XLRI

Xavier School of Management

AACSB

AMBA

ADMISSION PROSPECTUS 2022

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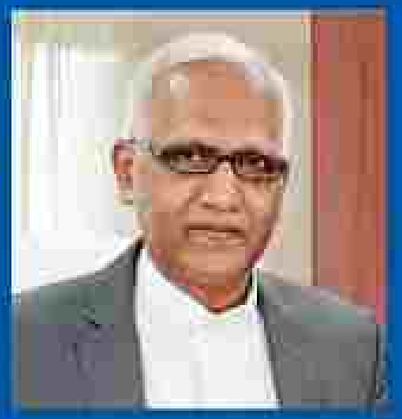
Should it be deemed necessary in the interest of the student, and/or of the Institute and/or of the profession, the Institute reserves the right to change any information and regulation pertaining to the calendar, curricula and fees as described in the prospectus at any time without prior notice.

The prospectus may also be downloaded from
https://xlri.edu/admission-prospectus/

From the Director's Desk



XLRI has the unique distinction of being modern India's oldest business school. It was founded in 1949 by Jesuit Fr Quinn Knight, SJ, much before Wiki. He together with other Jesuit companions, worked diligently to build it. Thanks to the tireless efforts of the dedicated faculty, committed staff and loyal alumni over the last 70 years, today XLRI is ranked among the top business schools in the country and Asia.

What differentiates XLRI from other business schools?

I would like to mention four important hallmarks of Jesuit education which have guided XLRI in its successful journey and we will continue to place a strong emphasis on them.

The first one is 'Excellence' (the first word you see on the Logo); it is the translation of the Latin word 'Magis'. In fact, the word 'Excellence' does not fully convey the true meaning of 'Magis'; it is to strive continuously for the best, without getting easily satisfied and without becoming complacent with our achievements.

Along with Excellence, another word found on the Logo which describes the ethos of XLRI is Integrity. You cannot achieve excellence, long-term success without integrity and ethics. Excellence and Ethics are important elements of XLRI's DNA and they should also become part of the DNA of all of you, who pass through the portals of XLRI. These should be the important distinguishing factors of an XLRI alumni. This cannot be achieved by us, the faculty alone; it cannot be taught in the class room. We can help you to develop these attitudes, values and beliefs that form a managers' world view and a professional identity. We can show you the direction; but, you need to take responsibility to learn, to grow and to become responsible, committed and competent leaders.

The third aspect relates to 'Whole-person growth in all quotients' - growth of an individual across intellectual, social, emotional and spiritual levels; and the fourth hallmark being 'social consciousness - to be sensitive to the needs of the less privileged around us. Our curriculum includes a compulsory course in Business Ethics and activities such as rural visits to help inculcate a sense of social responsibility, marked with compassion for the downtrodden and the needy.

Rooted in Excellence and Integrity, XLRI is setting up world-class campuses in Jhajjar (Near Delhi), Navi Mumbai and Amravati in Andhra Pradesh. With this strategic expansion the institute looks forward to inspiring more young minds and creating more responsible business leaders.

All our management-centric programmes are taught by renowned faculty members who are committed to delivering the curriculum effectively. Our flagship PGDM programmes - BM, HRM, GMP and Fellow Program - are regularly revised to enable students to meet transformational business challenges and expectations of the business world.

The MDP and outreach programmes have helped thousands of junior, mid-level and senior executives across the country to update their knowledge base and skill-sets and help climb up the corporate career ladder.

So, come explore excellence and be inspired at XLRI.

God bless you!

Fr. Paul Fernandes, S.J.
Director

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Our Vision, Mission & Values

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

1949

In 1949, Fr Quinn Enright, S.J. with the help of the then General Manager of TISCO, WJ Haley, formed a core committee comprising Michael John (union leader), MD Madan, Dr. Sulthaime, and GV Apte and started operating from the Boulevard Hotel in Bistupur.

1956

On 8 December, 1956, the ground-breaking ceremony for the present XLRI Campus was held. In 1958, the classes shifted to a room in Loyola School and a two-year day programme commenced here leading to a post-graduate diploma in Industry Relations.

1958

In 1958, the first batch of XLRI graduated from the premises of Loyola School.

1959

In 1959, Fr. Enright left for the US handing over the charge of construction of the campus to Fr. EH McGrath.

1962

In 1962, the present XLRI heritage campus was inaugurated.

2015

The contiguous extension of the existing XLRI Jamshedpur campus was inaugurated by Cyrus Mistry, the then Chairman, Tata Sons, on 17 November, 2015.

2017

The foundation stone for the Jhajjar campus in Delhi-NCR was laid on 16 January, 2017 by Om Prakash Dhankar, Cabinet Minister, Government of Haryana.

2020

XLRI Delhi-NCR commenced its academic year in August 2020.

The **Genesis** and *journey*

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

XLRI was founded in 1949 by Fr. Quinn Enright, S.J. in the Steel City of Jamshedpur. Fr. Enright visualised XLRI to be a partner in the liberation and development journey of the independent India with a vision of "renewing the face of the earth". Fr. Bill Tome joined hands with him to bring that vision to fruition. Both, together with the other jesuit companions, worked tirelessly towards translating the Vision "Renewing the face of the earth" into action.

Heritage

Over the years XLRI has developed its own distinct identity. Established in 1949, XLRI is the oldest management school in India. The hallmark of this identity 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; taking up tasks that are bold, but necessary, that which nobody has hitherto taken up. This enterprising and pioneering spirit can be witnessed throughout the history of XLRI.

XLRI has always had and maintains a global outlook. We were the first among management schools in India to internationalise our academic programmes. Renowned personalities, distinguished industrialists, academicians and stewards of Jamshedpur Jesuit Society have been part of the institute as Board of Governors, leaders and administrators, teachers and guides. True to its vision, XLRI strives to offer an education which just does not culminate in a mere degree, but one that inspires future business leaders to respond to the unmet needs of the society.

A key characteristic that sets apart XLRI students from other management schools is MAGIS - a quest for the best, never to settle down for mediocrity and always aspire to excel. They relentlessly strive for more, for something better than the best. Instead of wishing circumstances to change and become different, MAGIS-driven persons either make them happen or make it the most of them. Instead of waiting for golden opportunities, they turn all that they touch into gold.

XLRI, one of the best management schools in India at its inception, started several management-centric courses for trade unions. In 1953, a two-year, day programme in Industrial Relations and Welfare was started, which was later re-christened as Human Resource Management. Since then, XLRI has added many management-centred academic programmes to its portfolio and has expanded its infrastructure to meet the growing demand of students and establish itself as a premier management school in India. A three-year, evening programme in Business Management was started in 1955, and in 1968 a two-year full-time programme in Business Management was launched.

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

XI Journey Over 72 Years

The XI journey that began with the Vision of a few jesuit fathers has nurtured many business leaders, industrialists and changemakers in its course of translating dreams into reality. As we look back, we are reminded of the undeterred pursuit of the founding fathers to bring change in society and the nation at large.

Campus *Infrastructure*

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, staff and faculty 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.

