



# ADMISSION PROSPECTUS 2024

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## 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 Programmes 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 is guided by the following values.*

**Ethical Conduct**

**Integrity and Trust**

**Passion for Excellence**

**Sensitive Social Conscience**

**Inclusiveness and Tolerance**

**Creativity and Innovation**

**Global Mindset**

# THE BOARD OF GOVERNORS



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



**Secretary**  
**Dr. Sanjay K. Patro**  
 Dean [Academics]  
 XLRI  
 Jamshedpur



**Vice Chairman**  
**Fr S George, S.J.**  
 Director  
 XLRI  
 Jamshedpur



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

## MEMBERS



**Fr Jerome Stanislaus D'Souza, S.J.**  
 Provincial  
 South Asia



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



**Mr Jaspal Bindra**  
 Chairman  
 Centrum Group  
 Mumbai



**Mr Ajay Kaul**  
 Senior Director  
 Everstone Capital Asia Pvt Ltd  
 Singapore



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



**Ms Rekha M Menon**  
 Former Chairperson &  
 Senior Managing Director  
 Accenture Services Pvt. Ltd.  
 Bengaluru



**Mr Jose Parayanken**  
 Chairman  
 Mozambique Holdings, Maputo  
 Mozambique



**Mr N S Rajan**  
 Former CEO, IDFC Foundation  
 IDFC Bank  
 Mumbai



**Mr D Shivakumar**  
 Former Chairman, Pepsico;  
 Former Director-Strategy,  
 Aditya Birla Group



**Mr Ranaveer Sinha**  
 President,  
 XLRI Alumni Association  
 Former MD-Tata Hitachi;  
 Former Chairman,  
 Indian Construction Equipment  
 Manufacturing Association.



**Fr Antony Uvari, S.J.**  
 Vice-Chancellor  
 Xavier University  
 Bhubaneswar



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



**Fr K S Casimir, S.J.**  
 Director  
 XLRI, Delhi-NCR



**Mr Sandeep Kataria**  
 Global Chief Executive Officer  
 Bata Group



**Fr Marianus Kujur, S.J.**  
 Director  
 Xavier Institute of Social Service



**Mr Madhav B Kalyan**  
 Managing Director  
 JP Morgan



**Ms Vanitha Swaminathan**  
 Director & Founder  
 Katz Center for Branding,  
 Thomas Marshall  
 Professor of Marketing  
 at the University of Pittsburgh

# XLRI LEADERSHIP & ADMINISTRATION

## JAMSHEDPUR CAMPUS

**Fr S George, S.J.**  
 Director

**Dr Sanjay Patro**  
 Dean - Academics

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

**Dr Paramjyot Singh**  
 Associate Dean - Student Affairs

**Dr P C Padhan**  
 Associate Dean - GM Programmes

**Dr Sumit Sarkar**  
 Associate Dean - BM & HRM Programmes

**Dr Manoj T Thomas**  
 Associate Dean - Corporate Programmes & VIL

**Dr Ajith Kumar J**  
 Associate Dean - FPM & Research

**Dr Dipankar Bose**  
 Associate Dean [XOL Programmes]

**Dr Trilochan Tripathy**  
 Convenor - MLS, Case Research Centre

**Dr Rahul Shukla**  
 Convenor, Admissions

**Dr T A S Vijayaraghavan**  
 Convenor, Alumni Relations

**Dr Ashis K Pani**  
 Convenor, International Relations

**Dr Supriya Kumar De**  
 Chairperson, Information Technology

**Dr A Kanagaraj**  
 Convenor, Placement [BM, HRM and GM]

**Dr Sunil Kumar Sarangi**  
 Co-Convenor, Placement  
 [BM, HRM and GM]

**Fr Donald D'Silva, S.J.**  
 Convenor, Administrative Council and  
 Grievance Redressal CELL

**Dr Ravi Shekhar Kumar**  
 Convenor, Accreditation

**Dr Manish Singhal**  
 Convenor, Internal Quality Assurance

**Dr Apratim Guha**  
 Convenor, Ranking Advisory Committee

**Dr D Israel**  
 Convenor, Scholarships and Medals

**Dr Pritha Guha**  
 Convenor, Committee against Sexual  
 Harassment at the WORKPLACE

**Dr Paramjyot Singh**  
 Convenor, Committee on Anti-Ragging

**Prof Sabyasachi Sengupta**  
 Convenor, Disciplinary Committee

**Dr Arindam Mondal**  
 Convenor, SC/ST Committee

**Dr Kalyan Bhaskar**  
 Convenor, Student Wellbeing

## Academic Administration Area Chair

**Dr Rahul Shukla**  
 Area Chair (General Management)

**Dr N Sivasankaran**  
 Area Chair (Finance)

**Dr Kumar Alok**  
 Area Chair (OB)

**Prof Rajiv Misra**  
 Area Chair (PODS)

**Dr Himadri Roy Chaudhuri**  
 Area Chair (Marketing)

**Dr Anita Sarkar**  
 Area Chair (HRM)

**Dr Santanu Gupta**  
 Area Chair (Economics)

**Dr Supriya Kumar De**  
 Area Chair (Systems)

**Dr Kalyan Bhaskar**  
 Area Chair (Strategy)

## DELHI NCR CAMPUS

**Fr S George, S.J.**  
 Vice Chairman

**Fr K S Casimir, S.J.**  
 Director

**Dr Rajeev Roy**  
 Dean [Academics]

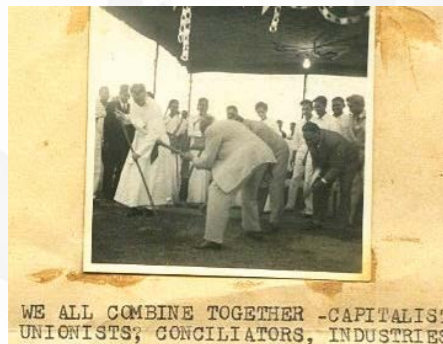
**Fr P T Joseph, S.J.**  
 Dean - Administration & Finance

# XL JOURNEY OVER 74 YEARS

The odyssey of XL was shaped by the visionary insights of the committed Jesuit fathers. Their dedication has borne fruit, as seen in the countless business leaders, industrialists, and societal trailblazers they've mentored over the years. In retracing our steps, the tenacity and unwavering dedication of our founding fathers shine brightly, echoing their mission to instigate profound change within society and the broader nation.

## 1956

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



## 1959

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

## 2015

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



## 2020

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

## 1949

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



## 1958

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

## 1962

In 1962, the present XLRI heritage campus was inaugurated.



## 2017

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



# THE GENESIS & JOURNEY OVER 74 YEARS

Established in 1949 within the Steel City of Jamshedpur, XLRI was conceived by Fr. Quinn Enright at a momentous juncture in India's history, shortly after its independence. As India underwent pivotal political, economic, and social changes, Fr. Enright visualised XLRI as a critical partner in this transformation era, with the ambition to "renew the face of the earth." He devoted himself to actualising this vision with fellow Jesuits, notably Fr. William Tome and Fr. Edward McGrath.

Since its foundation, the Jesuit Society has consistently overseen and guided XLRI's activities and trajectory. This stewardship has been anchored in three cardinal principles:

1. **Commitment to Magis:** A passionate quest for excellence and an inherent desire to outdo oneself.
2. **Conviction through Discernment:** Decision-making that prioritises a God-centered approach over self-interest.
3. **Courageous Execution:** The bravery to execute decisions, viewing them as an extension of divine will.

The institute's culture is characterised not by following well-trodden paths but by charting new territories. The goal has always been to follow benchmarks and set them, always prioritising the immediate needs of society and the nation. This pioneering spirit firmly establishes XLRI's distinctiveness among other management institutions.

From its early days, XLRI embraced a global perspective, pioneering the internationalisation of its academic programs. The institute has been graced by the association of distinguished personalities who have served as leaders and educators. Further, the Board of Governors, an amalgamation of notable industrialists, esteemed academicians, and influential members of the Jesuit Society, steers its strategic direction.

True to its foundational ethos, XLRI endeavours to deliver an education that transcends mere academic achievements. It aims to nurture future business leaders poised to address the underserved needs of society.

XLRI students possess a distinctive attribute: 'Magis'—an unyielding drive for betterment, an intolerance for mediocrity, and an aspiration for unparalleled excellence. Rather than merely desiring improved circumstances, these individuals either actively reshape their environment or maximise existing opportunities. This 'Magis' spirit manifests in an XLRI student in the following dimensions:

- **Academic Excellence:** A sincere quest for knowledge, driven more by a thirst for wisdom than the pursuit of grades.
- **Values:** An unwavering commitment to ethical and social principles, even amidst challenges like corruption or societal apathy.
- **Social Concern:** A dedication to serving the underserved, ensuring integrity is central to one's thoughts, emotions, and actions.

In its formative years, XLRI devised specialised management programs for trade unions. 1953 saw the introduction of a two-year programme in Industrial Relations and Welfare, which has since evolved into the Human Resource Management Programme. Since then, XLRI has continually expanded its academic offerings and infrastructural capabilities. 1965 witnessed the launch of a three-year evening Business Management programme, followed by a two-year full-time version in 1968. Recognising the growing demands of the corporate and public sectors, 1997 marked the inception of a one-year General Management Programme tailored for working professionals.

To extend its reach and cater to executives dispersed across various cities, XLRI initiated the Virtual Interactive Learning (VIL) division. This platform offers comprehensive 12-month programmes spanning several managerial facets. Under this initiative, postgraduate certificate courses in Business Management and Human Resource Management were rolled out in 2002 and 2003, respectively.

Through the decades, XLRI has been steadfast in introducing a myriad of short-term and extensive programs for working professionals, reflecting its unwavering commitment to shaping adept and visionary business leaders.



*Keeping true to its vision, XLRI strives to offer a management-centric education which inspires future business leaders to respond to the unmet needs of the society.*

# FROM THE DIRECTOR'S DESK



The Xavier Labor Relations Institute was founded on October 11, 1949. For the last 74 years, XLRI has collectively strived to uphold and enhance its reputation and commitment with a view to attract talented students, accomplished faculty & professionals. We invite you to embark on an incredible journey at XLRI as we celebrate our Platinum Jubilee Year from October 11, 2023, to October 10, 2024. Renowned personalities, distinguished industrialists, academicians, and stewards of Jamshedpur Jesuit Society have been part of the institute as Board of Governors, leaders and administrators. "Excellence & Integrity" is the motto of XLRI, derived from the principle of Magis – ever greater & ever better, a quest for the best, never to settle down for mediocrity and always aspire to excel. Pursuit of academic excellence & fostering whole-person integral growth of students has been the hallmark of XLRI over seven decades. XLRI relentlessly strives for more, "For the Greater Good". Inspired by the spirit of Magis, XLRI continues to remain one of the top ranked B-Schools in the country.

My dear students, a warm welcome to all who step into this esteemed institution of higher learning. During your time here, you will have ample opportunities to partake in various teams and committees, both individually and collectively, as we collectively strive to embody the spirit that fuels our passion and drives us forward. Explore the multitude of exciting prospects that XLRI has to offer while fostering your leadership skills, abilities, and talents, which will pave the way for your future success. Each batch has carved a sustainable career path, contributing to the institute's excellence. Now, it is your turn to leave an indelible mark and contribute to the continued greatness of XLRI.

We look forward to inspiring young minds and creating more responsible leaders. Together, let us join hands and embark on a journey towards building sustainable careers, not just for ourselves but for the betterment of the world around us.

**Fr S George, S.J.**  
Director

# 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. ISI ; M.A. - JNU
- Dr Arpit Kumar Parija**  
Ph.D. - IIMC ; B.Tech, Mech. Engineering
- Dr Arundhati Sarkar Bose**  
M.A. (Eco.), M.Phil, Ph.D., CESP, JNU
- Dr Purna Chandra Padhan**  
MA (Eco), Sambalpur Univ, Ph.D. (Eco), Central Univ., Hyderabad
- Dr Santanu Gupta**  
M.A. (Eco), Jawaharlal Nehru Univ, PGDiploma in Dev. Ploicy, IGIDR, Mumbai, Ph.D (Eco) IGIDR, Mumbai
- Dr Soumyatanu Mukherjee**  
PG-University of Calcutta; Ph.D. - University of Nottingham [UK]
- Dr Sumit Sarkar**  
MA (Eco.) CESP, JNU, N.Delhi, Ph.D. CESP-JNU, New Delhi
- Dr Vishwa Ballabh**  
M.Sc.(Agr.), Ph.D. (Indian Agricultural Research Inst., New Delhi)

### FINANCE

- Dr A Kanagaraj**  
M.Com., [Business Finance], Ph.D. [Pondicherry University]
- Dr Ameet Kumar Banerjee**  
PG - IEST; FPM - XLRI, Jamshedpur

### GENERAL MANAGEMENT

- Dr Gourav Vallabh**  
M.Com., L.L.B., ACA, Ph.D. (Univ. of Rajasthan)
- Dr H K Pradhan**  
MA (Utkal), M.Phil (Pune), Ph.D. (Pune)
- Dr Malvika Nandlal Chhatwani**  
MBA and Ph.D. - IIM Indore
- Dr N Sivasankaran**  
MBA ; Ph.D. - Bharathiar University
- Dr Pankaj Kumar Agarwal**  
Ph.D. - Dr RML Awadh University, UP; FPM - XLRI, Jamshedpur
- Dr Pitabas Mohanty**  
MA, Utkal Univ., Bhubaneswar, CFA, IIM-B, Fellow (IIM-B)
- Dr Prantik Ray**  
MBA-IISW & BM(Calcutta Univ.), M.A.(Jadavpur Univ.), Ph.D. (Pursuing), in Mgmt (Netaji Subhas Open Univ., Kolkata)
- Dr Rajesh Kumar Sinha**  
PGDABM-IIM[L]; Financial Risk Manager [GARP, USA]; Ph.D.- IIM[B]
- Prof Sabyasachi Sengupta**  
C.A. (ICAI), Cost Accountant (ICWAI), C.S. (ICSI)
- Dr Santoshkumar Sangem**  
CFA (ICFAI), Fellow (IIM-C)
- Dr Trilochan Tripathy**  
MA; Ph.D. - Utkal University
- Dr Vaibhav Lalwani**  
Masters in Finance - DU; FPM - IIM, Lucknow

