technology
- ADP
- AFCONS
- Amazon
- Axis Bank
- Bandhan Group
- Byjus
- CBC
- Cerner
- CGI
- Coffee Day
- Cognizant
- Credit Suisse
- Daimler
- Dell
- Deloitte
- Developer Group
- eClerx
- EXL Analytics
- Fidelity
- FinLabs
- Gallup Consulting
- Geekom
- Genpact
- Goldman Sachs
- HCL
- Hexaware
- ICICI Bank
- ICICI Prudential
- Infosys Consulting
- Infosys DCG
- Insolutions Global
- iPrime
- ITC
- ITC Infotech
- JDA
- Jindal Hissar
- JP Morgan Chase
- JSW
- KPMG
- L&T ECC
- L&T Infotech
- MAGE
- MAQ Software
- Merino
- Moglix
- Mphasis
- Mu Sigma
- Muthoot Fincorp
- Nihilent Technologies
- NIIT
- Ninjacart
- Novartis
- Schindler
- Tata Steel BSL
- Team Pumpkin

Centres of Excellence at XLRI

Centre for Human Resource Development (CHRD)

- Centre for Human Resource Development (Centre for HRD) was established with a vision of being a Centre of Excellence in the area of Human Resource Management in India. The objective of the Centre is to create and disseminate knowledge in the field of Human Resource Management. As part of its mandate of facilitating the quality enhancement of HR profession in the country, the Centre undertakes research projects, conducts conferences, publishes case studies and newsletter, and holds webinars and other executive development programs.

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 and Supply Chain Management

- 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 multidisciplinary centre at XLRI, Jamshedpur, which aims to promote research, policies, practices, and dialogue which have an impact on holistic and sustainable development of society and enterprises.

XLRI JRD Tata Foundation in Business Ethics

- XLRI, in association with a few select Tata Group Companies, established in 1991 the JRD Tata Foundation in Business Ethics, to espouse their long-standing commitment and contribution to business ethics in India. The foundation seeks to address itself by publicly affirming the urgent need for upholding ethics in all spheres of business and the need to bring about a suitably favourable culture in which it can thrive. JRD Tata, himself a role model par excellence, delivered the first oration in 1991 and was known throughout his life to proclaim and live one challenge: "Ask not just what is legal, but go beyond, and ask, is it the right thing to do?"
- Part of this foundation is the JRD Tata Chair in Business Ethics at XLRI for the advancement of research in this field.

Centre for Peace and Justice

- Inspired by the Jesuit spirit of Magis, the Centre for Peace and Justice was established at XLRI in 2019 to promote 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 is the centre of development of entrepreneurship at XLRI. It 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. While it is primarily based in the NCR campus, there is a centre at Jamshedpur campus too.

XCEED provides the following services to entrepreneurs:

- Flexible co-working space
- Meeting rooms enabled with Hi-speed internet and video conferencing facilities
- Online credits and services from partners like Amazon Web Services, Hubspot, Digital Ocean, etc.
- Mentor network -- Access to business service providers
- Marketing support-- Access to funding

Faculty Profiles

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

General Management

Information Systems

Organizational Behavior

Strategic Management



Finance

Human Resource Management

Marketing Management

Production, Operations and Decision Sciences

ECONOMICS

Dr. Abdul Quadir
Ph.D. (ISI); MA (JNU)

Dr. Amal Dass M, S.J.
Ph.D.(Gandhigram Rural Institute)
M.Phil.(Gandhigram Rural Institute)

Dr. Arundhati Sarkar Bose
Ph.D. (JNU); MA (JNU)

Dr. Purna Chandra Padhan
Ph.D. (Central Univ., Hyderabad);
MA (Sambalpur Univ.)

Dr. Santanu Gupta
Ph.D. (Indira Gandhi Institute of Development Research, Mumbai);
MA (JNU)

Dr. Sumit Sarkar
Ph.D. (JNU); MA (JNU)

Dr. Vishwa Ballabh
Ph.D. (Indian Agricultural Research Institute, New Delhi);
M.Sc. (Govind Ballabh Pant University of Agriculture & Technology)

FINANCE

Dr. A Kanagaraj
Ph.D. (Pondicherry Univ.);
M.Com (Pondicherry Univ.)

Dr. Debarati Basu
FPM (IIM Calcutta);
PGDM (IMI Delhi); CA (ICAI)

Dr. Gourav Vallabh
Ph.D. (Univ. of Rajasthan);
M.Com (Univ. of Rajasthan)

Dr. H K Pradhan
Ph.D. (Univ. of Pune);
M.Phil. (Univ. of Pune); MA (Utkal Univ.)

Dr. N Sivasankaran
Ph.D. (Bharathiar Univ.);
MBA (Bharathiar Univ.)

Dr. Pitabas Mohanty
FPM (IIM Bangalore); MA (Utkal Univ.)