69,650
books

24,400
eBooks

15
News Papers

90
Print Magazines & Journals

34,600
eMagazines & ejournals

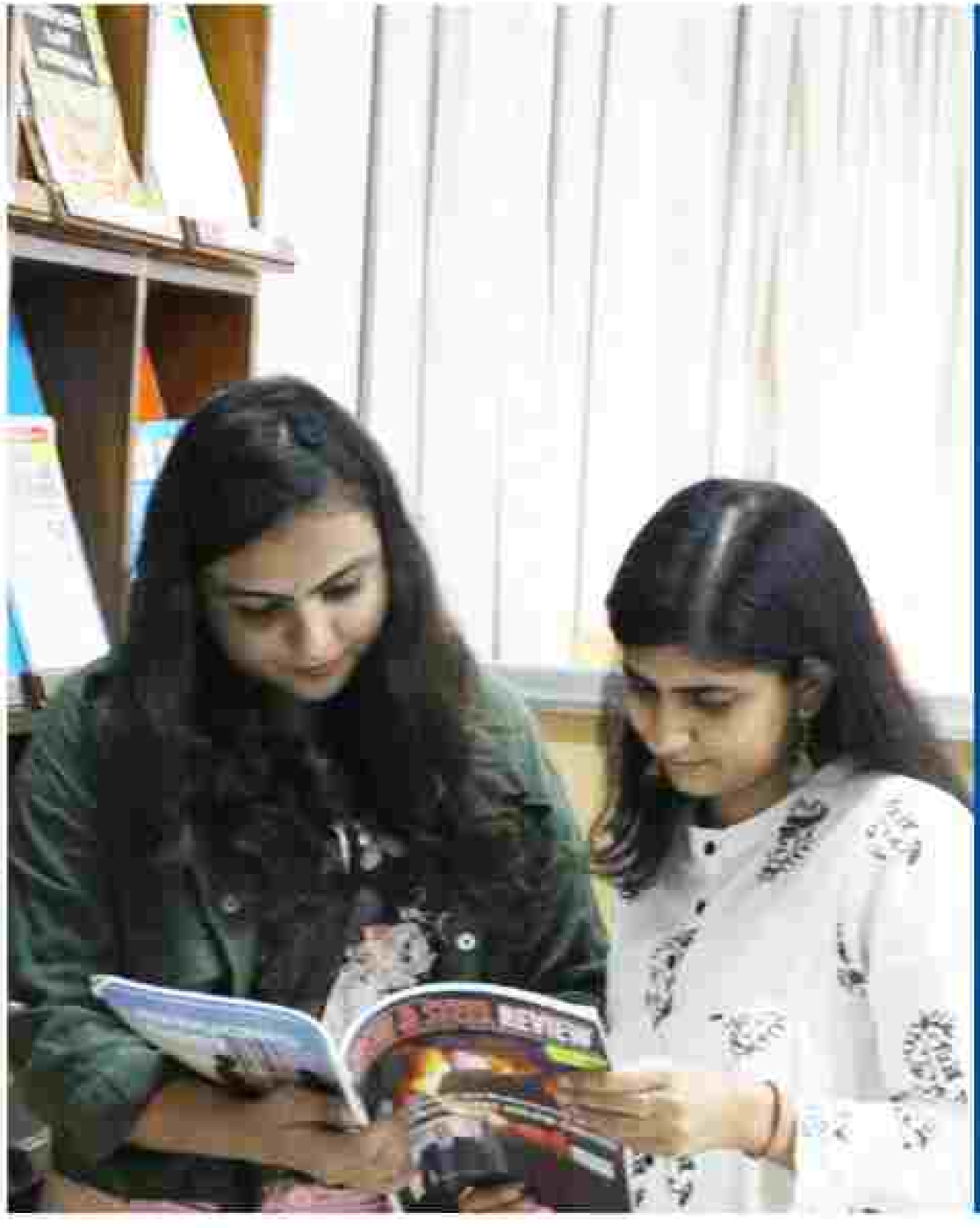
16,810
Back Volumes of Print Journals

42
Electronic Resources

14,200
PG & Doctoral dissertations

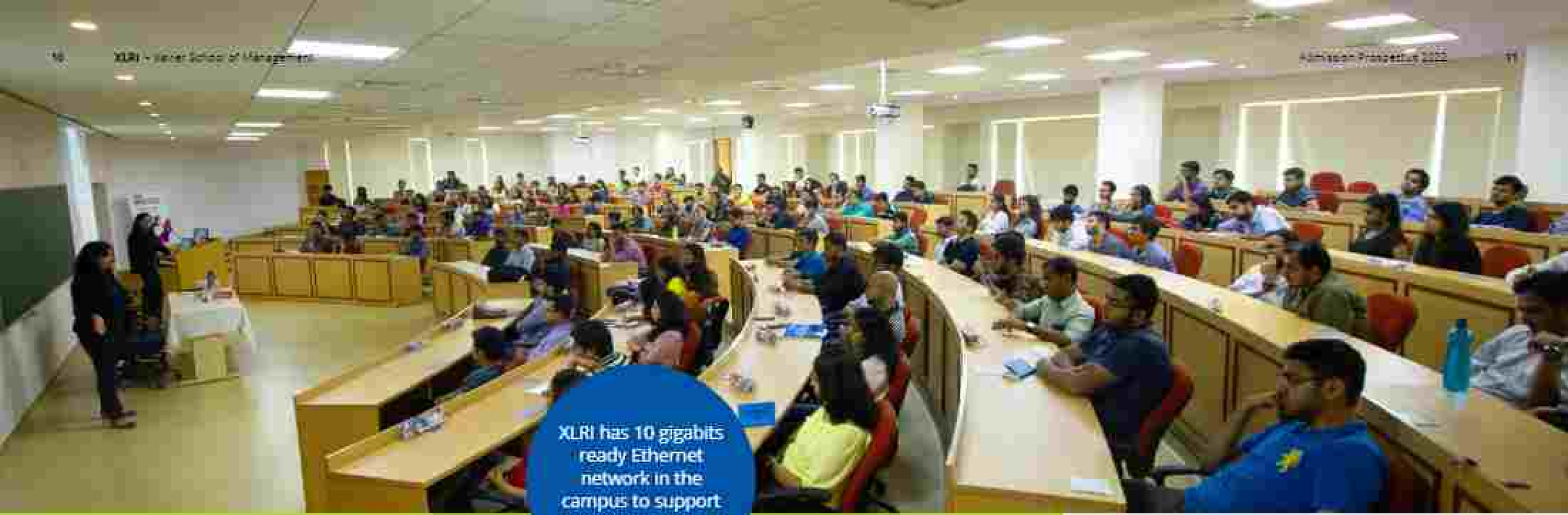
The library houses a veritable collection of 69,650 Books, 24,400 eBooks, 15 News Papers, 90 Print Magazines & Journals, 34,600 eMagazines & ejournals, 16,810 Back Volumes of Print Journals, 42 Electronic Resources and 14,200 PG & Doctoral dissertations.

Also, a separate section for the publications of the Alumni and Faculty members. 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 a library staff member.



The Knowledge Portal (Both Onsite & Offsite) of the library enables search and access the entire Electronic Resources. A to Z Listing of the ejournals and eBooks helps to directly reach your favourite ones. Online Public Access Catalogue (Both Onsite & Offsite) 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 Academic Search Premier, APA PsycArticles, Business Source Ultimate, ProQuest One Business, 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 AGE Mutual fund, AIR InfoTech, 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, Infraline, ISI Emerging Markets (EMIS), Report Junction and Statista. Library also subscribes to Grammarly premium, 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 23 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 specialized 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).



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

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.

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 connected business school in India. The initial focus of being technology friendly has now resulted in a robust host of activities. 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 various challenges.

The computing resources at XLRI include latest servers with multiple and workstations, a state-of-the-art campus network and leased line of 1 GBPS for bandwidth with connectivity. There are high-end servers, which host the XLRI internet services, library database and SMTP server, Oracle, SAS, SPSS, DB2, and other software. Apart from value-added learning of different packages, users have access to databases and electronic journals.

XLRI provides web-enabled SAP solution for implementation 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 internet as well as the intranet. 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. Online academic activities such as e-bulletin, discussion forums, grades, feedback, web-based application course outline, electives handouts, and case software 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 cameras 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 Parliamentary lectures and dialogue sessions.