### GENERAL MANAGEMENT

- Fr Donald D'Silva, S J**  
M.A. Journalism and Communication and Ph.D. - Madras University
- Fr K S Casimir, S J**  
Ph.D. (NIT Warrangal), EFLU (University of Hyderabad)
- Fr Kuruvilla Joseph Pandikattu, S J**  
B.Ph. and Ph.D. - Leopold-Franzens - Universitat, Innsbruck
- Dr Paramjyot Singh**  
MA, LLB, LL.M and Ph.D in Legal Studies
- Dr Rahul Kumar Shukla**  
M.A., Ph.D. [University of Lucknow]
- Dr Rajeev Roy**  
PGDM IIM Ahmedabad  
LLB - University Law College, BBSR; Ph.D. - Utkal University, BBSR
- Dr Shravasti Chakravarty**  
M.Phil in English Language and Ph.D.
- Fr Somy Mathew, S.J.**  
PG in Theology (Spirituality) and Ph.D. in Theology
- Prof Sunil Kumar Sarangi**  
M A (English), Gold Medalist, PhD (In Progress)

### HRM

- Dr Anita Sarkar**  
MBA, FPM - IIM (A)
- Dr Farheen Fathima Shaik**  
MBA; Ph.D. - IIM, Tiruchirappalli
- Dr Jatinder Kumar Jha**  
MBA, Fellow, IIM Ahmedabad
- Dr L Gurunathan**  
MBA (Bharathiyar Univ., Coimbatore), Fellow (IIM-A)
- Dr M G Jomon**  
M.Phil (Delhi), Fellow (XLRI-AHRD)
- Dr M Srimannarayana**  
MA (Indl. Relations & Pers. Mgmt.) Visakhapatnam, Ph.D. (Utkal University)
- Dr Pramod Kumar Padhi**  
LL.B. Berhampur, LL.M. Cochin, Ph.D. Berhampur
- Dr Santanu Sarkar**  
MA in Social Work (PMIR), Univ. of Indore (DAVV), Ph.D., Univ. of Indore (DAVV)
- Dr Soumendra N Bagchi**  
BE(Civil), Fellow (IIM-A)
- Dr Tina K Stephen**  
Ph.D., LLB & LL.M from Cochin University of Science and Technology

**Dr Vijay Kuriakose**  
MBA- MG Univ; Ph D- School of Management Studies, Cochin University

## INFORMATION SYSTEM

**Dr Ashis K Pani**  
M.Tech. (IITM), Ph.D. (IIT Kharagpur)

**Dr Kushal Saha**  
PGDM - IIMB and Ph.D. - IIMC

**Fr P T Joseph, S.J.**  
MBA; Ph.D. in Electrical and Computer Engineering

**Dr Pratik Tarafdar**  
Ph.D. (IIMC), M.Sc. - University of Calcutta

**Dr Rajeev Sharma**  
MBA (Devi Ahilya Univ. Indore), Fellow (IIM-B)

**Dr Shanthan Kandula**  
B.Tech - E&E - Kakatiya University; Ph.D. - IIM-Ahmedabad

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

## MARKETING

**Dr Arpita Srivastava**  
Master's Degree in English Literature, FPM - MDI, Gurgaon

**Dr Basant Kumar Purohit**  
MBA; FPM - IIMA

**Dr D Israel**  
M.Com (Madras), M.Phil (Madras), Ph.D. (Pondicherry)

**Dr Debasis Pradhan**  
PGDRM, XIM, Bhubaneswar, Fellow-IRMA

**Dr Giridhar Ramachandran**  
MS [University of Maryland]; Ph.D. [IIT Madras]

**Dr Himadri Roy Chaudhuri**  
MBA - Jadavpur University; Ph.D. - University of Calcutta

**Dr Madhu Mandal**  
PG - ITM Business School, Mumbai; Ph.D. - IIML

**Dr Megha Bharti**  
PG - Delhi School of Economics; Ph.D. - FMS [Pursuing]

**Dr Mohit Malhan**  
PGDM-IIM Calcutta; Ph.D. - IIM Lucknow

**Dr Narasimhan Rajkumar**  
PGDM (XIMB, Bhubaneswar), Ph.D. Utkal Univ.

**Dr Pingali Venugopal**  
PGDM, FPM (IIM-A)

**Dr Piyush Ranjan**  
M.Com - University of Delhi; Ph.D. - IIT, Roorkee

**Dr Prashant Kumar**  
MBA - Thapar University, Ph.D. - NITIE

**Dr Ravi Shekhar Kumar**  
B.Tech - IT - BHU, Varanasi. Ph.D. [IIML]

**Dr Sakhhi Chhabra**  
M.Sc. - Marketing; FPM-MDI, Gurgaon

**Dr Sanjay Patro**  
PGDRM (IRMA), Ph.D. (Berhampur)

**Dr Sanjeev Varshney**  
MBA Jiwaji University, Gwalior, FPM, MDI-Gurgaon

**Dr Smitu Malhotra**  
MBE, Ph.D. (IIT Kharagpur)

## OB

**Dr Ankit**  
PG-Chandragupt Institute of Management; Ph.D., IIM [Lucknow]

**Dr Ayatakshee Sarkar**  
M.Phil; Ph.D.-TISS

**Dr Gloryson R B Chalil**  
PGDM (Symbiosis Institute, Pune), FPM (IIMB)

**Dr Kumar Alok**  
PGDRM - XIMB; FPM - XLRI, Jamshedpur

**Dr Manish Singhal**  
BE (Mechanical), Jiwaji University; PGDM, (Finance), XIM Bhubaneswar; FPM (Behavioral Sciences), IIM-Calcutta

**Dr R K Premarajan**  
MA (Psy) (Calicut), Ph.D. (IIT Mumbai)

**Dr Rahul Chandra Sheel**  
M.A. - Social Work, FPM [IIM-Ahmedabad]

**Dr Sai Bhargavi Vedula**  
Graduation - Computer Science Engineering; Ph.D. - IIM, Kashipur [Pursuing]

**Fr Sebastian George, S.J.**  
PGDPMIR, XLRI, Ph.D. [Madras University]

**Dr Shibashis Mukherjee**  
MA - Indiana University; Ph.D. - Indiana University

**Dr Shiva Kakkar**  
PGDM - BIMTech.; Ph.D. - IIM-Ahmedabad

## PRODUCTION, OPERATIONS & DECISION SCIENCES (PODS)

**Dr Abhishek Chakraborty**  
M.Sc. [Applied Mathematics]; Fellow - IIM [C]

**Dr Ajith Kumar J**  
M.Tech - IIT, Kanpur, Ph.D - IIT Madras

**Dr Alok Raj**  
B.Sc - Engineering; FPM - IIML

**Dr Amitava Mukherjee**  
M.Sc., Ph.D. - Calcutta University

**Dr Apratim Guha**  
M.A. and Ph.D. from University of California, Berkeley

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

**Dr Dipankar Bose**  
B.E. (Chemical), Fellow Programme (IIM-C)

**Dr Pritha Guha**  
M.Sc. by Research in Statistics from NUS; Ph.D. from University of Birmingham, UK

**Prof Rajiv Misra**  
B.E. (Mech. Roorkee), M.S. (Industrial - State Univ. of New York, Buffalo, USA)

**Dr Sambit Brata Rath**  
B.Tech. and Ph.D. - IIM Calcutta

**Dr Sayan Mukherjee**  
BE - Jadavpur University; FPM - XLRI, Jamshedpur

**Dr Shakshi Singhal**  
M.Phil. - University of Delhi; Ph.D. - University of Delhi

**Dr Shounak Basak**  
M.Tech - IIT, Guwahati; FPM - IIM Calcutta

**Dr T A S Vijayaraghavan**  
M Stat (ISI), PGD in SQC&OR (ISI), Fellow (IIM-B)

## STRATEGIC MANAGEMENT

**Dr Apalak Khatua**  
B.Arch [BEC, Shibpore]. FPM [IIM-C]

**Dr Arindam Mondal**  
B.E. - Bengal Engineering, Shibpur; FPM - IIMC

**Dr Faisal Mohammad Ahsan**  
IIT-Delhi; Ph.D. - IIM, Lucknow

**Dr Indrajit Mukherjee**  
PGDBM & FPM - IIM-C

**Dr Kalyan Bhaskar**  
B.Tech [EE]; FPM [IIM-A]

**Dr Manoj T Thomas**  
PGD RM, IRMA, M.Phil.Dev. Stud.(Centre for Eco. & Social Studies, Hyd) FPM-IRMA, Anand

**Dr Munish Kumar Thakur**  
MBA, Devi Ahilya Univ, Indore, FPM (IIM-C)

**Dr Saurav Snehrat**  
MBA - University of Michigan; FPM - IIM-Ranchi

**Dr Smriti Das**  
PG - XISS; Ph.D. - IRMA

**Dr Tata L Raghu Ram**  
M.Sc (Limnology) Bhopal University, Ph.D. (Wildlife Biology / Biodiversity Impact Assessment) Saurashtra University

# LIST OF VISITING FACULTY

**Dr Amanish Lohan**  
Assistant Professor  
Jindal Global Business School  
Sonapat, Haryana

**Prof Atanu Ghosh**  
Founder  
Salt n Soap  
Kolkata

**Prof Chandradeep Mitra**  
Advisor & Mentor  
IIM Calcutta Innovation Park  
Kolkata

**Prof Dheeraj Juneja**  
Founder  
Catch A Cloud  
New Delhi

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

**Dr Gaurav Manohar Marathe**  
Assistant Professor  
Indian Institute of Management  
Ranchi

**Prof Goutam Mukherjee**  
Proprietor  
Creative Information Systems  
Kolkata

**Dr ISF Irudayaraj**  
Ex-Faculty  
Xavier School of Management  
Jamshedpur

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

**Dr Jitendra Singh**  
Ex-Faculty  
Xavier School of Management  
Jamshedpur

**Dr John George Chiramel**  
Consultant  
Kerala

**Dr Jyoti Kumari**  
Assistant Professor  
IBS, IFHE  
Hyderabad

**Dr Kaustav Saha**  
Assistant Professor  
T A Pai Management Institute [TAPMI]  
Manipal

**Dr Krishan Kumar Pandey**  
Professor & Dean  
O P Jindal Global University  
Sonapat, Haryana

**Prof Madhumita Mohanty**  
Consultant  
Cuttack

**Dr Manimay Ghosh**  
Professor  
Xavier Institute of Management  
Bhubaneswar

**Prof Munish Sudan**  
Senior Manager, IP Cell, R&D and SS  
Tata Steel  
Jamshedpur

**Fr Nelson A D'Silva, S.J.**  
Ex-Faculty  
Xavier School of Management  
Jamshedpur

**Dr P Saravanan**  
Professor  
Indian Institute of Management  
Tiruchirappalli

**Dr Pallab Bandyopadhyay**  
Consultant  
Bangalore

**Dr Peruvemba Balakrishnan**  
Srikanth  
Associate Director  
Cognizant  
Mumbai

**Dr Poornima Dore**  
Head - Data Driven Governance  
Tata Trusts  
Mumbai

**Dr Pranabesh Ray**  
Ex-Faculty  
Xavier School of Management  
Jamshedpur

**Dr Qazi Asif Zameer**  
Professor  
FORE School of Management  
New Delhi

**Dr Rajiv Kumar Srivastava**  
Adjunct Faculty  
Indian Institute of Management  
Lucknow

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

**Dr Saikat Chakraborty**  
Assistant Professor  
XIM University  
Bhubaneswar

**Dr Saurabh Kaushik Pandya**  
Assistant Professor  
MICA  
Ahmedabad

**Dr Shounak Roy Chowdhury**  
President  
Banyan Foundation  
Delhi

**Prof Subhasish Mukherjee**  
Consultant  
Kolkata

**Prof Sudipto Sarkar**  
Chief Quality Assurance,  
Flat Products  
Tata Steel  
Jamshedpur

**Dr T Joji Rao**  
Professor  
Jindal Global Business School  
Sonapat, Haryana

**Dr Tanusree Dutta**  
Associate Professor  
Indian Institute of Management  
Ranchi

**Dr Tarun Dhingra**  
Professor  
Fortune Institute of International Business [FIIB]  
New Delhi

**Prof V N Bhattacharya**  
Independent Consultant  
Bangalore

**Dr Virajanand Varma**  
Assistant Professor  
Indian Institute of Management  
Ranchi

# CENTRES OF EXCELLENCE AT XLRI

## Centre for Skill Development

XLRI Jamshedpur is a Management Institute started in 1949 to make a difference in the society. It was started with a vision to train youth in managerial skills. As we are in the 75th year of our existence, we would like to dedicate our services to the youth who otherwise could not make it to the regular Programmes of the institute.

Fr Enright S.J., the founding Director of XLRI, with the help of the then General Manager of TISCO N.J. Haley formed a core committee comprising Michael John (Union Leader), MD Madan, Dr Sukhantme, G.V. Apte, as well as the then assistant labour commissioner, started operating from the Boulevard Hotel in Bistupur and holding classes in KMPM School. The committee not only oversaw the operations of the fledgling institute, but taught labour laws, wages, collective bargaining, trade unionism, parliamentary procedures and public speaking. The workers and executives from local industries were among the initial students. Even though XLRI began by offering short-term courses in management and trade unions in 1949, a full-time two-year program in industrial relations and welfare was started in 1956 in a set of rooms at Loyola School.

In the Platinum Jubilee year, XLRI's Skill Development Cell is aiming at going back to the roots and reliving the original dream of the founding fathers of the Institute. The Jesuit spirit of Magis is to excel in everything we do. To fulfill this mission, we are committed to train youth coming from the rural areas of Jharkhand and Odisha, with employment skills which would help them in making their life better. Though it will be a small beginning to start with, it can change

the future of the youth in a great way. SDC would like to bring in the SC/ST/OBC boys and girls together to explore their potential and learn skills which would help them stand on their own feet. Those who fulfill the eligibility criteria will be shortlisted and trained in institutes and workshops. XLRI will be providing necessary financial support to complete the program and enable the candidates to enter a profession and become fully self-dependent. The financial support may vary from program to program depending on the place and duration.

## Centre for Entrepreneurship

The newly created Centre for Entrepreneurship has an ambition to help foster the entrepreneurial spirit of students and the budding entrepreneurs of the state of Jharkhand. This can be achieved by tapping into the existing ecosystem and creating a more viable ecosystem in the state by way of bringing all the stakeholders into one platform.

## XLRI JRD Tata Foundation in Business Ethics

XLRI, in association with a few select Tata Group of Companies, established in 1991 the JRD Tata Foundation for Business Ethics, to espouse their long-standing commitment and contribution to business ethics in India.

The foundation seeks to address ethical issues in the corporate world by publicly affirming the urgent need for upholding ethics in all spheres of business and the need to bring about a suitably favorable ethical culture in which business can thrive. JRD Tata, himself a role model par excellence for business ethics, delivered the first oration at XLRI in 1991. He was known for his challenge, "Ask not just if it is legal, but go beyond, and ask, is it the

right thing to do?" JRD Tata Chair in Business Ethics at XLRI is part of this foundation and strives to advance research, conduct workshops and equip corporates with a better ethical climate.