Prof. Prantik Ray
Ph.D. (Pursuing from Netaji Subhas Open Univ.); MA (Jadavpur Univ.)

Dr. Rajesh Kr Sinha
Ph.D. (IIM Bangalore); PGD-Agri Business (IIM Lucknow); M.Tech. (IIT Kharagpur)

Prof. Sabyasachi Sengupta
CA (ICAI); Cost Accountant (ICWAI);
C.S. (ICSI)

Dr. Santoshkumar Sangem
CA (ICAI); CFA (ICFAI);
FPM (IIM Calcutta)

Dr. Trilochan Tripathi
Ph.D. (Utkal Univ.); MA (Utkal Univ.)

GENERAL MANAGEMENT

Fr. Donald D'Silva, S.J.
Ph.D. (Madras University)
MA (Madras University)

Dr. Paramjyot Singh
Ph.D. (Utkal Univ.); LLM (Utkal Univ.)

Dr. Rahul Shukla
Ph.D. (Univ. of Lucknow);
MA (Univ. of Lucknow)

Dr K S Casimir, S.J.
Ph.D. (NIT, Warangal)
PGCTE (University of Hyderabad)

Dr. Oswald Mascarenhas
(Emeritus Professor)
Ph.D. (Wharton Univ., USA);
MBA (Wharton Univ., USA)

Fr. Peter Francis, S.J.
MA (Univ. of Madras);
PGDTE (CIEFL Hyderabad);
MA (Ealing College, London)

Dr. Rajeev Roy
Ph.D. (Utkal Univ.);
LLB (Univ. Law College Bhubaneswar);
PGDM (IIM, Ahmedabad)

Prof. Sunil Sarangi
Ph.D. (Pursuing from IIT(ISM) Dhanbad);
MBA (Bharati Vidyapeeth, Pune Univ.)

HRM

Dr. Anita Sarkar
FPM (IIM Ahmedabad);
MBA (Univ. of Calcutta)

Dr. Jatinder Kumar Jha
FPM (IIM Ahmedabad);
MBA (Punjab Technical Univ.)

Dr. Joseph Jerome
(Emeritus Professor)
Ph.D. (Univ. of Madras)
MA (Loyola College, Chennai)

Dr. KR Shyam Sundar
Ph.D. (Univ. of Mumbai);
MA (Univ. of Madras)

Dr. L Gurunathan
FPM (IIM Ahmedabad);
MBA (Bharathiar Univ.)

Dr. M G Jomon
FPM (XLRI-AHRD);
PGDCA (Loyola College, Vijayawada)

Dr. M Srimannarayana
Ph.D. (Utkal Univ.);
MA (Andhra Univ.)

Dr. P K Padhi
Ph.D. (Berhampur Univ.)

Dr. Pranabesh Ray
FPM (IIM Ahmedabad);
PGDPM&IR (XLRI)

Dr. R K Premarajan
Ph.D. (IIT Mumbai);
MA (Calicut Univ.)

Dr. Santanu Sarkar
Ph.D. (Univ. of Indore);
MA (Univ. of Indore)

Dr. Soumendra N Bagchi
FPM (IIM Ahmedabad);
BE (Univ. of Delhi)

Dr. Tina Stephen
Ph.D. (Cochin Univ. of Sc. and Tech.);
LLM (Cochin Univ. of Sc. and Tech.)

INFORMATION SYSTEM

Dr. Ashis K Pani
Ph.D. (IIT Kharagpur);
M.Tech. (IIT Madras)

Dr. Rajeev Sharma
FPM (IIM Bangalore);
MBA (Devi Ahilya Univ., Indore)

MARKETING

Dr. Arpita Srivastava
FPM (MDI Gurgaon);
MBA (MDI Gurgaon)

Dr. Basant Purohit
FPM (IIM Ahmedabad);
MBA (Barkatullah Vishwavidyalaya, Bhopal)

Dr. D Israel
Ph.D. (Pondicherry Univ.);
M.Com (Univ. of Madras)

Dr. Debasis Pradhan
FPM (XIM Bhubaneswar);
PGDRM (XIM Bhubaneswar)

Dr. Giridhar Ramachandran
Ph.D. (IIT Madras);
MS (Univ. of Maryland);
MBA (Univ. of Madras)

Dr. Himadri Roy Chaudhuri
Ph.D. (Calcutta Univ.);
MBA (Jadavpur Univ.)

Dr. Narasimhan Rajkumar
Ph.D. (Utkal Univ.);
PGDM (XIM Bhubaneswar)

Dr. Pingali Venugopal
FPM (IIM Ahmedabad);
PGDM (IIM Ahmedabad)

Dr. Ravi Shekhar Kumar
FPM (IIM Lucknow);
B.Tech.(Banaras Hindu Univ.)