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
- Printing, Photocopy and scanning facility
- A dedicated helpdesk service for software and hardware support for users
- High speed Wi-Fi connectivity

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.

Student Residences

A) BM /HRM / FPM

There are five blocks with more than 780 rooms. All rooms are equipped with required facilities for a comfortable stay such as water filters, coolers and common rooms. Each hostel room has access points linking to the Local Area Network and has 24-hour WiFi internet accessibility. The institute provides separate residences for Men and Women on campus.

There are three Messes which are managed by the student's body (Infracom), that serve delicious meals to all students. The students of XLRI come from various parts of India. In order to experience different states and communities' cultures and tastes, students have formed Regional Committees to organise traditional Dinners and Cultural events.

B) PGDM (GENERAL MANAGEMENT)

The institute has excellent residential facilities for PGDM students. The PGDM Residential complex has both self-contained AC single rooms as well as family accommodation. Students may avail either a single-room or a family accommodation according to their preference. These rooms have access points linking to the Local Area Network and have 24-hour WiFi internet accessibility. There are a total of 151 rooms with attached bathrooms. One-third of them are double bedded rooms and a Kitchenette for students with families. They are in Block A and B. The single-bedded rooms are available in Blocks C & D. These residences are well-equipped with facilities such as water filters, coolers and common rooms. There is one Mess that is exclusively operational for PGDM Students, which is managed by the student's body (Infracom)

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 (30-50 seaters each). A seater computer lab is filled 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 four small classrooms (60-seater each).

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, Ethos Creation 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 3 km away from the campus.

Sports Facilities

A sound mind in a sound body is what XLRI aims to fulfil through its management education. Sporting facilities available for students include grass football field, futsal, pool table, 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 sixteen-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.

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 GoldNevel 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 (Ambient, 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 D.A.T., solid waste, 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

- 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

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

Programmes Offered

Virtual Interactive Learning (VIL)

- PGCBM – Postgraduate Certificate in Business Management
- PGCHRM – Postgraduate Certificate in Human Resource Management
- PGCBA – Postgraduate Certificate in Business Analytics
- PGCSLM - Postgraduate Certificate in Senior Leadership Management
- PGCF- Postgraduate Certificate in Finance
- EDAMP- Executive Diploma in Advanced Management Program

Corporate Programmes

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

Certificate Programmes

- EDHRM
- Executive Diploma in Human Resource Management spread over 18 months

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 shortlisted 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.

Admission Procedure

Academic Programmes offered at XLRI

02 year — **PGDM**
Two year full time postgraduate programme
1. PGDM Business Management (GM| BM- Jamshedpur| BM - Delhi-NCR)
2. PGDM Human Resource Management (HRM)

15 month — **Executive PGDM (General)**
15-month, full time programme for experience executives leading to a Postgraduate Diploma in General Management Programme

04 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 2022 will be conducted online. You can apply to both XLRI and XAT from a single registration.

Visit:
www.xatonline.in
www.xlri.ac.in

Payment details:

Through XAT	Through GMAT
Indian candidate: ₹1,600/- and ₹300/- each for every additional programme of XLRI (without late fee) ₹2100/- and ₹500/- each for every additional programme of XLRI (with late fee)	Indian candidate: ₹2500/- (only for GMP) NRI and Foreign candidate: $500/- (For one or more programmes)

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
- HRI candidates, however may choose GMAT
- BM candidates may apply either through XAT or GMAT

Important Dates

The last date for the online registration for XAT:
The last date for the online registration for XLRI programmes
November 30, 2021

Sunday, January 2, 2022
XAT will be held on Sunday, January 2, 2022 in 81 cities across India for BM, HR, Ex-PGDM(General) and FPM

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 fulfil the requirement of area(s) of concentration, a student is required to do at least five electives in that 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 specialised 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, 2022 may also apply.

Orientation Programme

An orientation programme will be conducted during June 2022. The objective of the programme is to

(a) introduce the new members of the XL family to the culture and working ethos of the Institute.

(b) to help the students identify their profile, and areas for self-development.

(c) 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, Organizational 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 fifteen 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 specialisation 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. OB – II: Group Behaviour in Organization
6. Performance Management and Appraisal
7. Production Management
8. Wage Determination and Administration

TERM 3 | 22 credits

1. Agile Project 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. OB – III: Organizational Structure, Design and Change
7. Social Research Methods
8. Strategic Management

42 CREDITS Elective Courses

TERM 4,5,6

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

PGdm (BM)

63 CREDITS Core Courses

TERM 1 | 21 credits

1. OB1: Individual and Group Behaviour in Organisation
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

42 CREDITS Elective Courses

TERM 4,5,6

Economics

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

Finance

1. Advanced Financial Modelling using R*
2. Behavioural Finance*
3. Business Analysis and Valuation
4. Capital Expenditure Planning and Control
5. Commodities Derivatives Market
6. Corporate Taxation
7. Credit 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 Modelling using Excel
14. Financial Risk Management
15. Financial Technical Analysis and Introduction to Global Investment 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. Business 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. Digital Product Management Concepts: Commercialisation
10. Enterprise Resource Planning
11. E-Strategy
12. Information Security and Risk Management
13. Intellectual Property Rights
14. Leading Digital Transformation
15. Machine Learning for Business Analytics
16. Managing Business Process Outsourcing
17. Object Oriented Programming
18. Software Project Management

Marketing

1. Advertising and Sales Promotion
2. Business to Business Marketing
3. Competition and Collaboration
4. Consumer Behaviour
5. International Marketing
6. Internet Marketing
7. Marketing Analytics - Extracting Insights from 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. Digital Product Management Concepts: Commercialisation
5. Electronic Business and Markets
6. Enterprise Resource Planning
7. Logistics and Supply Chain Management
8. Materials Management
9. Production Planning and Control
10. Project Management
11. Service Operations Management
12. Supply Chain Analytics
13. Technology Management
14. Theory of Constraints
15. Total Quality Management

Strategic Management

1. Advanced Environmental Management and Green Marketing
2. Applied Quantum Innovations
3. Business Model Canvas
4. Building Learning Organisations
5. Business Models of Organisations: Ecosystems*
6. Business Networking*
7. Competition and Collaboration
8. Contemporary Business Practices
9. Corporate Sustainability Practices
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. IS Strategy
15. International Relations and Management
16. Introduction to Management Consulting Practice
17. Introduction to Social Entrepreneurship
18. Managing Energy Businesses
19. Seeds 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 Cooperation
30. Technology Management

Courses from other Functional Areas

1. Analysis for Managerial Decision Making
2. Analysis of Sports and Sportsbetting
3. Apprenticeship Training
4. Business Game Lab
5. Behavioural Strategy & Decision Making
6. Building Learning Organisations
7. Communicating Critical Decision
8. Computing in 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 Performance
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. Self and the Executive Mind

* means Half Credit Course

International Student **Exchange Programme**

International Student Exchange Programme (ISEP) 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 socializing with students and faculty from all over the world. ISEP facilitates flow of ideas between academic institutions which in turn provides each school with better understanding of the methods and programmes of the partnering school while enhancing 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 25 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.