## XLRI Case Research and Simulation Development Centre

Case studies, games and simulations are the founding stones of management teaching pedagogy. In his methodology, the students get an opportunity to play the role of decision-makers, analysts, competitors, and consultants and tackle real-life business dilemmas. To cater to this growing demand for inclusion of more cases, games, and simulations in the teaching curriculum, XLRI Case Research and Simulation Development Centre (XL-CRSDC) was established. The centre envisages making XLRI a world-class business case repository and pursuing knowledge creation through collaboration. The cases are written by the esteemed faculty members of XLRI, research scholars and professional case writers. The services offered by the centre include providing writing and editorial assistance to case writers along with managing distribution and promotion of the registered cases. To develop impactful field-based cases the centre has been establishing strategic collaboration with corporates and institutions. To promote the cases on a global platform, the centre has partnered with The Case Centre (UK) and is in the process to establish partnership with Harvard Business Publishing as well. The centre also facilitates the case authors in sending cases for international competitions. Many of the cases registered with the centre have won accolades in international forums.

## Management and Labour Studies Journal

Management and Labour Studies (MLS) is the official journal of XLRI, Jamshedpur. The journal is one of the oldest management journals in India. It is an independent quarterly blind-reviewed journal focussed on promoting scholarly debates and academic research in diverse areas of management. The journal publishes research articles, commentaries and book reviews written by renowned academicians and scholars across the globe. The editorial board comprises celebrated academicians and practitioners from top b-schools and universities from different parts of the world. The journal is in collaboration with Sage Publications India for its promotion and distribution across the globe. The journal is indexed in international databases like Australian Business Deans Council (ABDC), Chartered Association of Business Schools (ABS) and SCOPUS among others.

## Objectives:

- To share the best practices of teaching and sharing of experiences
- To undertake research on effectiveness of various pedagogical approaches and the role of participant centred learning in Indian Context
- To sensitize faculty members about the dynamics of adult learning and the best ways to do it
- To collaborate with other Management Schools both from India and abroad pertaining to innovations in pedagogy
- To explore how technology can be harnessed to maximize learning such as blended learning, flipped classrooms and etc
- To provide a forum for faculty to understand the foundational elements of scholarship of teaching and to enhance learning of the dynamics of case based learning, simulations and other active learning approaches to enhance learning of students
- To act as a resource centre and a mentor for faculty to achieve excellence in teaching in developing world class managers.

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

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

## Financial Market Centre (FMC)

The Financial Market Centre (FMC) was established in 1998 at XLRI, Xavier School of Management as a centre for advanced learning and research serving the Indian financial sector. The FMC serves as the focal point of interest at XLRI in research, training, and consultancy in financial markets.

## Centre for Learning and Teaching Innovations

The Centre of Learning and Teaching Innovations shall work towards deploying the tools and pedagogical approaches to improve student's reasoning and argument building skills and to develop critical thinking. The Centre will work towards understanding and developing the best practices of teaching and learning. With ever shortening the attention span of millennials, what could be the approaches to make them interested, motivated and remain engaged in both inside and outside of classes. How can experiential learning methods be designed for internalizing the right lessons. What kind of pedagogical techniques will make action learning, field experiences into reflective exercises? How can both rigor and relevance be balanced?

The broad objectives of FMC can be highlighted as follows:

- Undertake research in the domain of asset prices (equity, foreign exchange, bonds, and commodities) and risk management in financial institutions.
- Publications in the form of working papers, policy memos and articles in global academic journals of repute and disseminate their findings among business and policy.
- Conduct training programmes for financial sector professionals, specifically in asset management industry, management of risk treasury, interest rate markets and their derivatives
- Disseminate research at XLRI and globally in the domain of finance to academics, policy-making bodies, and business communities through conferences and workshops.
- To further the Environmental, Social and Governance (ESG) objectives in financial and investment decisions of the industry through research and policy advocacy



## Centre for Human Resource Development (CHRD)

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

## Centre for Logistics & SCM

The Centre for Logistics and Supply Chain Management will provide leadership for evolving logistics and supply chain profession through the development, dissemination, and advancement of logistics and supply chain knowledge.

### The Mission

- to create a forum for the exchange of concepts and best practices among logistics and supply chain professionals through networking of related institutions and professional bodies
- to conduct research that advances knowledge and leads to enhanced value for the society.
- to create a forum for policy review, consult on government initiatives, raise private sector issues with government, and develop recommendations for both the public and private sectors.
- to encourage innovation through co-ordinating research, promoting co-operation in research, and ensuring excellence in the conduct of research
- to develop an understanding of opportunities for improving the efficiency and effectiveness of systems for managing the movement of materials, products, and people and thereby developing, defining, understanding, and enhancing the logistics process
- to foster skills which enable the exploitation of these opportunities through research, training, and consulting.
- to act as a transportation community network and provide information by focusing attention on matters important to the transportation community, other industry sectors and the general public.

The centre is established to provide national and international focal point for advanced teaching, training, and research in the field of logistics and supply chain management. Major involvement of the centre will be in the development of knowledge in logistics and transportation and to be recognised as one of the leading centres for advanced research and teaching. The Centre will provide resource, which encompasses programmes for MBA students and executives, research and development capabilities, and a continuing commitment to the dissemination of ideas and knowledge through publications and symposia.

## Centre for Peace and Justice

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

## Centre for Gender Equality and Inclusive Leadership

Since 2018, the XLRI Alumni Bangalore Chapter has organized many UP! Conferences (seminars, interactive sessions, discussions). The conferences were aimed to promote developmental opportunities for women professionals, both for XLRI alumni and others. Several alumni of XLRI who participated were and organizing team members came together to form the XL for Women movement (XL4W) to craft Programmes and broad-based interventions to help increase workforce participation of women and to support women in leadership positions.

The Founding Team of XL4W approached XLRI with the idea of establishing the XLRI Centre for Gender Equality and Inclusive Leadership. The Alumni Co-ordinator organized a meeting between the CfC team and some faculty members who had shown interest (Prof. Smitu Malhotra, Shreyashi Chakraborty and Manish Singhal) to discuss and refine the idea. Another meeting was followed up by the XL4W Team and Prof Shreyashi Chakraborty to arrive at a detailed project outline. Based on the above, this proposal documents the purpose, scope of activities, audience, location, and funding for the XLRI Centre for Gender Equality and Inclusive Leadership.

The trigger for the Centre's genesis is India's escalating gender gap which was highlighted in the World Economic Forum's 14th Global Gender Parity report. In terms of economic opportunities for women, India is ranked 149th out of 153 participating - also supported by ILO-estimates. This worrying trend is further exacerbated by India's poor gender ratio of 92% (2% below global avg.) due to the issue of "missing girls" and disparate gender-specific access to healthcare. Thus, the Centre will aim to improve gender equality and workforce participation of women in industry, government, and social sectors. It will achieve this through promoting research and dissemination of gender-related issues and best practices, developing Programmes and interventions to promote inclusive leadership across corporate and social segments, and building awareness through advocacy to influence and shape policy and practices.

## XLRI Centre for Spirituality

XLCEs is the Centre that caters to spiritual yearnings at XLRI, Xavier School of Management. XLRI is the pioneer in management education in India, with almost 75 years of experience in moulding global leaders for tomorrow. The Centre for Spirituality works in the area of spiritual wellbeing by undertaking training sessions in spiritual activities, conducting research in spiritual animation, in mentoring young scholastics in spiritual path. The centre also works towards this goal of spiritual wellbeing by networking with other centres of spirituality. The main activities of the centre are research, training, mentoring and networking.

Research: articles on Spirituality, Editing quarterly on Spirituality, books on Spiritual Heritage, etc. We partner in research activities with centres of similar concern in India and abroad whose primary focus is Spirituality.

Training program: training young men and women to be spiritual animators and leaders. Training Programmes could be of shorter or longer duration as per need.

Mentoring: mentoring the young scholastics who are interested in spiritual leadership is an investment for the future. Mentoring involves helping them to develop skills needed to accompany people in their spiritual journey.

Networking: Networking with spirituality centres across the globe who are involved in spiritual nourishment.

## Centre for Public Policy and Public Affairs

(XLCP) is a hub of cutting-edge ideas on areas as vast as corporate governance, conflict management and mediation, building effective public-private partnerships and public leadership. It brings together scholars and practitioners to engage in dialogue that impacts our world and helps in creating workable solutions to the policy questions of our current times. We are international in our approach, collaborating with partners from academia, international organisations, think tanks and research organisations, among many others, to bring creative solutions to areas of policy challenges such as climate change and sustainability, compassionate healthcare, early warning systems, management of resources, post-pandemic rehabilitation and social inclusion. In seeking to build ideas and leaders for the future, we offer training in public policy through an interdisciplinary lens which will equip you to address the most complex and daunting problems with creative and sustainable solutions. It is one world, our world, and we need to preserve it for generations to come.

XLCP was formally launched on February 25th, 2022, with the inaugural lecture delivered by Professor Benjamin Friedman, the William Joseph Maier Professor of Political Economy at Harvard University.

# ALUMNI RELATIONS

XLRI has a strong alumni base of over 22,000 alumni spread all over the globe. The alumni relation building activities are organised throughout the year to ensure that their connections with the alma mater stay vibrant and alive. The Annual Homecoming of XLRI is held in the first week of December, and the highlight of the event has been the Distinguished Alumni Awards Ceremony.

A week following the Homecoming, a Silver Jubilee celebration is organized to honor alumni, marking their 25th year since graduation. The third notable event on the calendar is the alumni meets, which are held in May across major Indian cities such as Delhi, Hyderabad, Kolkata, Pune, Chennai, Bangalore, and Mumbai. Additionally, selected international cities like Dubai, Singapore, and San Francisco also play host to these gatherings. Each year, these summer meets draw the participation of over 3,500 alumni from across the globe, reinforcing the strength and unity of our network.

The institute offers a dedicated alumni portal that provides the following services: procurement of online course transcripts, duplicate certificates and reference letters. XLRI is also open to alumni requests such as creating job postings, announcing mentorship programmes and applying for teaching positions among others. All Alumni can register in the portal by logging onto the mentioned website: alumni.xlri.ac.in. The online portal is managed by the institute's alumni office that facilitates alumni reconnect with the institute.

## XLERs: Who's who

### India

#### Abraham Chacko (75BMD)

Former Executive Director  
Federal Bank

#### B Muthuraman (75BME)

Former Vice Chairman of Tata Sons  
& Former Chairman of XLRI

#### KC Sood (75BME)

Managing Director  
Predominant Engineers & Contractors  
Pvt. Ltd.

#### Sanjiv Bhasin (77BMD)

Founder, Director at Radian Finserv  
Private Limited  
Former CEO at AfrAsia Bank Limited

#### Mario Lobo (77PMIR)

MD & Managing Partner  
Ray & Berndtson, Personnel Search  
Services Pvt. Ltd.

#### Ranaveer Sinha (78BMD)

Senior Advisor  
Tata Hitachi Construction Machinery  
Co. Ltd.

#### Bijou 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 Pidilite  
Industries

#### Sandeep Bakshi (81BMD)

MD & CEO, ICICI Bank

#### R Rama Krishnan (82BMD)

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

#### Zarir Langrana (82BMD)

President - Global Chemical Limited  
Tata Chemicals Ltd.

#### NS Rajan (83BMD)

Former Group CHRO, Group CMO  
CEO, IDFC Foundation IDFC Bank

#### Chandramouli Venkatesan (91BM)

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 (85BMD)

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 DDB Mudra Group

#### Sanjeev Kapur (BMD-98)

Chief Marketing Officer (Asia Pacific  
incl. Japan) MetLife

#### Jamshed Daboo (86BMD)

MD at Trent Hypermarket Ltd - Star  
Bazaar - A Tata & Tesco Enterprise

#### Ankur Gupta (IAS) (88BM)

Director General Higher Education,  
Haryana

#### S.V. Nathan (PMIR-83)

Partner & Chief Talent Officer at  
Deloitte India

#### Ajay Kaul (89BMD)

Former CEO Domino's Pizza (India)

#### Amar Babu (89BMD)

Vice President & COO, Asia Pacific at  
Lenova

#### Shankar Narayanan (89BMD)

Managing Director Carlyle Group  
(India)

#### Rajiv Burman (89PMIR)

Head of Human Resources APAC at IT,  
India

#### Sanjay Bhandarkar (90BMD)

Senior Advisor at Rothschild India

#### Anurag Behar (92BMD)

Vice Chancellor Azim Premji  
Foundation

#### Ashish Rajpal (92BMD)

Founder at XSEED Education iDiscoveri

#### CVL Srinivas (93BMD)

CEO South Asia  
Group M

#### Sadashiv Nayak (93BMD)

Business Head-Big Bazaar  
Future Group India

#### Gopal Nagpal (94PMIR)

Partner  
Ernst & Young

#### Rekha Menon (PMIR-81)

Chairman and Senior Managing  
Director, Accenture

### Abroad - (Corporate)

#### Sandeep Kataria

Global CEO of Bata  
Lausanne, Switzerland

#### Rakesh Kapoor (82BMD)

Former CEO, Reckitt Benckiser, UK

#### Matangi Gowrishanka (79PMIR)

Global Head of Capability Development  
British Petroleum, Singapore

#### Jose Parayanken (80 BME)

Chairman and MD  
Mozambique Holdings Pvt. Ltd.  
Maputo, Mozambique

#### Anup Kuruvilla (81BM)

C Founder at 1Crowd  
Former Founder of Smart

#### KP Naidu (81PMIR)

Co-Founder, SVP - Product Delivery &  
Engineering at Stealth Startup  
San Francisco Bay Area

#### V Narayanan (83BM)

Director | Distribution & Supplies Sales  
Hewlett-Packard Asia Pacific Pvt. Ltd.  
Singapore

#### Jaspal Bindra (84BMD)

Executive Chairman  
Centrum Group

#### Jacob R Robbins (84PMIR)

Chief Executive Officer at Emeterra  
Singapore

#### Leena Nair (92PMIR)

Chief HR Officer, Unilever  
London

#### Johnson Alexander (PMIR-81)

Human Resources at Universiade  
Consultancy and Services Company  
Dubai

### Abroad [Academics]

#### Avijit Ghosh (74BMD)

Dean of College of Business &  
Professor of Business Administration  
University of Illinois, USA

#### Dr. Raghu Garud (80BMD)

Research Director, Farrell Center  
for Corporate Innovation and  
Entrepreneurship, Pennsylvania State  
University

#### Gerard Tellis (77BMD)

Professor at University of Southern  
California, USA

#### Kannan Srinivasan (80BMD)

Rohet Tolani Distinguished Professor in  
International Business  
H.J. Heinz II Professor of Management,  
Marketing and Information Systems  
Carnegie Mellon University

#### Akshay R Rao (80BMD)

Chair, General Mills Professor of  
Marketing

Carlson School of Management  
University of Minnesota, USA

#### Hayagreeva Rao (80PMIR)

Professor of Organizational Behaviour,  
Stanford Graduate School of Business,  
USA

#### Sarosh Kuruvilla (81PMIR)

Professor of Industrial Relations  
& Labour Law; Cornell University  
Graduate School  
Ithaca, New York, USA

#### Neeraj Dawar (87BMD)

Nabisco Professor of Marketing  
Richard Ivey School of Business,  
University of Western Ontario, Canada

#### Girish Punj (BMD-74)

Marketing Educator, Trainer, Consultant,  
Marketing Analytics, Predictive  
Modeling, Big Data, Text Mining, Data  
Science  
Hartford, Connecticut Area

### PGDM (GM) Alumni

#### Girish Hukkeri (2008)

Founder & CEO, Embryo Fund

#### Vineet Choudhary (2008)

Head of Sales - Distribution &  
Distribution Segment at Arcelor Mittal,  
Dubai

#### Dipankar Sengupta (2003)

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

#### Kumara Guru DNV (2005)

Director - External Relations and  
Human Resources at Indian School of  
Business

### Development Sector

#### Gargi Banerjee (88PMIR)

Founder & Director at Pragya  
Gurgaon-India

#### Ashraf Patel (90PMIR)

Founder, Pravah & Winner of Ashoka  
Fellowship 1995.  
New Delhi

#### Mahesh Yagnaraman (BM - 88)

Co-Founder & MD First Energy Private  
Ltd  
Pune, Maharashtra, India

#### Kumar Ankit (BMD-2011)

Co-founder Nature Mitra Tech Solutions  
Pvt Ltd



### IMPORTANT DATES

**November 30, 2023**

Last date for the online registration of XAT-XLRI Programmes

**January 07, 2024**

XAT will be held in **96 cities** across India.