Dr. Sanjay Patro
Ph.D. (Berhampur Univ.);
PGDRM (IRMA)

Dr. Sanjeev Varshney
FPM (MDI, Gurgaon);
MBA (Jiwaji Univ., Gwalior)

Dr. Smitu Malhotra
Ph.D. (IIT Kharagpur);
MA (Univ. of Delhi)

OB

Dr. Gloryson R B Chalil
FPM (IIM Bangalore); PGDM (Symbiosis Institute, Pune);
MLL&LW (Symbiosis Law College, Pune)

Dr. Kumar Alok
FPM (XLRI);
PGDRM (XIM Bhubaneswar)

Dr. Madhukar Shukla
Ph.D. (IIT Kanpur);
MA (Lucknow Univ.)

Dr. Manish Singhal
FPM (IIM Calcutta);
PGDM (XIM Bhubaneswar)

Fr Nelson A D'Silva, S.J.
FPM (XLRI);
MA (Univ. of Madras)

Dr. Rahul Sheel
FPM (IIM Ahmedabad);
MA (Jamia Millia)

Dr. Shreyashi Chakraborty
FPM (IIM Calcutta); PGDM (Institute of Management Technology, Nagpur)

Fr. S George, S.J.
Ph.D. (Univ. of Madras);
PGD(PM&IR) (XLRI)

PRODUCTION, OPERATIONS & DECISION SCIENCES (PODS)

Dr. Abhishek Chakraborty
FPM (IIM Calcutta);
M.Sc. (Univ. of Calcutta)

Dr. Ajith Kumar
Ph.D. (IIT Madras);
M.Tech. (IIT Kanpur)

Dr. Alok Raj
Ph.D. (IIM Lucknow)
B.Sc. (Engineering)

Dr. Amitava Mukherjee
Ph.D. (Univ. of Calcutta);
M.Sc (Univ. of Calcutta)

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Ph.D. (Univ. of California Berkeley);
MA (Univ. of California, Berkeley);
M.Stat (ISI)

Dr. Bijaya K Mangaraj
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M.Sc. (IIT Kharagpur)

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Ph.D. (IIM Calcutta);
BE (Jadavpur Univ.)

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Ph.D. (St Louis Univ., USA);
MBA (St Louis Univ., USA);
M.Sc. (Madras Christian College)

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Ph.D. (Univ. of Birmingham);
M.Sc (National Univ. of Singapore);
M.Sc (IIT Kanpur)

Prof. Rajiv Misra
M.S. (Industrial - State Univ. of New York, Buffalo, USA)

Dr. Shounak Basak
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M.Tech. (IIT Guwahati)

Dr. Supriya Kumar De
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M.Sc. (IIT Kharagpur)

Dr. T A S Vijayaraghavan
FPM (IIM Bangalore); M.Stat (ISI)

STRATEGIC MANAGEMENT

Dr. Apalak Khatua
Ph.D. (IIM Calcutta);
B.Arch. (Bengal Engg. College Shibpur)

Dr. Arindam Mondal
Ph.D. (IIM Calcutta)

Dr. Saurav Snehrat
Ph.D. (IIM Ranchi);
MBA (Univ. of Michigan, USA);
B.Tech (NIT Rourkela)

Dr. Indrajit Mukherjee
FPM (IIM Calcutta);
PGDBM (IIM Calcutta)

Dr. Manoj Thomas
FPM (IRMA); PGDRM (IRMA);
M.Phil. (Centre for Eco. & Social Studies, Hyderabad)

Dr. Munish Thakur
FPM (IIM Calcutta);
MBA (Devi Ahilya Univ., Indore)

Dr. Tata L Raghu Ram
Ph.D. (Saurashtra Univ.);
M.Sc (Bhopal Univ.)

Dr. Kalyan Bhaskar
FPM (IIM Ahmedabad); B.Tech. (Maulana Azad National Instt. of Tech.)

List of Visiting Faculty

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

Mr Atanu Ghosh
Founder
Salt n Soap
Kolkata

Mr Avinash Ghalke
Associate Professor
Xavier Institute of
Management & Research
Mumbai

Mr Basudev Prakash Basu
Consultant
Kolkata

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 Dheeraj Juneja
Founder
Catch A Cloud
New Delhi

Dr E M Rao
Ex-Faculty
XLRI
Jamshedpur

Mr Goutam Mukherjee
Proprietor
Creative Information Systems
Kolkata

Mr Jaydip Sen
Professor & Head, Computing
and Analytics
NSHM College of
Management and Technology
Kolkata

Dr Jitendra Singh
Ex-Faculty
XLRI
Jamshedpur

Mr John George Chiramel
Consultant
Kerala

Dr K Rajeshwari
Consultant
Chennai

Dr Kavitha Ranganathan
Associate Professor [Finance
and Strategy]
T A Pai Management Institute
Manipal