Sl. No.	Partner	Seat	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	3	Greece
3	Asian Institute of Management www.aim.edu	2	Manila
4	Aston Business School Birmingham, UK http://www.abs.aston.ac.uk/newsweb/	4	UK
5	Audencia Nantes School of Management http://www.audencia.com/index.php?id=en	6	France
6	Carlson school of Management (University of Minnesota) csisweb@umn.edu	2	US
7	EM Lyon Business School http://www.em-lyon.com/eng/all/corporate/index.asox	6	France
8	ESADE www.esade.edu	1	Spain

Sl. No.	Partner	Seat	Country
9	Fordham University https://www.fordham.edu/		US
10	Grenoble Ecole de Management http://www.grenoble-em.com/accueil.asov	2	France
11	IESEG School of Management http://www.ieseginternational.com/	8	France
12	International Association of Jesuit Universities (IAJU)		
13	KEDGE Business school https://studentkedge.edu/	16	France
14	Latrobe University http://www.latrobe.edu.au	2	Australia
15	Macquarie University www.mq.edu.au		Australia
16	Malardalen University http://www.mdh.se/	2	Sweden
17	Malaysia Institute for Supply Chain Innovation https://www.misci.edu.my/		Malaysia
18	NEOMA Business School https://www.neoma-bs.com/en/	4	France
19	School of Business and Economics, Loughborough University https://www.lboro.ac.uk/departments/sbe/	2	UK
20	School of Business, Loyola University of Chicago http://www.luc.edu/		US
21	SolBridge International School of Business, Daejeon https://www.solbridge.ac.kr/	3	South Korea
22	Tongji University Web:Tongji.edu.cn	2	China
23	Universiteit Antwerpen Management School, Belgium www.uams.be	2	Belgium
24	University of Silesia http://www.us.edu.pl/en/?langen		Poland
25	University of Münster https://www.marketingzentrum.de/fm	4	Germany
26	Weatherhead School of Management (Case Western Reserve University) weatherhead@case.edu	2	US
27	West Virginia University		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 organisation, XLRI has evolved a fifteen months consolidated programme in general management with the objectives of providing the practising 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, 2022 in an organization of repute in the public, private or non-governmental sector after completing graduation.

Curriculum

The AICTE recognised 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 categorised into seven major areas, Finance, Marketing, Production, Operations and Decision Sciences, Information Systems, Human Resource Management, Organisational 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 fulfil 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.

Term I

	27 Credits
Marketing Management-I	3
Managerial Communication-I	3
Managerial Economics	2.5
Managing Human Behaviour at Work (OB-I)	3
Quantitative Techniques for Managerial Decisions-I	3
Legal Environment of Business	2.5
Management Accounting-I	3

Term II

	19.5 Credits
Marketing Management-II	3
Macroeconomic Theory and Policy	2.5
Financial Management-I	3
Human Resource Management	3
Management Accounting-II	3
Managing Human Behaviour at Work (OB-II)	3
Competitive Strategy	3
Quantitative Techniques for Managerial Decisions-II	3

Term III

	17.5 Credits
Operations Research	3
Managerial Ethics	3
IMS: Technical and Social Perspectives (Includes Spreadsheet Modeling)	3
Corporate Strategy and Strategy Implementation	3
Managerial Communication-II	1.5
Industrial Relations	3
Production and Operations Management	3
Financial Management-II	3

Term IV

	11.5 Credits
Production and Operations Management-II	3
Digital transformation	1.5
Introduction to Sustainable Development & Corporate Sustainability	3

Term V

	6 Credits
Electives	6

Term VI

	6 Credits
Electives	6

Elective Courses

- Advanced Corporate Finance
- Advertising & Integrated Brand Communications
- Applied Econometrics for Business
- Business Data Card (2 Days)
- Big Data Analytics
- Business Analysis & Valuation
- Business Intelligence And Data Mining
- Business Modelling Using Spreadsheets
- Business Models For Organizations Evolving
- Business To Business Marketing
- Capital Investment, Planning & Control
- Communicating Group Decisions (2 Days)
- Competition And Innovation
- Competitive Strategies For Organizations
- Consumer Behaviour: Understanding & Influencing Organisational Buying
- Consulting Insights
- Consumer Behaviour
- Corporate Tax Management
- Decision Making for Effective Leadership (2 Days)
- Demand Forecasting
- E-Business Strategy
- Economics Of Information Flow
- Economics Of The Current Monetary Order
- Event Sponsorship Management
- Employee Empowerment And Participative Management
- Entrepreneurship And New Ventures
- Executive Development Tools And Techniques
- Experiential Workshop On Selling & Negotiation Tactics
- Financial Considerations & IFRS for Solo Runners (2 Days)
- Financial Modelling Using Excel
- Financial Risk Management
- Foundations Of Management Consulting Practice
- Fundamentals Of Investment Banking
- Game Theory And Its Business Applications
- HR Analytics
- HR Issues In M&A
- Infrastructure Management Through Public Private Partnerships
- International Management
- Internet Marketing
- Introducing Blockchain Strategy
- Introducing Supply Chain Analytics
- Introduction To Enterprise Resource Planning
- Investments
- IS Strategy
- Legal Aspects of Marketing
- Managing Competencies for Performance in Organizations
- Managing Corporate Reputation
- Managing Digital Businesses (2 Days)
- Managing Service Operations
- Managing Strategic Transformations (2 Days)
- Marketing Analytics
- Marketing in Emerging Economies
- Marketing Research
- Marketing Strategy & Implementation
- Mergers, Acquisitions & Corporate Restructuring
- Money And Banking
- Operations Planning And Control
- Negotiation Simulation (2 Days)
- Performance Management And Appraisal
- Product Brand Management
- Project Planning And Control
- Public Policy and Business Strategy (2 Days)
- Quality Management
- Resource Based Strategy
- Retail Management
- Sales & Distribution Management
- Services Marketing
- Social Banking and Inclusive Finance
- Social Media Analytics and Cross-The-Enterprise Collaboration
- Software Project Management
- Strategic Cost Management
- Strategic HRM
- Strategies For The Emerging Markets
- Strategies of Co-Creation
- Structured Finance
- Supply Chain Management
- Systems Dynamics
- Theory Of Constraints for Operations
- Thriving In Global Environment (Intercultural Skills)
- Tools and Techniques for Executive Development
- Transformation for Sustainable Business Performance
- Value Based Financial Management
- Managing Innovation

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 a 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 requires four years of residential study, which proceeds in two stages. In the first stage, the selected candidate needs to meet the course requirements over a two-year period. 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 appear for and pass the comprehensive qualifying examination (CQE) before proceeding with the thesis work.

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

- Economics
- Finance
- General Management
- Information Systems
- Marketing
- Production, Operations and Decision Sciences
- Organisational Behaviour
- Human Resource Management
- Strategic Management

Basic eligibility

The basic eligibility to apply for admission to the FPM is either

a) BE / B. Tech. degree or its equivalent with at least 60% marks (55% for SC/ST candidates) obtained after/after completing higher secondary education (10+2) or equivalent, and followed by at least 2 years of relevant work experience

or

b) Bachelors degree / equivalent of minimum three years duration with at least 60% marks (55% for SC/ST candidates) after completing higher secondary education (10+2) or equivalent, and followed by post graduation (MBA/Master's degree in any discipline from a university or a centre of higher learning (minimum 2 years) with at least 60% marks (55% for SC/ST candidates)

or

c) an integrated Master's degree of four / five years in any discipline, with at least 60% marks (55% for SC/ST candidates) obtained after completing higher secondary education (10+2) or equivalent

or

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

Candidates who have the above mentioned basic eligibility can apply for admission to the FPM through any one of the following three routes:

ROUTE - 1 (XAT 2022)

- Appear in the Xavier Aptitude Test (XAT) to be conducted all over India on January 2, 2022.

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

- Appear in UGC-JRF/NET or GMAT or GRE or GATE conducted in current year (2021-22) and submit the scores obtained.