## Programmes Offered

### FULL-TIME RESIDENTIAL PROGRAMMES:

**01**

- **PGDM(BM)**  
Post Graduate Diploma in Management (Business Management)  
Two-year Postgraduate Diploma in Business Management
- **PGDM(HRM)**  
Post Graduate Diploma in Management (Human Resource Management)  
Two-year Postgraduate Diploma in Human Resource Management
- **PGDM(GM)**  
Post Graduate Diploma in Management (General Management)  
18-months General Management Programme
- **XLRI-Rutgers Double Masters Programme**  
PGDM (Logistics & Supply Chain Management) from XLRI, Jamshedpur & MS in Supply Chain Analytics from Rutgers Business School, US
- **PGDM (IEV)**  
Post Graduate Diploma in Management (Innovation, Entrepreneurship & Venture Creation)

### FELLOW PROGRAMME & RESEARCH

**03**

- **FPM**  
Fellow Programme in Management
- **EFPM**  
Executive Fellow Programme in Management

### VIRTUAL INTERACTIVE LEARNING (VIL)

**04**

- **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 Certificate Programmes
- **PGCF** - Postgraduate Certificate in Finance
- **EDAMP** - Executive Diploma in Advanced Management Programme

### XLRI ONLINE LEARNING

**02**

- **PGDBM - Online**  
- Post Graduate Diploma in Business Management
- **PGDHRM - Online**  
- Post Graduate Diploma in Human Resource Management
- **PGDF - Online**  
- Post Graduate Diploma in Finance

### CORPORATE PROGRAMMES

**05**

- Management Development Programmes (MDPs)
- In Company Programmes (ICPs)
- Long Term Post Graduate Certificate/Diploma Programmes
- Consultancy Services (Institute-Industry-Interface)

### CERTIFICATE PROGRAMMES

**06**

- **EDHRM**  
Executive Diploma in Human Resource Management 16 months Programme

### 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 comprises multiple components and one needs to maximize their performance in each of these components. In its pursuit of academic excellence, XLRI actively encourages the students from diverse backgrounds to apply for its competitive test. While preparing the short-listed candidates for the interview, in addition to XAT performance, we may factor in academic background and 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.

XLRI offers a wide range of full-time and virtual learning programmes leading to a diploma or a certificate.

Over the years, XLRI has also added several executive and corporate programmes to meet the growing demands of the business 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.



# ADMISSION PROCEDURE **XAT**

Xavier Aptitude Test

## XAT & XLRI REGISTRATION

XAT 2024 will be conducted online on Jan 7, 2024.

You can apply to both XAT and XLRI from a single registration.

- Applicants are responsible for ensuring that their application is complete and all the information provided in connection with their application is authentic & 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](http://www.xlri.ac.in)

### General Information :

- Candidates may apply for more than one programme.
- NRI candidates, however, may choose GMAT.
- Shortlist of candidates for the interview in BM & HRM programmes is based only on XAT Scores.
- PGDM (GM) candidates may apply by submitting XAT/GMAT or GRE.

### Payment Details:

#### Through XAT

**XAT Registration Fee is ₹ 2100/-**

Candidates interested in XLRI programmes need to pay an additional fee of 200/- each.

#### Through GMAT

**Indian candidate:  
Applying for PGDM (GM)  
via GMAT need to pay ₹ 2500/-**

**NRI & Foreign Candidates:  
Applying for one or more  
programmes through GMAT  
need to pay ₹ 5000/-**

# PLACEMENTS: PGDM (BM & HRM)

## Placement Process

XLRI holds a track record of helping aspiring managers to achieve their dream jobs and get placement in some of the esteemed companies across the globe. The placement office that monitors all the placement related activities, comprises placement chairperson, faculty committee members and student representatives. It is a team of dedicated members who strive throughout the year to nurture existing links with companies and at the same time establish new connections.

## Summer Internship Process (SIP)

The Summer Internship Process is an integral part of the two-year PGDBM & PGDHRM curriculums at XLRI. The SIPs, organised towards the end of the first year, allow students to understand the challenges of the corporate world and gain practical experience before they join their respective companies. This mandatory 8-week internship offers students an opportunity to explore industries and sectors of interest, to implement classroom knowledge and to gain an industry perspective. In the recent placement season, XLRI achieved exceptional results by successfully placing the largest-ever class of BM, HRM batch of 2022-24 across both Jamshedpur and Delhi-NCR campus. The placement season, which was held virtually for the first time, witnessed the participation from 103 recruiters. Renowned companies such as Amazon, BCG, Bain, Accenture Strategy, Citibank, ITC, Bajaj Auto, HUL, and Aditya Birla Group extended job roles in different segments. The summer internships are often followed with pre-placement offers (PPOs)/pre-placement interviews (PPIs) based on the student's performance for full-time recruitment. XLRI boasts of an impressive PPO rate of 43%, which is one of the highest in the industry.

## Campus Recruitment Process (CRP)

The Campus Recruitment Process (CRP) is conducted at the end of the second year; it attracts a diverse array of top-notch recruiters in search of exceptional talent for various roles. XLRI's placement success has consistently grown stronger over the years, with students being offered the best roles in the country, irrespective of the prevailing market condition. XLRI has consistently registered 100% placement batch over batch and the achievements of the recently graduated 2021-23 batch are not different. A total of 117 companies participated in the online placement process organised for the outgoing 2023 batch of BM and HRM students. Participation of leading recruiters like Boston Consulting Group, Bain and Co, American Express, Accenture Strategy, Amazon, ITC, and Paytm is a manifestation of industry faith in XLRI students.

## Lateral Recruitment Process (LRP)

The Lateral Recruitment Process (LRP) at XLRI caters to students who possess prior work experience and aspire to enter the corporate world at mid-level managerial positions. Year after year, companies from various domains, including consulting, finance, technology, general management, and human resources, actively participate in this process. The LRP is a comprehensive and time-intensive process, involving several rounds of assessment designed to identify the best talent for mid-level roles.

Several recruiters such as HUL, Colgate-Palmolive, Accenture Strategy, L'Oreal, Amazon and Microsoft among others also float case competitions for the final-year students, converting directly into PPIs and PPOs. XLRI students have excelled in these competitions year after year.



- AB InBev
- Accenture
- ACT Fibernet
- Adani
- Adani Wilmar
- Aditya Birla Group
- Airtel
- Allianz Global Investors
- Amazon
- American Express
- Aon
- Arga Investments
- Asian Paints
- Astrazeneca
- ATG Tires
- Avendus Capital
- Alvare & Marshal
- Axis Bank
- Axis Capital
- Bain and Company
- Bajaj Auto
- Bajaj Finserv
- Belden
- Bennet Coleman and Co
- Boston Consulting Group
- BYJU's
- CapGemini Elite
- Cipla
- CISCO
- Citibank
- CK Birla
- Cloudtail
- Coca Cola
- Cognizant
- Colgate Palmolive
- DBS Bank
- Delhivery
- Dell
- Disprz
- Deloitte
- Diageo
- Dr Reddy
- Edelweiss
- Tokio
- eKart
- Ernst & Young
- Emaar Group
- Everest Group
- EXL
- Experion
- Flipkart
- FinIQ
- GAIL
- General Electric
- Glaxo Smith
- Kline
- Goldman Sachs
- Google
- HCL
- HDFC
- Hexaware
- Hinduja
- Hindustan Coca Cola Beverages
- Hindustan Unilever
- HSBC
- IBM
- ICICI
- IDFC
- IndigoEdge
- Infosys
- ITC
- Jio Platform
- Jindal Steel Works
- Johnson & Johnson
- JP Morgan Chase
- Jubilant Foodworks
- Junglee Games
- Kearney
- Kornferry
- Kotak Mahindra
- KPMG
- L&T Infotech
- Larsen & Toubro
- Lodha Group
- M3M
- Mahindra Group
- Marico
- Mars Maruti
- McKinsey
- Media.net
- Mercer
- Metro Cash
- MH Alshaya
- Microland
- Microsoft
- Mondelez
- Mynta
- Nestle
- NIIF
- Ola
- ONGC
- OYO
- Paytm
- Pharmeasy
- Philips
- PhonePe
- Pidilite
- Pine Labs
- Polestar
- Positive Moves
- Power Finance Corporation
- Pricewaterhouse Coopers
- Procter & Gamble
- Publicis Sapient
- PWC
- Ramco
- RBS
- Reckitt Benckiser
- RECL
- Redseer Consulting
- Reliance Industries
- Royal Bank of Scotland
- RP Goenka Group
- RPSG
- Rupeek
- Samsung Electronics
- Samsung R&D
- SBI Cards
- Shannonside Capital
- Shell
- Standard Chartered
- Star India
- Sun Pharma
- Target
- Tata Administrative Services
- Tata AIA
- Tata Consultancy Services
- Tata Sky
- Tata Steel
- Tech Mahindra
- Texas Instruments
- Thoucentric Consulting
- Tolaram Group
- TransUnion CIBIL
- Trident
- Uber
- Udaan
- ValueLabs
- Varroc
- Vector Consulting
- Vedanta
- Virtusa Polarix
- Vodafone Idea Limited
- Walmart
- Welspun India Limited
- Whirlpool
- Wipro
- WNS
- Xiaomi
- Yes Bank

# PLACEMENT OFFICE: PGDM (GM)

## Placement Process

The Postgraduate Diploma in Management in General Management (formerly known as General Management programme) of XLRI is India's oldest management program, meant for students having prior work experience. It is XLRI's flagship full-time residential program for professionals with good academic credentials and rich industry experience of 5+ years. The students are admitted through highly competitive scores in XAT/GMAT/GRE, rigorous profile evaluation and interview process. The PGDM (GM) programme is ranked among the top 5 management programmes in India 5 ranked management Programmes 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 rigor and the peer-learning helps candidates get exposed to various facets of Management.

Placement assistance is extended to all eligible candidates provided they submit the relieving letter/sabattical letter from their last employer.

## Our Recruiters

- Accenture
- Accolite Digital
- ADP
- Adventz
- Afcons
- Amazon
- Amazon Web Services (AWS)
- Arcesium
- Arteria Technologies
- Arzoo
- Atos | Syntel
- Axis Bank
- Bain
- Bajaj Finserv
- Bandhan Bank
- Barclays
- Blue Yonder
- BYJU'S
- Cerner
- CGI
- Cognizant
- Cogoport
- Credit Suisse
- Daimler
- DBS Bank
- Dell
- Deloitte
- Deutsche Bank
- Dhanuka Agritech
- eClerx
- Investnet Yodlee
- Ericsson
- Exide Life Insurance
- EXL Analytics
- Factspan
- Fidelity
- FIITJEE
- Flip Carbon
- Gallup
- Geekom
- Genpact
- Goldman Sachs
- Hashedin
- HCL
- Hexaware
- HSBC
- IBM
- ICICI Bank
- ICICI Prudential Life Insurance
- Incture
- Indegene
- Infosys BPM
- Infosys Consulting
- ITC Limited
- Jindal Steel
- Jio Digital
- JPMorgan Chase
- JSW
- Jungle Works
- Kirloskar Oil Engines
- KPMG
- L&T Construction
- LoudCloud
- LTI
- Mahindra & Mahindra
- MAQ Software
- Medica Group
- Merilytics
- Microsoft
- Mindtree
- Moglix
- Mphasis
- Mu Sigma
- Muthoot Finance
- Nihilent
- NIIT
- Novartis
- O4S firm
- OYO
- Persistent Systems
- Playerzpot
- Publicis Sapient
- Robosoft
- Schindler
- Searce
- Service Now
- SettleMint
- Solitaire
- Solutionec
- Standard Chartered Bank
- Sub-K
- Sutherland
- Swiggy - Supr Daily
- Takshashila Consulting
- TATA AIG
- TATA Communications
- TATA Consultancy Services
- TATA Elxsi
- TATA Hitachi
- TATA Steel Downstream Products Limited
- Team Pumpkin
- Tech Mahindra
- Teleperformance
- ThermoFisher Scientific
- Thriveni Group
- Tiger Analytics
- Trantor
- TresVista
- Trident Group
- TVS
- Vector Consulting
- Vikram Solar
- Virtusa
- VLCC
- Wipro
- Xoriant
- Yash Technology
- YCP Solidiance
- ZS Associates



# ACADEMIC PROGRAMMES

## Post Graduate Diploma in Management (PGDM[BM] and PGDM[HRM])

### An overview

The two-year, full-time Postgraduate Diploma in Business Management (BM) and Postgraduate Diploma in Human Resource Management (HRM) prepare students for careers in industry and services. The courses are designed to

- Enhance analytical, problem solving and decision-making skills
- Create awareness of the socio-economic environment
- Develop personality with socially desirable values and attitudes

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

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

**Credits requirement:** 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** facilitates learning concepts, techniques and practices in the management of human resources in addition to exposing the student to different functional areas of management to enhance

the effectiveness. Since the HRM programme is a specialized programme in itself, there are no separate areas of concentration.