Prof M V S Kameshwar Rao
Associate Professor
Xavier Institute of
Management & Research
Mumbai

Dr M J Xavier
Professor and Chairperson -
MDC
Loyola Institute of Business
Administration [LIBA]
Chennai

Dr Manimay Ghosh
Professor

Xavier Institute of Management
Bhubaneswar

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 Rachana Baid
Adjunct Associate Professor
National Institute of Securities
Markets
Navi Mumbai

Dr Richard Dehner Sibbernsen
Retired Executive Vice President
AT&T
Illinois, USA

Dr Rohit Kapoor
Associate Professor
Indian Institute of Management
Indore

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 Subhashis Nath
Mentor
Global Risk Management
Institute [GRMI]
Risk Educators Pvt. Ltd.
Gurugram

Mr Subhasish Mukherjee
Assistant Vice President
Tecpro Systems Limited
Kolkata

Dr Suchismita Tarafdar
Assistant Professor
Shiv Nadar University
Greater Noida

Mr Sudipto Sarkar
Chief Quality Assurance, Flat
Products
Tata Steel
Jamshedpur

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

XLRI Leadership & Administration

Fr P. Christie, S.J.
Director

Dr Ashis K Pani
Dean - Academics

Fr Donald D'Silva, S.J.
Dean - Administration & Finance

Fr Nelson D'Silva, S.J.
Associate Dean - Student Affairs

Dr Smitu Malhotra
Associate Dean - Student Affairs
[Women Students]

Dr Debasis Pradhan
Associate Dean - Executive Programs

Dr M Srimannarayana
Associate Dean - Corporate Programs

Dr Munish Thakur
Associate Dean - FPM & Research

Dr Santoshkumar Sangem
Associate Dean - VIL Programs

Dr L Gurunathan
Chairperson, Admissions

Dr Madhukar Shukla
Chairperson, Alumni Relations

Dr Sanjeev Varshney
Co-Chair, Alumni Relations

Dr Pingali Venugopal
Chairperson, International Relations

Dr Abhishek Chakraborty
Chairperson, Information Technology

Dr Rajiv Misra
Chairperson, Placement [BM & HRM]

Dr A Kanagraj
Chairperson, Placement [GMP]

Academic Administration Area Chair

Dr Ashis K Pani
Area Chair (General Management)

Dr Pitabas Mohanty
Area Chair (Finance)

Dr Rahul Chandra Sheel
Area Chair (OB)

Dr Ajith Kumar
Area Chair (PODS)

Dr D Israel
Area Chair (Marketing)

Dr R K Premarajan
Area Chair (HRM)

Dr P C Padhan
Area Chair (Economics)

Dr Rajeev Sharma
Area Chair (Systems)

Dr Apalak Khatua
Area Chair (Strategy)



The Board of Governors of XLRI



Chairman
TV Narendran
CEO & Managing Director
Tata Steel Ltd.
Jamshedpur



Secretary
Ashis K Pani
Dean [Academics]
XLRI
Jamshedpur



Vice Chairman
P. Christie, S.J.
Director
XLRI
Jamshedpur



Treasurer
Donald D'Silva, S.J.
Dean (Administration & Finance)
XLRI
Jamshedpur

Members



Jaspal Bindra
Chairman
Centrum Group
Mumbai



Jerome Cutinha, S.J.
President
Jamshedpur Jesuit Society
Jamshedpur



Arun de Souza, S.J.
President
Bombay Jesuit Society
Mumbai



Paul Fernandes, S.J.
Former Vice-Chancellor
XUB
Bhubaneswar



Ajay Kaul
Senior Director
Everstone Capital Asia Ptd Ltd
Singapore



Rajive Kaul
Chairman
NICCO Engineering Services Ltd.
Former President - CII
Kolkata



Soosai Mani, S.J.
President
Delhi Jesuit Society
Delhi



Sumit Mazumder
Chairman & Managing Director
TIL Limited &
Former Past President - CII
Kolkata



Rekha M Menon
Chairman & Senior Managing Director
Accenture Services Pvt. Ltd.
Bengaluru



Jose Parayanken
Chairman
Mozambique Holdings, Maputo
Mozambique



N S Rajan
CEO, IDFC Foundation
IDFC Bank
Mumbai



D Shivakumar
Group Executive President
Corporate Strategy & Business
Development
Aditya Birla Management Corpn Pvt Ltd
Mumbai



T A S Vijayaraghavan
Professor of PODS
& Chairperson of the
Centre for Logistics &
Supply Chain Mgmt.
XLRI, Jamshedpur



Ranaveer Sinha
President
XLRI Alumni Association
Jamshedpur



Antony Uvari, S.J.
Vice-Chancellor
XUB
Bhubaneswar

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



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.



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