ROUTE - 3 (MBA/PGDM)

- Have a two-year full time PGDM / MBA or equivalent, from XLRI, any of the IIMs, FMS Delhi, MDI Gurgaon, IIM Bhubaneswar, IIMKK, SP Jain School of Management and IIT, TISS or IIFT with a CGPI of at least 6.00/8.00 or equivalent.

Applications obtained through any of the three routes mentioned above will be subject to a merit-based short-listing by XLRI. Shortlisted candidates will be required to appear for a personal interview at XLRI, Jamshedpur for final selection.

The student is expected to identify research areas, interesting research questions in consultation with a thesis advisor, and work under the supervision of the Thesis Advisory Committee (TAC). On successful completion of all the requirements of the FPM, a student will be awarded the title "Fellow in Management" of the XLRI.

Fellowship

FPM students are awarded a fellowship of Rs. 25,000/- per month during 1st and 2nd years and Rs. 28,000/- per month during the next two years. No fees (admission, tuition, course material, computer, or library) will be charged from FPM students. Fellowship will be paid only to the full-time residential students, and for a maximum period of four years. From the third year, a FPM student can also work as a Research and Teaching Assistant (RTA), for which Rs. 30,000/- per course will be paid.

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 the third year.

Conferences and International Exposure

The institute provides support for attending national and international conferences after successful completion of the comprehensive qualifying examination (CQE). A fellow student can be reimbursed related expenses up to Rs. 2,00,000/- subject to meeting necessary criteria laid out by the institute.

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 full-time 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 30 years of age shall get a preference.

For application process & details, kindly visit and join at: 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 2 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 of applying for FPM: November 30, 2021 (Same as XAT)

Last Date for Applying to EXEC FPM: December 31, 2021

Fees

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

₹9,50,000/- Lakh plus applicable service tax.

Boarding, lodging and other expenses incurred during stay in campus will be charged separately.

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 600 hours of classroom interaction, dispersed over three academic years to accommodate the time constraints 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 Postgraduate 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, even entrepreneurial 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 seasoned faculty, peers, and industry experts, the program provides students many opportunities to apply the conceptual insights gained in the classrooms to their respective workplace on a day-to-day basis.

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

Objective

The programme has been designed with the objectives of:

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

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

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

Target Audience

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

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

Eligibility

The applicants of the three-year weekend programme in Postgraduate Diploma in Management from 2022-25 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**

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.

- **PGCBM**– 12-month Postgraduate Certificate in Business Management
- **PGCHRM**– 12-month Postgraduate Certificate in Human Resource Management
- **PGCBA**– 12-months Postgraduate Certificate in Business Analytics
- **PGCSLM**– 12-months Postgraduate Certificate in Senior Leadership Management
- **PGCF**– 12-months Postgraduate Certificate in Finance
- **EDAMP**– 12-months Executive Diploma in Advanced Management Program

Operation

In 2002, XLRI became the first B-school to provide a portfolio of certificate courses in management delivered through virtual classrooms. At present the VIL Programs run in collaboration with technical partners, Talent edge, Unified Collaboration Services, Times Centre for Learning Limited and Eruditus Executive Education. These programs provide an opportunity to the working professionals to study and earn a Postgraduate certificate or Executive Diploma.

The programmes offered are:

PGCBM – Postgraduate Certificate in Business Management

PGCHRM – Postgraduate Certificate in Human Resource Management

PGCBA – Postgraduate Certificate in Business Analytics

PGCSLM – Postgraduate Certificate in Senior Leadership Management

PGCF- Postgraduate Certificate in Finance

EDAMP- Executive Diploma in Advanced Management Program

New Initiatives

We have recently launched a new HR program, i.e. PGCHCL – Postgraduate Certificate in Human Capital Leadership for which the admission process has started up.

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 or ten days depending on the program for face to face intensive learning, interactions and networking.
- On successful completion of the program, eligible students are awarded 'Postgraduate Certificate in HRM/BM/BA/SLM/F or Executive Diploma in Advanced Management for Seniors Mangers' during the Graduation Ceremony held at XLRI Campus, Jamshedpur.
- The candidates are bestowed with the prestigious XLRI alumni status.

For further details, please visit:

VIL website: https://vil.xlri.ac.in/

USP of XLRI VIL 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 blended 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 Brasshools 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 lamshedpur 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 ambiance 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, Organizational 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 recognised 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, EDUDITUS 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 Padmaja Reddy
[Sponsored by Reddys]

XLRI Medal : Best All-round Woman Student in memory of Geeta Saxena
[Sponsored by Madhukar Shukla]

XLRI Medal: Outstanding PGP Student in Memory of K V K Raju
[Sponsored by Nagarjuna Foundation]

XLRI Medal : Highest CGPI – HRM in Memory of John P DiCosta
[Sponsored by Ronald DiCosta]

XLRI Medal : Second Highest CGPI – HRM

XLRI Medal : Highest CGPI – BM in Memory of Ram Avtar Chechre
[Sponsored by Krishna Lal Chechre]

XLRI Medal : Second Highest CGPI – BM
[Sponsored by Janardhan Pyda]

XLRI Medal : Highest CGPI – GMP in Memory of R S Pande
[Sponsored by K G Pande]

XLRI Medal : Highest CGPI – 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-I, BM-II	Merit and selection as per the company criteria	Two	1,75,000 / Year
	HRM-I, BM-I		Two	
Capital First Scholarship	HRM-I, BM-I	Selection as per the company criteria	Eight	1,00,000
	GMP		One	
Mirae Asset Foundation Scholarship	HRM-I, BM-I	Merit-cum-Need	Two	5,00,000 / Year
OP Jindal Engineering & Management	HRM-II, BM-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
Pirogha Gothoj	HRM-I, BM-I	Merit-cum-Need	One	25,000
Joseph M Scaria (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 XIF Scholarship	BM-II	Merit-cum-Need	One	1,00,000
Naveen Jain & Distinguished Alumni Award	HRM-II, M-II	Merit-cum-Need	One	20,000
Vasantha Sankaran Scholarship	BM-II	Stipulated criteria by the Donor	One	1,00,000
XLRI Diamond Jubilee (Session)	HRM-II, BM-II	Merit-cum-Need	Two	2nd Year Tuition Fees upto 2,85,000
XLRI Diamond Jubilee (Summer)	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. Ground-breaking 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	2016-17	2017-18	2018-19	2019-20	2020-21
Articles in Journals (International)	57	55	62	53	65
Articles in Journals (National)	11	10	8	7	0
Books	4	4	2	7	5
Book Chapters	5	8	6	2	3
Cases / Notes	22	27	4	4	3
Working Papers/Seminars	53	53	44	34	35
Papers Presented at Conferences (International)	47	32	32	27	5
Papers Presented at Conferences (National)	35	18	20	6	5

Campus Life at XLRI

Life at XLRI 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 XLRIans 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-FMIC 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 a 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 XLRIans 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 liaises 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 series 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 8 secretaries of extra-curricular committees on the campus, who together form the core team. With participation from all the top MBA 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.
- ALUMNI COMMITTEE endeavours to connect and engage with alumni of XLRI and build lifelong and mutually beneficial relationship with them. The committee Organises 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 organisations.
- 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 met 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 family 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.
- FIREBIX (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 Laws 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 1988, 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 organises 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 organises 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) organises various adventure activities and emphasises 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 organised are trekking, wall-climbing, water-rafting, go-karting, horse-riding, archery, rifle-shooting, obstacle races, eco-friendly activities and lava-creek 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 FAIL and Book 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 2021 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 organises throughout the year. 'Homecoming' the annual flagship alumni event is held every year in the first week of December and the highlight of XLRI Annual Homecoming is the 'Distinguished Alumnus Awards Ceremony'. The alumni who completed 25 years after graduation celebrate their Silver Jubilee Reid at XLRI campus a week after the Alumni Homecoming. 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 2nd wave of Covid19 pandemic and consequent lock down.