**Credits requirement:** 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 bachelor's 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, 2024 may also apply. The candidates whose final exams are not over by June 10, 2024, shall not be admitted into the programmes.

### Orientation Programme

An orientation programme will be conducted in June 2024. The objectives of the programme are to:

- introduce the new members of the XL family to the culture and working ethos of the institute
- to help the students identify their profile and areas of self-development
- mentor the students to have a successful stay at XLRI

### Academic Session

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 such as Economics, Finance, Information Systems, Marketing, Production, Operations & Decision Sciences and Strategic Management. A student can specialize in a maximum of two functional areas of their interest.

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

to the socioeconomic environment, ethical and legal frameworks within which business operates in India.

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

### Team Building & Village Exposure Programme

Students are expected to participate in a three-day team building programme in the first year of the course. The objective of the programme is to develop leadership and teamwork skills through adventure activities. The programme includes overnight camping and other outdoor activities.



A village exposure programme is also organised for the students, wherein they stay in nearby villages of Jharkhand and attempt to understand the practices and issues related 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 their curriculum. Students work on live assignments for various organizations wherein they are required to apply their managerial knowledge and tackle the challenges of business organizations. The Summer Projects help the students to assess their area of interest and plan their professional career.

### 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 case analysis, class participation, preparation of periodic assignments, mid-term tests and surprise quizzes. The students are supposed to maintain minimum marks, as informed by the Dean Office, for promotion to the second year and for successful completion of 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 include:

- Classroom lectures and group projects
- Case study-based teaching
- 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 are free to take optional (elective) courses of their choice. The list of elective courses is given under the section Core and Elective Courses. However, any given elective course will be taught based on the market requirement, minimum number of registrations and other related factors. The pedagogy adopted for teaching electives is case-based methodology and emphasis on knowledge application. During the electives students may also be required to undertake research studies in their field of interest and specialization as dissertation / project Work.

### Annual Convocation

The diploma is awarded in a grandiose Annual Convocation ceremony which is held towards the end of the academic year. During the event students who have excelled in academics round the year in their respective batches are celebrated for their achievements. The tentative list of academic excellence awards and medals is given below (final list will be announced in the beginning of the second year).

### FEES

Fees and other charges payable for 2 years PGDM BM/HRM will be approximately

**₹14.3 Lakhs p.a.**

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

# PGDM (BM) Core & Elective Courses

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## CREDITS Core Courses

[All courses are of 3 credits unless mentioned otherwise]

### TERM 1 [ 21 credits ]

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

### TERM 2 [ 22 credits ]

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

### TERM 3 [ 20 credits ]

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

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## CREDITS Elective Courses

### TERM 4,5,6

#### Economics

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

#### Finance

1. Advanced Financial Modeling using R
2. Behavioural Finance\*
3. Business Analysis and Valuation
4. Capital Expenditure Planning and Control

5. Commodities Derivatives Market
6. Corporate Taxation
7. Debt Markets and their Derivatives
8. Earnings Management: Detection and Control
9. Financial Analysis, Planning and Control
10. Financial Considerations & GST for Sales Function\*
11. Financial Decision Making Under Information Asymmetries\*
12. Financial Markets
13. Financial Modeling Using Excel
14. Financial Risk Management
15. Financial Technical Analysis and Introduction to Global Intermarket Analysis\*
16. Fundamental Analysis\*
17. Indian Accounting Standards
18. International Business Economics
19. International Financial Management
20. Issues in Empirical Finance
21. Management of Banking
22. Mergers, Acquisition and Corporate Restructuring
23. Options and Futures
24. Risk Management and Insurance
25. Security Analysis and Portfolio Management
26. Social Finance
27. Structured Finance
28. Venture Capital and Private Equity

#### Information Systems

1. Big Data Analytics
2. Blockchain Application for Managers\*
3. Business and Data Communications Networks
4. Business Modeling Through System Dynamics
5. Business Modeling using Spread Sheets

6. Cyber Law
7. Data Structures
8. DBMS with Oracle
9. Decision Support Systems
10. Digital Product Management: Concept to Commercialization
11. Digital Transformation Strategy
12. Enterprise Resource Planning
13. I S Strategy
14. Information Security and Risk Management
15. Intellectual Property Rights
16. Machine Learning for Business Analytics
17. Managing Business Process Outsourcing
18. Object-Oriented Programming
19. Software Project Management

#### Marketing

1. Advertising and Sales Promotion
2. Business-to-Business Marketing
3. Competition and Globalisation
4. Consumer Behaviour
5. International Marketing
6. Internet Marketing
7. Marketing Analytics – Storytelling with Data
8. Marketing and Society
9. Marketing Decision Models
10. Marketing Engineering\*
11. Marketing in Emerging Countries\*
12. Marketing in Practice
13. Marketing Law
14. Marketing Metrics for Marketing Performance Evaluation\*
15. Marketing Performance Assessment
16. Marketing Research
17. Pricing Management
18. Product and Brand Management
19. Qualitative Market Research\*

20. Retail Management
21. Sales and Distribution Management
22. Services Marketing
23. Sports and Tourism Marketing
24. Strategic Marketing

#### Production, Operations & Decision Sciences

1. Advanced Inventory Control
2. Advanced Operations Research
3. Demand and Business Forecasting
4. Digital Product Management: Concept to Commercialization
5. Digital Transformation Strategy
6. Electronics Business and Markets
7. Enterprise Resource Planning
8. Logistics and Supply Chain Management
9. Managing Industry 4.0 Ecosystem
10. Materials Management
11. Production Planning and Control
12. Project Management
13. Quality, Control, Analysis and Management
14. Service Operations Management
15. Supply Chain Analytics
16. Technology Management
17. Theory of Constraints

#### Strategic Management

1. Advanced Environmental Management and Green Marketing
2. Applied Quantum Innovations
3. Balanced Score Card
4. Building Learning Organisations
5. Business Models of Organisational Excellence\*
6. Business Networking\*
7. Competition and Globalisation
8. Contemporary Business Practices

9. Corporate Sustainability in Practice
10. Data-Driven Strategic Decision Making
11. Designing Organisations for Uncertain Environment
12. Entrepreneurship and New Ventures
13. Entrepreneurship Planning and Development: with special reference to Tech-Entrepreneurs and Professionals
14. Global Business Turnaround Management : Transformation
15. I S Strategy
16. International Relations and Management
17. Introduction to Management Consulting Practice
18. Introduction to Social Entrepreneurship
19. Managing Energy Businesses
20. Gales of Creative Destruction – Managing Innovation
21. Managing Private-Public Partnerships
22. Managing Strategic Transformation
23. Mergers, Acquisition and Corporate Restructuring
24. Public Policy and Business Strategy
25. Resource Based Strategy
26. Strategic Game Theory for Managers
27. Strategic Leadership and Governance
28. Strategic Marketing
29. Strategies for the Bottom of the Pyramid\*
30. Strategies of Co-operation
31. Technology Management

#### Courses from other Functional Areas

1. Analysis for Managerial Decision Making
2. Analysis of Sports and Sportspersons
3. Assertiveness Training

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

\*Half-Credit Course

# PGDM (HRM) Core & Elective Courses

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CREDITS  
Core Courses

*\*[All courses are of 3 credits unless mentioned otherwise]*

## TERM 1 [ 21 credits ]

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

## TERM 2 [ 23 credits ]

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

## TERM 3 [ 22 credits ]

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

## TERM 4,5,6

- |  |   |   |   |   |
|--|---|---|---|---|
| 1. Advanced Environmental Management and Green Marketing | 27. Data Structures   | 50. HR Tools & Techniques*                          | 74. Managing Redundancy   | 100. Strategic Leadership and Governance  |
| 2. Advanced Manpower Planning                            | 28. DBMS with Oracle  | 51. Human Resource Information Systems              | 75. Managing Strategic Transformation                           | 101. Strategies for the Bottom of the Pyramid*  |
| 3. Applied Econometrics for HRM                          | 29. Decision Support Systems  | 52. Human Resource Management in Service Sector     | 76. Marketing Decisions for HR                                  | 102. Strategies of Co-operation   |
| 4. Analysis for Managerial Decision Making               | 30. Designing Organisations for Uncertain Environment   | 53. I S Strategy                                    | 77. Measuring HR*   | 103. Stress Management  |
| 5. Applied Quantum Innovations                           | 31. Development Economics   | 54. Ideas Changing World – 2 Credits                | 78. Money Banking and Finance                                   | 104. Sustainable Human Resource Management - 2 credits  |
| 6. Assertiveness Training                                | 32. Digital Product Management: Concept to Commercialization  | 55. Indian Philosophy and Leadership Excellence     | 79. Object-Oriented Programming                                 | 105. Taxation of Salaries*  |
| 7. Balanced Score Card                                   | 33. Digital Transformation Strategy   | 56. Industrial Economics and Competitive Strategies | 80. Occupational Testing  | 106. The Ethics of Artificial Intelligence and Human Enhancement – Implications for Management Practitioners* |
| 8. Basic Econometrics of HR                              | 34. Economics of Human Resources  | 57. Industrial Jurisprudence                        | 81. Operations Research for HRM                                 | 107. The Foundations of Happiness*  |
| 9. Behavioral Economics and Experimental Methods         | 35. Economics of Information and Network Industries   | 58. Information Security and Risk Management        | 82. Organisational Change and Development                       | 108. Training and Development   |
| 10. Behavioral Strategy & Decision-Making                | 36. Employee Empowerment*   | 59. Intellectual Property Rights                    | 83. Participative Management*                                   | 109. Transactional Analysis   |
| 11. Big Data Analytics                                   | 37. Emotional Intelligence and Managerial Effectiveness   | 60. International Business Economics                | 84. People Analytics*   | 110. Zen and the Executive Mind   |
| 12. Blockchain Application for Managers*                 | 38. Enterprise Resource Planning  | 61. International Human Resource Management         | 85. Personal Effectiveness and Self-Leadership                  |   |
| 13. Building Learning Organisations                      | 39. Entrepreneurship and New Ventures   | 62. International Relations and Management          | 86. Personal Growth Lab   |   |
| 14. Business and Data Communications Networks            | 40. Entrepreneurship Planning and Development: with special reference to Tech-Entrepreneurs and Professionals | 63. Introduction to Social Entrepreneurship         | 87. Political Behavior & Impression Management in Organizations |   |
| 15. Business Modeling Through System Dynamics            | 41. Ethics of Business Turnaround Management  | 64. Labour Law Applications                         | 88. Principles of Labour Administration                         |   |
| 16. Business Networking*                                 | 42. Executive Compensation  | 65. Leadership, Influence and Power                 | 89. Public Policy and Business Strategy                         |   |
| 17. Collective Bargaining and Negotiation Process        | 43. Financial Considerations in Managing HR   | 66. Machine Learning for Business Analytics         | 90. Quality, Control, Analysis and Management                   |   |
| 18. Competition and Globalisation                        | 44. Gales of Creative Destruction – Managing Innovation   | 67. Management of Creativity                        | 91. Resource Based Strategy                                     |   |
| 19. Communicating Critical Decision                      | 45. Game Theory for Managers  | 68. Management of Relationships                     | 92. Role of HR in Knowledge Management                          |   |
| 20. Consulting to Management                             | 46. Global Business Turnaround Management : Transformation  | 69. Managerial Competencies and Career Development  | 93. Selection*  |   |
| 21. Contract Law for HR Managers*                        | 47. Grievance Resolution*   | 70. Managerial Counseling                           | 94. Social Banking and Microfinance                             |   |
| 22. Corporate Image Building                             | 48. HR Audit*   | 71. Managing Diversity in the Workplace             | 95. Social Finance  |   |
| 23. Corporate Sustainability in Practice                 | 49. HR Issues in Mergers and Acquisitions   | 72. Managing Energy Businesses                      | 96. Social Legislation for Indian Managers                      |   |
| 24. Cross-Cultural Management                            |   | 73. Managing Private-Public Partnerships            | 97. Software Project Management                                 |   |
| 25. Cyber Law  |   |   | 98. Strategic Communication                                     |   |
| 26. Data-Driven Strategic Decision Making                |   |   | 99. Strategic Human Resource Management                         |   |

*\*Half-Credit Course*

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CREDITS  
Elective Courses



# Post Graduate Diploma in Management (PGDM [GM])

## Programme overview

PGDM(GM) is an 18-month consolidated programme in general management designed to introduce the practicing managers to the theoretical foundations of management. The students gain a holistic perspective of business that equips them with tools and techniques to perform their task effectively and shoulder greater responsibilities. The institute awards the PGDM (GM) to the participants who successfully complete all the requirements of the programme.

### Eligibility

Candidates applying for PGDM (GM) 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, 2024 in an organization of repute in the public, private or non-governmental sector after completing graduation.

### Curriculum

The AICTE recognized 18-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 765 minimum and 865 maximum contact hours in class. The programme encourages, supports and provides enough scope to the participants for self study. The programme starts with induction for initiating the participants with XLRI's culture and refreshing the fundamentals for better appreciation of the courses to follow. Thereafter, the participants undergo the core courses as building blocks essential for management education. Currently, the core courses are categorized into eight major areas, Finance, Marketing, Production, Operations and Decision Sciences, Information Systems, Human Resource Management, Organizational Behaviour, Economics and Strategic Management, providing not only the essentials of management but also the core functional skills. The core course curriculum also includes Soft Skills workshop, Industry Interfaces

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

### Field-Based Training

It is compulsory for all the students to undergo 6-month field based training after completing the 12-month 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 project work and

obtain a satisfactory certificate from the company. Rest of the students are allowed to fulfill the requirements by undergoing 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 six-month field-based training.

### Academic Evaluation System

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



### Core Courses

#### Term-I

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

#### Term-II

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

#### Term-III

- Operations Research
- Managerial Ethics
- MIS: Technical and Social Perspectives (Includes Spreadsheet Modeling)
- Corporate Strategy and Strategy Implementation
- Managerial Communication-II
- Industrial Relations
- Production and Operations Management-I
- Financial Management-II

#### Term-IV

- Production and Operations Management-II
- Digital transformation
- Introduction to Sustainable Development & Corporate Sustainability

#### Term-V

- Electives

#### Term-VI

- Electives

### Elective Courses:

- Advanced Corporate Finance
- Advertising & Integrated Brand Communications
- Applied Econometrics For Business
- Balance Score Card [2 Credit]
- Big Data Analytics
- Business Analysis & Valuation
- Business Intelligence And Data Mining
- Business Modeling Using Spreadsheets
- Business Models For Organizational Excellence
- Business To Business Marketing
- Capital Expenditure, Planning & Control
- Communicating Critical Decisions [2 Credit]
- Competition And Globalization
- Competitive Strategies For Oligopolistic Markets- Theoretical Underpinnings In Industrial Organization
- Consumer Analytics
- Consumer Behaviour
- Corporate Tax Management
- Decision Making for Effective Leadership [2 Credit]
- Demand Forecasting
- E-Business Strategy
- Economics Of International Trade
- Economics Of The Currency Market And Open Economy Macroeconomics
- Employee Empowerment And Participative Management
- Entrepreneurship And New Ventures
- Executive Development Tools And Techniques
- Experiential Workshop On Selling & Negotiation Tactics
- Financial Considerations & GST for Sales Function [1.5 Credit]
- Financial Modeling Using Excel
- Financial Risk Management
- Foundations Of Management Consulting Practice
- Fundamentals Of Development Economics
- Game Theory And Its Business Applications
- HR Analytics
- HR Issues In M&A
- Infrastructure Management Through Public Private Partnerships
- International Management
- Internet Marketing
- Introducing Operations Strategy
- Introducing Supply Chain Analytics
- Introduction To Enterprise Resource Planning
- Investments
- IS Strategy
- Legal Aspects of Marketing
- Managing Competencies And Performance In Organizations
- Managing Corporate Reputation
- Managing Energy Businesses [2 Credit]
- Managing Service Operations
- Managing Strategic Transformations [2 Credit]
- Marketing Analytics
- Marketing In Emerging Countries
- Marketing Research
- Marketing Strategy & Implementation
- Mergers, Acquisitions & Corporate Restructuring
- Money And Banking
- Operations Planning And Control
- Operations Simulation [2 Credit]
- Performance Management And Appraisal
- Product & Brand Management
- Project Planning And Control
- Public Policy and Business Strategy [2 Credit]
- Quality Management
- Resource Based Strategy
- Retail Management
- Sales & Distribution Management
- Services Marketing
- Social Banking And Inclusive Finance
- Social Mobile Analytics And Cloud - The Emerging Business Accelerator
- Software Project Management
- Strategic Cost Management
- Strategic HRM
- Strategies For The Bottom of the Pyramid
- Strategies Of Cooperation
- Structured Finance
- Supply Chain Management
- Systems Dynamics
- Theory Of Constraints for Operations
- Thriving In Political Environment (With Integrity & Ethics)
- Tools and Techniques for Executive Development
- Transformation For Sustainable Superior Performance
- International Financial Management
- Managing Innovation

### FEES

Fees and other charges payable for 18 month PGDM (General Management) will be approximately

**₹24.2 Lakhs**

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

# Double Masters Programme in Supply Chain Management and Supply Chain Analytics

(In International Partnership with Rutgers Business School, USA)

## Programme overview

PGDM in Logistics & Supply Chain Management from XLRI, Jamshedpur, and MS in Supply Chain Analytics from Rutgers University, US is a double masters programme from two highly ranked institutions that have centers of excellence in supply chain and operations. The programme is designed to provide students a fundamental understanding of a firm's logistics and supply chain management from a global perspective. Students will acquire professional competencies in supply chain management, materials management and logistics, and an in-depth understanding of supply chain analytics enhancing their knowledge, job skills and enrichment. This highly competitive programme is best suited for those with a mindset to apply analytics to supply chain fields and be the future supply chain leaders.

## Structure

Students who are admitted in this programme will complete the first year of the course in XLRI Jamshedpur and commence their second year at Rutgers Business School, US. On successful completion of the required courses and other formalities as stipulated by the respective institutions, the students will be awarded PGDM in Logistics & Supply Chain Management from XLRI Jamshedpur and MS in Supply Chain Analytics from Rutgers University, US.

## Eligibility

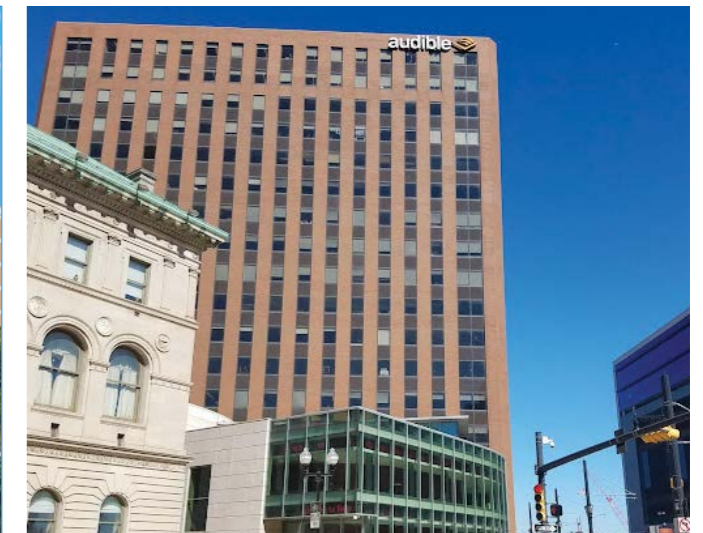
The candidates applying for the programme should have a three-year Bachelor's degree in any discipline, recognized by a University or Deemed to be University and it should be from a NAAC accredited institution with a rating of at least A. For engineering graduates who have completed the 4-year course from reputed institutions like IITs, NITs, etc. NAAC Accreditation is not mandatory. Those completing their final examination by June 10, 2024 may also apply. Candidates with substantial work experience and those sponsored by their organizations are encouraged to apply.

## Course Fee

₹15 Lakhs  
1st year fee

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

(For more information, visit: [www.xlri.ac.in](http://www.xlri.ac.in))



## Curriculum Structure of the Double Masters Programme

### First Year Courses

*(Done at XLRI – Xavier School of Management, Jamshedpur, India)*

- Individual and Group Behaviour in Organization
- Management Accounting I & II
- Managerial Communication
- Managerial Economics
- Principles of Marketing
- Quantitative Techniques I & II
- Financial Management I & II
- Introduction to Sustainable Development & Corporate Sustainability
- Management Information Systems
- Macroeconomic Theory and Policy
- Managerial Ethics
- Human Resource Management
- Operations Research
- Strategic Management

### Supply Chain Management Domain Courses

- Operations Management I & II
- Legal Aspects of Logistics and Supply Chain Management
- Business Forecasting
- Advanced Operations Research
- Logistics and Supply Chain Management
- Production Planning Control
- Project Management
- Theory of Constraints
- Supply Chain Risk Management

### Second Year Courses

*(Done at Rutgers Business School-Newark and New Brunswick, U.S.A)*

#### Core Courses

- Supply Chain Management Strategies
- Supply Chain Analytics
- Industry Client Projects OR Independent Study in SCM

#### Supply Chain Analytics Elective Courses

- Global Procurement and Supply Management
- Supply Chain Finance
- Supply Chain Solution with SAP I
- Demand Management for Value Chain
- Lean Six Sigma
- Supply Chain Artificial Intelligence
- Business Intelligence for Supply Chain and Marketing
- Data Analysis and Decision Making
- Business Data Management
- Analytics for Business Intelligence
- Data Mining
- Data Analysis and Visualization
- Business Analytics Programming

**Other relevant courses at Rutgers may be selected subject to approval**

# Fellow Programme in Management (FPM)

## Programme overview

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 proceed 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 has to be completed within two years. The student will select a thesis topic from among the specialization areas:

- Economics
- Finance
- General Management
- Information Systems
- Marketing
- Productions, Operations & Data Sciences
- Organizational Behaviour
- Human Resource Management
- Strategic Management

## RESEARCH & PUBLICATIONS

Type	2020-21	2021-22	2022-23
Articles in academic research journals	66	89	91
Books	3	2	2
Book Chapters	3	1	2
Teaching Cases	3	9	14
Presentations at academic conferences	10	8	21

## Basic Eligibility

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

<p><b>A</b> BE / B. Tech. degree or its equivalent with at least <b>60%</b> marks (50% for SC/ST candidates) obtained after completing higher secondary education (10+2) or equivalent, and followed by at least 2 years of relevant work experience</p>	<p><b>B</b> Bachelors degree/ equivalent of minimum three years duration with at least <b>60%</b> marks (50% 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 in India/abroad with at least <b>55%</b> marks (50% for SC/ST candidates)</p>	<p><b>C</b> An integrated masters degree of four/five years in any discipline, with at least <b>55%</b> marks (50% for SC/ ST candidates), obtained after completing higher secondary education (10+2) or equivalent</p>	<p><b>D</b> Professional qualification like CA, ICWA, or CS with at least <b>55%</b> marks (50% for SC/ST candidates)</p>
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Candidates who have the above mentioned basic eligibility can apply for admission to the FPM through any one of the following three routes:

<p>Route <b>1</b> (XAT 2024) Appear in the Xavier Aptitude Test (XAT) to be conducted all over India on January 7, 2024.</p>	<p>Route <b>2</b> (UGC-JRF/NET; GMAT/GRE/GATE) Appear in UGC-JRF/NET or GMAT or GRE or GATE conducted in the current year (2023-24) and submit the scores obtained.</p>	<p>Route <b>3</b> (MBA/PGDM) Have a two-year full-time PGDM/MBA or equivalent, from XLRI, any of the IIMs, FMS Delhi, MDI Gurgaon, XIM Bhubaneswar, IRMA, SP Jain, School of Management of an IIT, TISS or ISI with a CQPI of at least 6.00/8.00 or equivalent.</p>
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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 relevant and 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. 45,000/-** per month during 1st and 2nd years and **Rs. 50,000/-** 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 full-time residential students, and for a maximum period of four years. A fellow student is entitled to a contingency grant of Rs.30,000/- per annum for four years and a grant of Rs. 50,000/- for data collection.

## Conferences & 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. 2,50,000/- subject to meeting necessary criteria laid out by the institute.

**Last date of applying for FPM is November 30, 2023**

# Executive Fellow Programme in Management (EXEC-FPM)

## Programme overview

Executive Fellow Programme in Management (EFPM) 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, 2024. Candidates who are less than 50 years of age shall get a preference.

For application process and details, kindly visit [acad.xlri.ac.in/admission](http://acad.xlri.ac.in/admission). Short listed candidates will be required to appear for a personal interview at XLRI, Jamshedpur, for the selection process.

## Course Structure

There will be four campus visits of 20 days each during the first two years after which they are required to plan for 3 visits of 7 to 10 days in the campus which is mandatory. The scheduled classes for coursework in the first two years will be intimated by the FPM office at 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 & defend the final thesis. The doctoral scholars are encouraged to spend more time with the academic community of 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 needs to re-register with a fee of Rs. 1,00,000/-. The maximum time taken for the programme is 8 years or 3 years from

the completion of course work whichever is later. On successful completion of all the requirements of the programme, a student will be awarded the title 'Fellow in Management of XLRI'. The programme will commence in June 2024.

Last date for applying for EFPM is December 31, 2023

## Course Fee

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

**₹11.6 Lakhs**

(plus applicable service tax. Boarding, lodging and other expenses incurred during stay in the campus will be charged separately.)



# Post Graduate Diploma in Management (PGDM [IEV])

## Programme overview

Post Graduate Diploma in Management in Innovation, Entrepreneurship & Venture Creation is a full time AICTE approved course in entrepreneurship by XLRI which offers structured long-term support for aspiring entrepreneurs by combining management education with incubation/acceleration. It approaches management education from the view point of startups and it is designed to deliver learning which is relevant and useful to entrepreneurs. As a result of this progressing and integrative approach, an aspiring entrepreneur/-student doesn't have to choose between an MBA and starting their own venture.

The programme is meticulously designed to maximise experiential learning for aspiring entrepreneurs. It is a full-time AICTE-approved course in entrepreneurship, which offers structured long-term support for aspiring entrepreneurs by combining management education with incubation/acceleration. It approaches management education from the viewpoint of start-ups and is designed to deliver learning, which is relevant and useful to entrepreneurs.

It addresses management education from the perspective of startups, with the goal of delivering learning that is relevant and practical to entrepreneurs. As a result of this forward-thinking and integrative strategy, an ambitious entrepreneur student does not have to choose between pursuing an MBA and launching their own business. This curriculum is precisely structured to maximise experience learning for potential entrepreneurs. The importance of entrepreneurship in an economy has been realized by all countries and the entrepreneurial eco-system has been growing by leaps and bounds the past few years.

The programme provides students with skills, analytical tools, perspectives, and experiences that prepare them for careers as entrepreneurs, family-business entrepreneurs, or as self-employed professionals.

Whether a student wants to start a business while in b-school, join an emerging business, give impetus to a family business, or set the groundwork to launch a new firm later in his or her career, the programme aims to provide preparation for all of these exciting options. The special strength of this

programme is that it combines theory with practice, providing students the opportunity to test the theories, models, and strategies learned in the classroom by creating real business plans, working on other field projects, and gaining access and insight from leaders in the entrepreneurial business community.

### Program Advantages:

- **XLRI Network:** Students will get mentored by XLRI Faculty, Alumnus and other entrepreneurs from the industry. On completion of the programme, graduating students of the programme will be part of the XLRI Alumni community.
- **Faculty from XLRI & The Ecosystem:** Programme is anchored by full-time faculty of XLRI. Guest faculty are drawn from entrepreneurs, subject matter experts, investors, and other important stakeholders from the entrepreneurial ecosystem.
- **Incubation** - The programme envisages students starting their own ventures during the programme and incubating it at XCEED, the campus incubator.
- **Strong Industry Exposure:** Internships and live projects opportunities at startups. They get to attend several ecosystem events as well.
- **Learning Materials:** Access to online resources including databases, e-journals, pitch deck bank and software tools.
- **Tech Credits:** Privileged access or discounts from several business service providers and technology partners.
- **Programme Curriculum:** Contemporary curriculum which contextualizes business education for startups.

**There is no placement support provided for PGDM-IEV**

**This program is based at XLRI Delhi-NCR**

### XCEED: What Xceed Does?

We deliver disproportionate impact to entrepreneurship in India by backing purpose-driven entrepreneurs harnessing the power of technology to solve some of India's toughest problems using business models.