Despite the pandemic the alumni kept in touch through the XL social media groups and Alumni Portal which has become a center for alumni interaction. A Virtual Summer Meet was held by the Alumni committee with Music Entertainment and Standup comedy to enthrall the alumni.

The alumni portal also provides the following services. Availing online course transcripts, duplicate certificates and letter for reference. Alumni can make online request for teaching at XLRI and Job Posting and Job Mentoring Programs 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)
  Former Executive Director
  Federal Bank
- B Muthuraman (73BME)
  Former Vice Chairman of Tata Sons
  &Former Chairman of XLRI
- KC Sood (75BME)
  Managing Director
  Predominant Engineers &
  Contractors Pvt. Ltd.
- Sanjiv Bhasin (77BMD)
  Founder, Director at Radian Finserv
  Private Limited.
  Former CEO at Ahmedabad Mercantile Bank Limited
- Maria Lobo (77PMIR)
  MD & Managing Partner
  Ray &Berndtson, Personnel Search
  Services Pvt. Ltd.
- Ranveer Sinha (78BMD)
  Senior Advisor
  Tata Hitachi Construction Machinery
  Co. Ltd.
- Biju Kurien (81BMD)
  Chairman & Independent Director
  Retailers Association of India - (RAI).
- 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 Flonite
  Industries
- Sandeep Bakshi (81BMD)
  MD &CEO, ICICI Bank
- R Rama Krishnan (83BMD)
  Vice Chairman, E. Managing
  Director & Group CEO
  Polycab Group
- Zarir Langrana (82BMD)
  President -Global Chemical Limited
  Tata Chemicals Ltd.
- NS Rajan (83BMD)
  Group CHRO, Group CAO CEO ICPC
  Foundation ICPC Bank
- Chandramouli Venkatesan (81BM)
  Former 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 (82BMD)
  Former CEO of HCL Technologies
  & Founder, Sampark Foundation
- PS Jaya Kumar (86BMD)
  CEO &Managing Director
  Bank of Baroda
- Madhukar Kamath (BMD-76)
  Chairman Emeritus, Mentor
  Chairman at DSP Mudra Group
- Sanjeev Kapur (BMD-98)
  Chief Marketing Officer (Asia Pacific
  mid east) Mettle
- Jamshed Daboo (86BMD)
  VP at Trent Hypermarket Ltd -Star
  Bazaar - A Tata & Tesco Enterprise
- Ashok Gupta (IAS) (88BM)
  Director General Higher Education
  Haryana
- S.V. Nathan (PMIR-83)
  Partner & Chief Talent Officer at
  Deloitte India
- Ajay Kaul (85BMD)
  Former CEO Domino's Pizza (India)
- 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 Smeberra
  Singapore
- Leena Nair (92PMIR)
  Chief HR Officer
  Unilever, London
- Johnson Alexander (PMIR-81)
  Human Resources at Universade -
  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 (86BMD)
  Research Director, Ferrell Center
  for Corporate Innovation and
  Entrepreneurship, Pennsylvania State
  University
- Gerard Tellis (77BMD)
  Professor at University of Southern
  California, USA
- Kannan Srinivasan (86BMD)
  Rafiq 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

Abroad [Corporate]

- Sandeep Kataria
  Global CEO of Bata
  Lausanne, Switzerland
- Rakesh Kapoor (82BMD)
  Former CEO
  Reckitt Benckiser, UK
- Mataraj Govindshanka (79PMIR)
  Global Head of Capability
  Development
  British Petroleum, Singapore
- Jose Parayanikkal (80 BME)
  Chairman and MD
  Mozambique Holdings Pvt. Ltd.
  Maputo, Mozambique
- Anup Kuruvilla (81BM)
  Co Founder at 1Crowd
  Former Founder of Smart
- KP Naidu (81PMIR)
  Co-Founder, SVP - Product Delivery &
  Engineering at Stealth Startup
  San Francisco Bay Area
- Santosh Kuruvilla (81PMIR)
  Professor of Industrial Relations
  & Labour Law Cornell University
  Graduate School
  Ithaca, New York, USA
- Neeraj Dawar (87BMD)
  Nielsen Professor of Marketing
  Richard Ivey School of Business
  University of Western Ontario
  Canada
- Girish Punj (BMD-74)
  Marketing Education Trainer,
  Consultant, Marketing Analytics,
  Predictive Modeling, Big Data,
  Text Mining, Data Science
  Hartford, Connecticut Area

CMP

- Sunil Kumar Nandamudi (2006)
  Head, Sustainability at Royal Bank of
  Scotland, Asia Region and CEO at RBS
  Foundation India
- Girish Murkiri (2006)
  Founder & CEO, Embryo Fund
- Vineet Chaudhary(2006)
  Head of Sales - Distribution &
  Distribution Segment at Aroelor
  Mittal, Dubai
- Dipankar Sengupta (2002)
  Head of Sales & Strategy (Telecoms) -
  Global ABU 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 Pratyus
  Gurgaon-India
- Ashraf Patel (90PMIR)
  Founder, Pravah & Winner of
  Ashoka Fellowship 1995
  New Delhi
- Mallesh Yaganaman (BM-98)
  Co-Founder & MD First Energy
  Private Ltd., Pune, Maharashtra
  India
- Kumar Ankit (BMD-2011)
  Co-Founder Nature Micro Tech
  Solutions Pvt. Ltd.

Placements - PGDM (BM & HRM)

01

Placement Process

XLRI has always been successful in fulfilling the dreams of young aspiring managers by placing them in their dream companies. Placements in the institute are conducted under the aegis of the Placement Committee, which is essentially a student representative body guided by the Placement Chairperson and faculty committee. The committee does yeoman's service by acting as an interface between companies and students on campus. In pursuance of this endeavor, different placement programmes are conducted.

02

Summer Internship Process (SIP)

The Summer Internship is an integral part of the two-year BM-HRM curriculum, taking place after the end of the first year and exposing the student to real-world corporate problems and aiding them in gaining valuable experience. This 8-week internship is a mandatory requirement and 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. Despite of covid-19 Pandemic, XLRI successfully placed the largest ever class of BM, HRM batch of 2021-22 across both XLRI Jamshedpur and XLRI NCR campuses. The first ever virtual placement season at XLRI saw the participation from nearly 126 recruiters. The top recruiters in terms of the number of offer made were Amazon, BCG, Accenture strategy, Citibank, ITC and Aditya Birla Group.

03

Lateral Recruitment Process

The Lateral Recruitment Process (LRP) is designed for students who have prior work experience and hence should like an opportunity to enter the corporate at middle/ managerial positions. Companies from various domains such as consulting, finance, technology, general management, and HR have been participating in this process year after year.

04

Campus Recruitment Process

The Campus Recruitment process (CRP) takes place at the end of the 2nd years with an impressive set of recruiters participating in search for the best talent for the different roles. Over the years, placements have gone from strength to strength in XLRI, and despite varying market conditions the best roles available in the country are offered to students every year. XLRI successfully achieved the 100% placement for the batch of 2019-21.

Around 108 companies participated in the online placement process of the final year batch of BM and HRM students. Boston Consulting Group, Bain and Co, Price water house Coopers, Accenture Strategy, Amazon, ITC, PayTM made the highest number of offers among the regular recruiters. Placement assistance is primarily extended to all non-sponsored students and to students on study leave provided a no-objection certificate is given by the employers.

A Cross-Section of Recruiters

- AB InBev
- Accenture
- ACT Fibernet
- Adani
- Adani Wilmar
- Aditya Birla Group
- Airtel
- Alibaba Global Investors
- Amazon
- American Express
- Aon
- Arga Investments
- Asian Paints
- AstraZeneca
- ATG Tires
- Avenue Capital
- Avivia
- Axis Bank
- Axis Capital
- Bain and Company
- Bajaj Auto
- Bajaj Finserv
- Belden
- Bennet Coleman and Co
- Boston Consulting Group
- BYJU
- CapGemini Elia
- Centrum Group
- Cola
- CISCO
- Citiban
- CK Birla
- Cloudtail
- Coca Cola
- Cognizant
- Colgate-Palmolive
- DBS Bank
- Delhivery
- Dell
- Deloitte
- Diageo
- Dr Reddy
- Edelweiss
- Tokio
- eBay
- 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
- Kotterry
- Kotak Mahindra
- KPMG
- L&T Infotech
- Larsen & Toubro
- Lodha Group
- Mahindra Group
- Manco
- Mars Maruti
- McKinsey
- Media.net
- Mercer
- Metro Cash
- Mu Alphega
- 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
- Saplent
- PWC
- Ramco
- RBS
- Reckitt
- Benckiser
- RECL
- Reliance
- Indbothies
- Royal Bank of
- Scotland
- SP Goenka
- Group
- SPSG
- Rupees
- 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
- Telerem Group
- Trident
- Uber
- Udaan
- Valuelabs
- Vamoc
- Vector Consulting
- Vedanta
- Virtusa Polaris
- Vodafone Idea Limited
- Welspun India Limited Whirlpool
- Wipro
- WNS
- Xiaomi
- Yes Bank

Placements-Executive PGDM (General)

Placement Process

The Executive Postgraduate Diploma in Management (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 3+ years. The students are admitted through highly competitive scores in XAT/GMAT/GRE, rigorous profile evaluation and interview process. The ExPGDM 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 organisation 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, Microsoft, Publicis Sapient, IBM, Axis Bank, Barclays, Genpact, Hashedin Deloitte, ADP, Sutherland, ICICI, Infosys Consulting, Infosys BCS, Cognizant, Mindtree, Tech Mahindra, DVO, Exide Life Insurance, Tata Elxsi, Virtusa, TCS, LTI, Vikram Solar, Medica Group, Dhanuka Agritech Limited, Tata Hitachi, Tata Communications, Flip Carbon, ThermoFisher and many more.

Our Recruiters

- Accenture
- Accolite Digital
- ADP
- Advantiv
- Alkosto
- Amazon
- Aroop
- Atos | Syntel
- Axis Bank
- Bandhan Bank
- Barclays
- Blue Yonder
- BNY/IS
- Canser
- CGI
- Cognizant
- Credit Suisse
- Daimler
- Dell
- Deloitte
- Dhanuka Agritech
- eClerx
- Envestnet Yodlee
- Exide Life Insurance
- EXL Analytics
- Fidelity
- Flip Carbon
- Gallup
- Geekbot
- Genpact
- Goldman Sachs
- Hashedin
- HCL
- Hexaware
- IBM
- ICICI Bank
- ICICI Prudential Life Insurance
- Incuire
- Infosys Consulting
- ITC Limited
- JPMorgan Chase
- JSW
- KPMG
- L&T Construction
- LoadShare
- LTI
- MAQ Software
- Medica Group
- Microsoft
- Mindtree
- Mogix
- Mphasis
- Mu Sigma
- Muthoot Finance
- Nihilent
- NIIT
- Novartis
- OYO
- LTI
- MAQ Software
- Medica Group
- Microsoft
- Mindtree
- Mogix
- Mphasis
- Mu Sigma
- Muthoot Finance
- Nihilent
- NIIT
- Novartis
- Publicis Sapient
- Schindler
- Solitaire
- Sub-K
- Sutherland
- Talwalkarkar Consulting
- TATA AIG
- TATA Communications
- TATA Consultancy Services
- TATA Elxsi
- TATA Hitachi
- TATA Steel Downstream Products Limited
- Team Pumpkin
- Tech Mahindra
- ThermoFisher Scientific
- Thrivent Group
- Tiger Analytics
- Traxtor
- TreeVista
- Trident Group
- Vikram Solar
- Virtusa
- VLCC
- Xoriant
- ZS Associates

Centres of Excellence at XLRI

Centre for Human Resource Development (CHRD)

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

Centre for Financial Market

- 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 – "Do 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 2013 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 conduct 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 XLRI 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

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

Dr. Abdul Quadir
Ph.D. (JNU) 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 (Baroda pol. 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. Debasish Basu
PGDM (IIM Calcutta), PGDM (IIM Delhi, Calcutta)

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 Shivasankaran
Ph.D. (Bharathiar Univ.) MBA (Bharathiar Univ.)

Dr. Pitabas Mohanty
PGDM (IIM Bangalore), MA (Utkal Univ.)

Prof. Prantik Ray
Ph.D. (Pursuing from Natl. Institute Open Univ.) MA (Jadavpur Univ.)

Dr. Rajesh Kr Sinha
Ph.D. (IIM Bangalore), PGDM-MBA (IIM Lucknow), B.Tech. (IIT Kharagpur)

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

Dr. Santoshkumar Sangam
CA (ICAI), CFA (ICFAI), PGDM (IIM Calcutta)

Dr. Tirlochan Tripathy
Ph.D. (Utkal Univ.) MA (Utkal Univ.)

GENERAL MANAGEMENT

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

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

Dr. Paramjeet Singh
Ph.D. (Utkal Univ.) LLM (Utkal Univ.)

Fr. Paul Fernandez, S.J.
MA (Eco), MA (Ethics), Vic Leuven, Belgium, PGDM (ULB), Ph.D. (Denmark)

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

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

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

Prof. Sunil Sahadeo
Ph.D. (Pursuing from IIT(BHU) Dhanbad), MBA (Bharati Vidyapeeth, Pune Univ.)

HRM

Dr. Anita Sarkar
PGPM (IIM Ahmedabad), MBA (Univ. of Calcutta)

Dr. Jatinder Kumar Jha
PGPM (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
PGPM (IIM Ahmedabad), MBA (Bharathiar Univ.)

Dr. M S Jomon
PGPM (XLRI-Jamshedpur), PGDCA (Loyola College, Vijayawada)

Dr. M Sivanarayana
Ph.D. (Utkal Univ.), MA (Andhra Univ.)

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

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

Dr. Soumendra N Bagchi
PGPM (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

Fr. Abraham Amal Raj S.J.
MS Computational Sciences pursuing Ph.D. in CE

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

Dr. Rajeev Sharma
PGPM (IIM Bangalore), MBA (Dev Ahilya Univ., Indore)

Dr. Giridhar Ramachandran
Ph.D. (IIT Madras), ME (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 (IIM Bhubaneshwar)

Dr. Pingali Venugopal
PGPM (IIM Ahmedabad), PGDM (IIM Ahmedabad)

Dr. Ravi Shekhar Kumar
PGPM (IIM Lucknow), B.Tech. (Banaras Hindu Univ.)

Dr. Sanjay Patro
Ph.D. (Berhampur Univ.), PGDBM (IRMA)

Dr. Sanjeev Varshney
PGPM (IIM, Gurgaon), MBA (Univ. Delhi)

Dr. Sauttu Malhotra
Ph.D. (IIT Kharagpur), MA (Univ. of Delhi)

OB

Dr. Blaxyson K B Chalil
PGPM (IIM Bangalore), PGDM (Symbiosis Institute, Pune), LL.B.(Jt. Symbiosis Law College, Pune)

Dr. Kumar Alok
PGPM (XLRI), PGDBM (IIM Bhubaneswar)

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

Dr. Manish Singhal
PGPM (IIM Calcutta), PGDM (IIM Bhubaneswar)

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

Dr. Rahul Sheel
PGPM (IIM Ahmedabad), MA (Jamia Millia)

Dr. R K Pramarajan
Ph.D. (IIT Mumbai), MA (Calicut Univ.)