**The following are the activities of XCEED: The XLRI Delhi-NCR campus incubator:**

**The incubator features:**

- 100 seater Amphi Theater for startups (conducting sessions/workshops/ mentorship programme, brainstorm, prototype development, etc.)
- 2 huddle rooms
- 3 conference / meeting rooms
- A 3D white board for ideation
- A 3D white board (outside the meetings rooms)
- 12 work stations
- Lounge area for informal discussion
- Large touch-screen TVs for video conferencing/ meeting

### XCEED Activities:

- **TRAINING:** Our incubator hosts workshops and seminars from entrepreneurs & industry leaders on a variety of topics such as marketing, finance, legal issues, and so on, as well as other customized courses relevant for the startups incubated at XCEED.
- **NETWORKING OPPORTUNITIES:** Networking events and workshops are held on a regular basis to connect entrepreneurs with potential partners, investors, and industry experts.
- **ACCESS TO FUNDING:** We help startups access funding by providing information on grants, loans, and investment opportunities.

### Workshops

The following workshops were organized: you may include 2/3.

- Zoho Creator – No/Low code development
- Captable Management by Qapita
- Legal issues for Startups – Lawyered
- Managing People – TiE Delhi
- Blockchain Hurdles
- Microsoft \_Ms. Madhurima Agarwal: Topic: Microsoft for startups
- Session by JAGRITI YATRA
- Investor Lounge Series by VAKIL SEARCH
- Startup Community for Investor Lounge | VAKIL SEARCH

### Mentorship

Entrepreneurs will have access to experienced mentors who have a wealth of knowledge and expertise in various industries. These mentors will provide guidance, feedback and advice that will help startups navigate the early stages of business development.

### Partners:

Our incubator offers a comprehensive set of resources and services designed to assist entrepreneurs in turning their ideas into successful businesses. Startups can avail the benefits offered by the partners to create a supportive and collaborative environment that fosters innovation and growth.

### XCEED Partnerships

XCEED has several partnerships with business service providers, technology services, funding entities and other eco-system partners, providing a variety of benefits to startups like providing tech credits to help build your product or giving free or discounted services. It also includes sharing preferential business services, sharing knowledge and access to build business relationships.

### FEES

Fees and other charges payable for PGDBM (IEV) will be approximately

**₹15 Lakhs**

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

### Our Partnerships:

- Caller Desk
- Amazon Web Services
- Digital Ocean
- Hubspot
- IAVC
- Inflection
- Fundenable
- Indian Angel Network
- Microsoft
- Qapita
- Razor Pay
- Syrow
- TiE Delhi NCR
- Vakil Search
- ZOHO
- Lawyered
- Payu
- Bank of Baroda
- Jagriti Yatra
- IPV
- vCloudX
- Headstart
- Fundcorps
- Lets Venture
- Guptali Invests
- GenY
- IvyCap Ventures

### Collaboration & Participation : Ecosystem Partner

- **JAGRITI YATRA:** Institute Partner for Jagriti Yatra 2022 \_XLRI Delhi NCR – PGDM IEV
- Tie NCR: India Internet Day
- ENTREPRENEUR INDIA
- INVESTOR MEETUPS
- PITCH FUNDING | SESSIONS
- TIECON: XLRI partnered with TiE Delhi as a community partner for TiEcon Delhi 2023. The event is the country's biggest entrepreneurship event and was scheduled for 17th and 18th March 2023 at Leela Ambience in Gurugram. This year's theme was – Navigating the New World.
- **VAKIL SEARCH:** Vakilssearch's collaboration with Carta, a platform that helps startups manage their equity ownership in a simple and streamlined way, exclusively partnered with XLRI XCEED and BITS BIRAC BioNEST for an introductory seminar to help startups.

**1** **Startup Track – For those who wish to start a new venture**

**2** **Family Business Track – For those who wish to continue in their family business, strengthen it and take in exciting new directions**

# XLRI Online Learning (XOL) Programmes

The XOL programmes are best suited for working professionals who want to learn without leaving their job.

## Post Graduate Diploma in Business Management (Online) (AICTE Approved)

The two-year Postgraduate Diploma in Business Management is a master level program equipping the participants with an integrated approach to management function and related skills. The programme also provides an opportunity to concentrate in one or two of the functional areas (viz. Economics, Finance, Information Systems, Marketing, Production, Operations & Decision Sciences and Strategic Management). To fulfill the requirement of area(s) of concentration, a participant is required to successfully complete five electives (with highest scheduled teaching hours) offered from the concerned area. Participants also have the freedom to choose any of the offered electives that suit individual requirements without an area of concentration.

**The PGDMBM (Online) program is delivered online with three one week campus immersion modules during term I at start, term III and term VI.**

For working professionals, the PGDMBM program is best suited as they learn while they earn. Fresh graduates, who are expected to join an organization while doing the program will get more opportunities to learn from the experienced XLRI faculty, chosen academicians across the country as well as industry experts and can also interact with very diverse group of participants over an interactive online platform which monitor their learning as well as performance progression during the course. The program also offers a significant industry interface in the form of senior corporate leadership interactions and career support initiatives.

## Post Graduate Diploma in Human Resource Management (Online) (AICTE Approved)

The two-year Postgraduate Diploma in Human Resource Management is a master level program facilitating the learning and application of 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. Being a specialized program in itself, there are no separate areas for concentration.

**The PGDMHRM (Online) program is delivered online with three one-week campus immersion modules during term I at start, term III and term VI.** For working professionals, the PGDMHRM (Online) program is best suited as they learn while they earn. The list of mentors comprises esteemed XLRI faculty, renowned academicians from across the country as well as industry experts who interact with the students over an interactive online platform.

## Post Graduate Diploma in Finance (Online) (AICTE Approved)

The two-year Postgraduate Diploma in Finance (Online) is a master level program which aims at providing a holistic understanding of the essential concepts, tools, techniques, and practices of finance. The PGDF(online) curriculum is aptly designed after extensive industry consultations covering the broader finance themes in accounting and corporate finance, asset markets and banking, investment techniques and wealth management.

Students gain deeper insights into the emerging developments such as fintech and digital finance, data science and machine learning tools as applicable to finance.

**The program is delivered online with three one-week in-campus modules at XLRI Jamshedpur.** The weeklong Mumbai immersion program offers a learning opportunity visiting institutions such as exchanges and depositories for interactions as well as lectures from senior finance professionals

The program aims at bridging the gap between the aspirations of the participants and the requirements from a qualified finance professional. For working professionals, the PGDF (online) program is best suited as they learn while they earn. Participants learn from the experienced XLRI faculty as well as industry experts and their peers over an interactive online platform and monitor their learning as well as performance progression during the program.

## Key Benefits of joining the PGDM Online Programmes

AICTE approved 2-year online program  
Direct-to-device mode – Students can attend from any place

Bank loan facility available for working executives

Taught by eminent faculty members of XLRI and experienced industry experts

Over 22 years of experience in online teaching for working professionals

Three campus visits of one-week each spread across two years

Technological support for systematic peer learning

Provision to take a temporary break and re-join with another batch (subject to relevant rules)

Partial fee waivers for Women/SC/ST students and scholarships for top academic performers

Career guidance support

Access to digital library

Alumni status and access to XLRI Alumni network

Open to foreign nationals and Indians working abroad.

All scheduled teaching sessions are live and interactive.



## FEES

Fees and other charges payable for XOL will be approximately

**₹13.9 Lakhs**


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

















# International Student Exchange Programmes (ISEP)

International Student Exchange Programme (ISEP) partners with best educational institutes across the globe with the objective of providing students an international environment while studying, traveling and socializing with students and faculty from all over the world. ISEP facilitates an exchange of ideas between academic institutions and paves the path for academic collaborations. Joint activities provide each school with a better understanding of the methods and programmes of the partnering school and enhance knowledge and skills of students and faculty members alike. Students participating in the programme seek to broaden their academic and cultural experiences. The experience contributes immensely in building a management perspective and poise in the global scenario. The exchange programme students add to the diversity of knowledge and culture at the institute and enhance 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 help in cultural diversification and international exposure of our students, faculty and fellow programme scholars.

## International Collaborations:

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

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



# Scholarships

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

Name of the Scholarship	Programme	Type	No.	Amount of each Scholarship (₹)
Aditya Birla Scholarship	HRM-II, BM-II	Merit and selection as per the company criteria	Two	3,00,000 / Year
	HRM-I, BM-I		Two	
IDFC First Bank	HRM-II, BM-II	Merit-cum-Need	Eight	1,00,000 / Year
	HRM-I, BM-I		Eight	1,00,000 / Year
Mirae Asset Foundation Scholarship	HRM-II, BM-II	Merit-cum-Need	Three	5,00,000 / Year
	HRM-I, BM-I		Three	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-I, BM-I	Selection as per the company criteria	One	1,00,000
Pirojsha Godrej	HRM-I, BM-I	Merit-cum-Need	One	25,000
Joseph M Sciortino [for ST Students]	HRM-I, BM-I	Will be distributed equally among the applicants	-	25,000
	HRM-II, BM-II			
Geeta Saxena Memorial	HRM-II, BM-II	Stipulated criteria by the Donor	One	20,000
Kalyan Ganguly XEF Scholarship	BM-II	Merit-cum-Need	One	1,00,000
Naveen Jain & Distinguished Alumni Award	HRM-II, BM-II	Merit-cum-Need	One	20,000
Vasantha Sankaran Scholarship	BM-II	Stipulated criteria by the Donor	One	1,00,000
XLRI Diamond Jubilee [Seniors]	HRM-II, BM-II	Merit-cum-Need	Two	2 <sup>nd</sup> Year Tuition Fees upto 2,85,000
XLRI Diamond Jubilee [Juniors]	HRM-I, BM-I	Merit-cum-Need	Two	1 <sup>st</sup> Year Tuition Fees Upto 2,55,000
Alumni Scholarship	HRM-II, BM-II	Merit-cum-Need	Four Each	2,00,000
Alumni Scholarship [SC / ST / Economically Backward]	HRM-II, BM-II	Merit-cum-Need	One Each	2,00,000
Alumni Scholarship	GMP	Merit-cum-Need	Three	2,00,000
Alumni Scholarship [SC / ST / Economically Backward]	GMP	Merit-cum-Need	One	2,00,000
Alumni Scholarship	NCR	Merit-cum-Need	Three	2,00,000
Alumni Scholarship [SC / ST / Economically Backward]	NCR	Merit-cum-Need	One	2,00,000
XLRI Class of 1988 Bursary Awards	HRM-I, BM-I	Merit-cum-Need	Three	2,00,000

# Medals For Academic Excellence

**XLRI Medal : Best All-round Student in Memory of Parineet Reddy**  
[Sponsored by Reddys]

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

**XLRI Medal: Outstanding FPM Student In Memory of K V K Raju**  
[Sponsored by Nagarjuna Foundation]

**XLRI Medal : Highest CQPI – HRM in Memory of John P D'Costa**  
[Sponsored by Ronald D'Costa]

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

**XLRI Medal : Highest CQPI – BM in Memory of Ram Awtar Chachra**  
[Sponsored by Krishna Lal Chachra]

**XLRI Medal : Second Highest CQPI - BM**  
[Sponsored by Janardhan Pyda]

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

**XLRI Medal for Social Initiatives**  
[Sponsored by State Bank of India]





# EXECUTIVE EDUCATION

## Virtual Interactive Learning Programmes

Over 10,000 students have successfully graduated from XLRI's VIL courses.

### Long duration Programmes - Postgraduate Certificate (PGC)

VIL Programmes were specifically designed for working executives keen on upgrading their business acumen and managerial skills while still at work. XLRI commenced the VIL programmes with only two courses – Postgraduate Certificate in Business Management and Postgraduate Certificate in Human Resource Management. Over the years it has added new courses in disciplines like Business Management and Human Resource Management with many successful batches followed by Programmes in disciplines like Business Analytics, Senior Leadership and Finance. Since the inception, over 10,000 students have successfully graduated from these courses. The live classes for VIL courses are conducted with the help of technical partners in different locations across India.

### Short term Programmes: e-Management Development Programmes (eMDPs)

To meet the changing needs of working professionals in a variety of roles and industries, various eMDPs have been launched. These courses are designed for executives who want to advance their careers in specific roles. Till 2023 March, close to 7,000 participants have been awarded certificates under different modules of eMDPs.

#### VIL activities during the academic year:

- VIL hosted its 21st Graduation Ceremony on 18th April 2023. Mr. Sanjiv Paul, Vice President, Safety, Health and Sustainability at Tata Steel Ltd. graced the occasion as the chief guest. More than 700 students from different PGC and Executive Diploma batches were bestowed with certificates.
- For the first time, Postgraduate Certificate Programmes with AICTE approval has been launched in Business Management (PGCBM-42) & Human Resource Management (PGCHRM-34).
- The admission process for Postgraduate Certificates in Business Analytics (PGCBA) batch 6 is expected to start in this cycle.
- The admission process for batch -1 in Executive Diploma in Advance Business Strategy for CXOs (Chief Experience Officers) commenced this year.
- A new MoU has been signed between Ques and VIL regarding the sponsorship of their employees for the Executive Certificate Program in Recruitment and Selection.
- Ques signed an MoU with VIL sponsoring its employees for the Executive Certificate Program in Recruitment and Selection.
- A new CXO programme Executive Development Program in Driving Growth was launched this year.
- Executive Certificate Program in Recruitment and Selection was launched this year.
- Some more EDP Programmes on disciplines like Blockchain for Senior Managers, Strategic Decision Making on Digital Era, E-commerce Supply Chain Management and Analytics, Sales Forecasting and Demand Planning were launched.
- EDP in Leadership, Sales and Marketing were launched.

The VIL Programmes are one of the finest online management education Programmes running in India. It's innovative teaching curriculum and persistent efforts to keep the courses updated to meet the market needs makes VIL one of the most sought after courses amongst working executives.

## Corporate Programmes

Over the past five decades, XLRI has used its management training expertise to deliver executive development programmes to improve management strategies, systems, and best practices in India and worldwide. This pursuit has helped shape standardized and customized programmes delivered over four decades through a single window of the Corporate Programmes Division.

The following services are available through the Corporate Programmes Division.:

### In Company Programmes (ICP's)

- In demand open programmes
- More than 30 programmes running each year
- 3 days to 5 days

### Long Term Post Graduate Certificate/Diploma Programme

- Open programmes like EDHRM & PGD (HRM)
- Customised long term certificates programmes for conglomerates like Tata Steel, Accenture & PwC
- 6 months to 24 months

### In Company Programmes (ICP's)

- Customized programmes
- Company centric, as per mutually agreed venue
- 3 days to 1 month

### Consultancy Services (Institute-Industry-Interface)

- Provided in house consulting
- Plan & implement OD interventions
- Guide & mentor for long term sustainability



# Management Development Programmes (MDPs/eMDPs)

XLRI has been a pioneer in developing and offering short-duration Management Development Programmes (MDPs) that are designed keeping in view the ever-changing demands of business/professional executives. The objective of the MDPs is to help improve management systems and practices in India and other countries in the South Asian Region by providing relevant training to the executives of different sectors of the economy and operating at different levels in the organizational hierarchy. The participants are equipped with the latest tools, techniques and skills spanning different management streams such as General Management, Human Resources, Organizational Behavior, Marketing, Finance, Operations Management, Information Systems, Strategic Management and Industrial Relations. Most of these programmes are held in the Jamshedpur campus of XLRI, only a few are held in prominent cities in the country.