Dr. Shrayashi Chakraborty
PGPM (IIM Calcutta), PGDM (Institute of Management Technology, Nagpur)

Fr. S George, S.J.
Ph.D. (Univ. of Madras), PGDHRM (XLRI)

PRODUCTION, OPERATIONS & DECISION SCIENCES (PODS)

Dr. Abhishek Chakraborty
PGPM (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)

Dr. Apratim Guha
Ph.D. (Univ. of California, Berkeley), MA (Univ. of California, Berkeley), M.Stat (ISI)

Dr. Bijaya K Mangaraj
Ph.D. (IIT Kharagpur), M.Sc. (IIT Kharagpur)

Dr. Dipankar Bose
Ph.D. (IIM Calcutta), BE (Jadavpur Univ.)

Dr. Pritha Guha
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. Shaumak Basak
Ph.D. (IIM Calcutta), M.Tech. (IIT Guwahati)

Dr. Supriya Kumar De
Ph.D. (IIT Kharagpur), M.Sc. (IIT Kharagpur)

Dr. T A S Vijayaraghavan
PGPM (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. Indrajit Mukherjee
PGPM (IIM Calcutta), PGDBM (IIM Calcutta)
B.Tech (IIT Kharagpur)

Dr. Kalyan Bhaskar
PGPM (IIM Ahmedabad), B.Tech. (Maulana Azad National Instt. of Tech.)

Dr. Manoj Thomas
PGPM (IIM Calcutta), MMS (Univ. of Minn., Carlson Sch. of Mgt.), Ph.D. (Carlson Sch. of Mgt.)

Dr. Munish Thakur
PGPM (IIM Calcutta), MBA (Dev Ahilya Univ., Indore)

Dr. Saurav Shativrat
Ph.D. (IIM Kolkata), MBA (Univ. of Michigan, USA), B.Tech (IIT Roorkee)

Dr. Tata L Raghu Ram
Ph.D. (Saurashtra Univ.), M.Sc. (Bhavnagar Univ.)

List of Visiting Faculty

Dr. Ameet Kumar Banerjee
Associate Professor
Xavier Institute of Management
Bhubaneswar

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

Mr. Atanu Ghosh
Founder
Salt n Soap
Kolkata

Mr Basudev Prakash Basu
Consultant
Kolkata

Dr. Bhaskar Bhowmick
Professor
Rajendra Mishra School of Engineering Entrepreneurship

Mr. Chandradeep Mitra
Advisor & Mentor
IIM Calcutta Innovation Park
Kolkata

Mr. Dheeraj Jumrejo
Founder
Catch A Cloud
New Delhi

Dr. E M Rao
Ex-Faculty
Xavier School of Management
Jamshedpur

Mr. Gautam Mukherjee
Proprietor
Creative Information Systems
Kolkata

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

Mr. John George Chiramel
Consultant
Kerala

Dr. K. Rajeshwari
School of Engineering Entrepreneurship
Kharagpur

Dr. Kavitha Ranganathan
Associate Professor (Finance and Strategy)
T A Pai Management Institute (TAPMI)
Manipal

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. Pallab Bandyopadhyay
Consultant
Bangalore

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

Dr. Prasenjit Banerjee
Consultant - Analytics-based Strategy Domain
Pune

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

Dr. K. Rajeshwari
Consultant
Chennai

Dr. Ramesh Behl
Director
IMI, Bhubaneswar
Bhubaneswar

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

Dr. Rohit Kapoor
Associate Professor
Indian Institute of Management
Indore

Dr. Sharad Saria
Ex-Faculty
Xavier School of Management
Jamshedpur

Dr. Shounak Ray Chowdhury
President
Sampan Foundation
Delhi

Dr. Subrat Sarangi
Assistant Professor
MICA
Ahmedbad, Gujarat

Dr. Suchismita Tarafdar
Assistant Professor
Shiv Nadar University
Greater Noida

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

Dr. Suryanarayan Gopalakrishnan Iyer
Digital HR & Analytics Strategy & Execution
Aditya Birla Group
Mumbai

Mr. Tarun Pratap Singh
Strategic Business Partner
Catch A Cloud
New Delhi

Prof. V N Bhattacharya
Independent Consultant
Bangalore

XLRi Leadership & Administration

Fr Paul Fernandes, S.J.
Director

Dr Ashis K Pani
Dean (Academics)

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

Dr. Smitu Malhotra
Associate Dean - Student Affairs

Dr. Debasis Pradhan
Associate Dean - Executive Programs

Dr. M Srimannarayana
Associate Dean - Corporate Programs & HR

Dr. Ajith Kumar J
Associate Dean - PhD & Research

Dr. Trilochan Tripathy
Associate Dean - IMI-L Case Research Centre

Dr. L Gurunathan
Chairperson - Admissions

Dr. Madhukar Shukla
Chairperson - Alumni Relations

Dr. Pingali Venugopal
Chairperson - International Relations

Dr. Abhishek Chakraborty
Chairperson - Information Technology

Dr A Kanagraj
Chairperson - Placements (BM, HRM and Ex-PGDM (SMP))

Dr. Rajeev Roy
Co-Chair - Placements (BM, HRM and Ex-PGDM (SMP))

Dr. M G Jamson
Co-Chair - Placements (BM, HRM and Ex-PGDM (SMP))

Academic Administration
AREA CHAIR

Dr. Rahul Shukla
Area Chair (General Management)

Dr. Pitabas Mohanty
Area Chair (Finance)

Dr. Rahul Chandra Sheel
Area Chair (OB)

Dr. Rajiv Misra
Area Chair (Public)

Dr. D Yareel
Area Chair (Marketing)

Dr. Anita Sarkar
Area Chair (HRM)

Dr. P C Padhan
Area Chair (Economics)

Dr. Rajeev Sharma
Area Chair (Systems)

Dr. Apalak Khatua
Area Chair (Strategy)

Board of Governors

Chairman

T V Narendran
CEO & Managing Director
Tata Steel Ltd
Jamshedpur

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Dean (Academics)
XLRI
Jamshedpur

Vice Chairman

Paul Fernandes, S.J.
Director
XLRI
Jamshedpur

Treasurer

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

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Centrum Group
Mumbai

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President
Jamshedpur Jesuit Society
Jamshedpur

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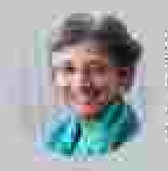
Bombay Jesuit Society
Mumbai

Ajay Kaul
Senior Director
Bluestone Capital India
Pvt Ltd
Singapore

Rajive Kaul
Chairman
MCCO Engineering
Services Ltd
Past President - CII
Kolkata

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

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



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

Jose Parayanken
Chairman
Mozambique Holdings
Maputo
Mozambique

N S Rajan
CEO
IDFC Foundation
IDFC Bank
Mumbai

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

Ranaveer Sinha
President
XLRI Alumni Association
Jamshedpur

Antony Uvari, S.J.
Vice Chancellor
Xavier University
Bhubaneswar

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

S George, S.J.
Permanent Invitee
Director
XLRI, Delhi-NCR
Delhi

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 fight 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

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.

TRAINS

Indian Railways: http://www.indianrail.gov.in/ cgi_bin/inet_accavl_cgi1.cgi

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