The programmes conducted at XLRI are residential. The participants are accommodated in XLRI Guest House nestled in the serenity of the campus. The XLRI Guest House has facilities to accommodate approximately 200 executives with a separate kitchen, lounge and dining facility. The calm, serene, academic ambience and lush green surroundings are highly conducive for studying, reflecting and learning. The participants get access to 24-hour internet facility available on the campus network.

## In-Company Programmes (ICPs/eICPs)

These are short-term tailored training programmes for executives looking for unique competency enhancement. XLRI has already successfully co-created multiple programmes that are offered online via the virtual platform and at various locations like the XLRI campus, organizational premises, or a neutral location. More than 80 programmes were organised this year, training about 2000 executives from various organizations across sectors via the virtual/physical classroom mode.

Strategies. Over the years, XLRI has worked extensively with a wide variety of clients, including multinational companies, private and public sector companies, and growth stage companies. Our expertise and innovative business strategies have helped businesses and eliminate inefficiencies, grow membership bases, create new products, and more. We are committed to looking further and providing unparalleled value for our clients. The institute may appoint a faculty or a group of faculty members with the appropriate expertise to analyze and understand the problem in its context and offer a holistic solution.

to working professionals in the field of HR. The program's focus on enhancing professional knowledge and skills enables participants to accelerate their career growth and open doors to new opportunities within the HR field.

### Selection Process:

- Bachelor's Degree from a recognised university in any discipline with five years of work experience in a managerial position after graduation.
- It is a profile-based selection wherein personal interviews, academic and professional-record and SOP are taken into consideration.

### Key Features:

- Designed for Experienced Professionals, ensuring that the content and learning experiences are relevant to their career stage.
- On-Campus Classes and Intensive Learning Schedule with all classes held every quarter for 11 days each
- The on-campus nature of the program fosters networking opportunities among participants, fostering exchange of ideas, experiences, and best practices in HR management.

## Long Term Post-Graduate Certificate/Diploma Programmes

XLRI offers long-term programmes ranging from six months to two years, broadly under two categories.

### Open Programmes:

## Executive Diploma in Human Resource Management (EDHRM)

**Duration – 16 months (300 Hours)**

- EDHRM programme, launched in 2005, has a proven track record of delivering high-quality education and development opportunities

## Consultancy Services (Institute-Industry-Interface)

XLRI offers consultancy services to public and private sector organizations and international bodies to solve organizations' specific problems across different management domains. Consultancy services cover a wide range from the preparation of feasibility reports and project appraisals to Tax Planning, Managing Personal Problems.

Human Resource Planning, HR Policy, Organizational Restructuring, Organizational Development Interventions, Market Research and Development of Effective Marketing

## Post Graduate Diploma in Management (Human Resource Management) PGDM(HRM) : For Emerging CHROs

It is an AICTE approved PG Diploma Program offered in blended mode

**Duration – 18 months (720 Hours)**

This is an advanced HR Programme for professionals aspiring to become CHROs.

75% of the course will be delivered online and 25% on campus

### This programme is for individuals who:

- Are HR professionals occupying N-1 or N-2 levels to the CHRO
- Are in the talent pipeline to succeed the CHRO
- Are working as HR specialists or HR business leaders and aspiring to reach the C-Suite
- Have 10 years of experience and are ready to assume the top HR position within a few years.

### Selection Process:

- Graduation from a recognised university
- Minimum of 10 years of work experience
- Selection will be based on the nature of experience, SOP, and interview.

### Key Features

- Year long one-on-one mentoring with CXO level professionals
- C-Suite Profile Building with the help of Career Service Firms
- Global perspective with XLRI faculty as well as faculty from International B-Schools
- Live Consulting Projects as part of Capstone Experience

## Customized Long term Certificate Programmes for Corporate

The longer time of involvement helps firms to build a constant pipeline of individuals who would be part of a professional leadership cadre and allows for ongoing human resource development. Compared to the standardized pool of management experts accessible in the marketplace,

these certificate programmes provide firms with an alternative in producing managers with specialized skill sets.

### Postgraduate Certificate programme in Human Resource Management for Accenture

Duration – 16 months (330 Hours)

### Six-month Certificate Programme in Advanced HRM for Tata Steel

Duration – 6 months (135 Hours)

### Post Graduate Certificate Programme in General Management for Tata Steel

Duration – 1 year (650 Hours)

### Post Graduate Certificate Programme in General Management for PwC

Duration – 22 months (330 Hours)



# LIFE AT XLRI



# Student Activities and Committees on Campus

**Student Affairs Council (SAC)** is the apex body and the representative council of the students of XLRI. SAC consists of a General Secretary and four elected Principal secretaries for internal, external, academic and placement affairs 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 (PC)** is solely responsible for the Summer and Final Placements for all students in XLRI. This committee liaison with corporates to maintain industry relationships and ensure the best possible placements for all students. They are also responsible for conducting engagement activities such as pre-placement talks, corporate competitions and leadership talks to improve the student-company connection. The team is supported by various other committees to ensure that the placement process is smooth and hassle free.

**Academic Committee (AcadCom)** 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.

**CRISP** is responsible for the preparation of candidates for their SIP and LRP/CRP placement processes. The committee ensures that the batch puts their best foot forward when they face the recruiter, in a GD and PI round. CRISP facilitates the CV preparation of the batch to accurately showcase their achievements and land them their dream shortlists.

**Committee for Awareness, Sensitisation and Empowerment (CEASE)** works under the aegis of Committee Against Sexual Harassment (CASH) to redress, help and counsel any issues related to sexual harassment, discrimination, assault, or any distress due to gender related issues on campus. It is established to spread awareness about sexual harassment, discrimination and to promote equality and respect among all genders. CEASE also organizes International Men's Day & Women's Day celebration on campus along with sensitization workshops which acts like a platform for the students to freely express themselves.



## Co-Curricular Committees

We have 11 co-curricular committees at XLRI that cater to developing domain knowledge in students and organizing events.

- 1) **Association at XLRI for Industrial and Operations Management (AXIOM)** is a society that aims to extend and integrate knowledge that contributes to the improve understanding and practice of operations, analytics and supply-chain management. AXIOM strives to accomplish this through guest lectures, workshops, competitions, live projects, plant tours and affiliation with international organizations.
- 2) **Committee for Public Policy Research (CPPR)** seeks to bridge the gulf between business leaders and public leaders, reconcile policymaking and managerial decision-making, and serve as an agency for public policy orientation of future managers in line with the institutional motto of fostering the Greater Good.
- 3) **Consulting and Research Undertaking at XLRI (CRUX)** 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.
- 4) **Data Analytics, Research & Visualization Committee at XLRI (DARVIX)** is a pioneering committee with a vision to establish XLRI as a thought leader in analytics. Through dynamic events, workshops, and collaborations, it empowers students with skills in data analytics, research, and visualization. It fosters a data-driven decision-making culture and promotes the latest tools and techniques. It aims to make students future-ready and excel in the rapidly evolving analytics landscape, while also connecting them with industry experts. By cultivating expertise and thought leadership, it contributes to XLRI's reputation as a leading institution in the realm of analytics and its applications
- 5) **Entrepreneurship Cell of XLRI (E-Cell)** 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.
- 6) **Finance Association of XLRI (FINAX)** is a committee of like-minded enthusiasts who have a flair for finance. It is one of the oldest committees on campus with a legacy of 30+ years having alumni working in the highest echelons of the finance industry. FINAX with all its potential strives to promote a culture of finance among the students of XLRI by organizing various events across the year. GNOSIS, the annual flagship symposium of FINAX is conducted every year and is attended by stalwarts of the finance industry.
- 7) **The Forum for Industrial Relations at XLRI (FIREAX)**, as the name suggests is the committee for promotion of industrial relations at XLRI. It aims to inculcate a dialogue amongst the student community about key aspects of Employee Relations/ Industrial Relations. It helps the students foray

into the dynamic world of industrial disputes, resolutions, bargaining and agreements. It is a frontrunner in keeping the Labour Law and IR culture alive at XLRI, something which the institute's roots are steeped in and that remains, till date, its distinguishing factor.

- 8) **The Marketing Association of XLRI (MAXI)** 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.
- 9) **PROMETHEUS** is the most recent member of the XL family. What were once SOCRATES and ProdUX, the committees united to reinvent themselves as more than simply the IT face of the university. The newly assumed responsibilities include assisting CRISP in Product Management preparation, curating product management and technology related content for the college, organising the college's flagship techno-product management festival (TeXLence) and online gaming events. The co-curricular committee intends to assist the institution become a haven for aspiring product managers and technology enthusiasts.
- 10) **Students' Association for the Promotion of Personnel Management, Human Resources and Industrial Relations (SAPPHIRE)** established in 1989, stands tall with its three-decade old legacy as the foremost student body for Human Resources at XLRI. Aiming to integrate the experiences of practitioners with the theoretical knowledge of academicians, SAPPHIRE organizes a consortium of events ranging from inter B school HR simulations to its flagship event, The Annual National HR Conference. The committee aims to provide a stellar platform for debating and discussing state-of-the-art HR practices with Industry stalwarts and endeavors to uphold the legacy of Human Resource Development at XLRI.
- 11) **Student Investment Fund (SIF)** is the in-house equity research and investment team which carries out research covering major sectors of the Indian equity market and seeks investment opportunities. It manages a portfolio of funds contributed by the analysts and additionally is responsible for knowledge dissemination through sector reports and equity analyst reports. SIF aims to cultivate a strong culture of investment education in XLR through first hand experience of fund management and developing skills in the students that help them in the domain of finance throughout their lives. The knowledge transfer takes place as Senior Analysts mentor the Junior Analysts alongside faculty guidance and help them achieve reasonable expertise in sector analysis and investment decisions.

## Extracurricular Committees

- 1) **CII Young Indians (CII-Yi)** chapter at XLRI is established in collaboration with Yi (Young Indians), which) is an integral part of CII (Confederation of Indian Industry). The Yi net at XLRI is an initiative to empower the students to work towards the development of education, employability, environment, youth affairs and health sectors.
- 2) **Dramatics and Cultural Association of XLRI (DRACULA)** 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.
- 3) **PiXL** is the official photography committee at XLRI Jamshedpur, aimed at promoting the art of photography on campus. They conduct workshops and photowalks to inculcate the art of photography. They conduct photography competitions throughout the year to introduce the different genres of photography to the students on campus. They also undertake projects to show the campus from different perspectives through creative videos and photos capturing the life at campus. Keeping pace with the changes in the photography industry, they have adopted this modern belief: "The best equipment is what you have, and that includes a smartphone."
- 4) **SAMARTHYA**, The Human Potential Centre of XLRI aims to stimulate the growth of the student community of Jamshedpur and beyond. Through guided career

counseling and enlightening speaker sessions amongst other enriching activities the committee works to model future talent in collaboration with external stakeholders. It seeks to exponentially improve the experience of school students at differing points of time in their developmental journeys.

- 5) **SIGMA-oikos** 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. The committee is also the Jamshedpur chapter of Switzerland based student organization oikos International.
- 6) **The Society for Promotion of Indian Classical Music and Culture among Youth (SPIC MACAY)** 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 endeavors 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.
- 7) **Sports Committee (SPORTSCOM)** of XLRI, is responsible for all the day-to-day sporting activities and conduction of sporting events at XLRI. XL prides itself on its sports culture. It houses various sports like Athletics, Basketball, Cricket, Badminton, Table-tennis, Football, Futsal, Pool, Chess, Carrom, Volleyball, Tennis, and Throwball. All along the year, the committee conducts various events like Cricblitz (a multi-sport indoor tournament), Futsal League, XL-IIMC (The greatest B-school sporting battle) and participates in various external tournaments like Varchasva and Athos.
- 8) **Toastmasters XLRI** aims to help you through your SIP season and your MBA journey, helping you hone your public speaking, GD, PI, Presentation skills. The team Ideates and executes weekly meetings, events under our flagship event ECLECTUS
- 9) **XLRI Adventure & Nature Club (XLANC)** organizes various adventure activities and emphasizes the responsibility of future managers towards the environment and community. These activities help students move out of their comfort zone and experience and learn new things. Some of the events organized are trekking, wall-climbing, water-rafting, go-karting, horse-riding, archery, rifle shooting, obstacle races, eco-friendly activities and term break trips. XLANC is credited with making XLRI the first Indian B-school to encourage experiential learning in the form of a leadership expedition to Mt. Everest base camp.





## Functional Committees

- 1) **Alumni Committee (ALCOM)** endeavors to connect and engage with alumni of XLRI and build lifelong and mutually beneficial relationships with them. The committee organizes Summer Alumni Meets, Alumni Homecoming, Silver Jubilee and other reunions.
- 2) **External Linkages (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.
- 3) **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 liaises with the administration to negotiate with the mess contractors and handle student mess accounts.
- 4) **The International Student Exchange Program (ISEP)** is the student body representation of the International Student Exchange Programme 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.

## Interest Groups and Entrepreneurship Ventures

Interest Groups ensure that life in XLRI is nothing short of a lifetime experience. While groups like Pride@XL are responsible for inclusivity and sensitization, PEACE and FLIX help keep your passion alive and ensure you do what you love. 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. We also have new student-run entrepreneurship ventures within campus like Café Jampot.

# INFRASTRUCTURE

## XLRI Jamshedpur

- 69,966 books
- 28,670 eBooks
- 17 News Papers

- 90 Print Magazines & Journals
- 37,785 eMagazines & eJournals
- 16,810 Back Volumes of Print Journals

- 50 Electronic Resources and Tools
- 14,200 Dissertations & Theses of XLRI
- 1.46 million of around 350 International Universities

## Sir Jehangir Ghandy Library

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

The library houses a veritable collection of 69,966 Books, 28,670 eBooks, 17 News Papers, 90 Print Magazines & Journals, 37,785 eMagazines & eJournals, 16,810 Back Volumes of Print Journals, 50 Electronic Resources & Tools, 14,200 Dissertations & Theses of XLRI and 1.46 million of around 350 International Universities. A separate section for the publications of the Alumni and Faculty members. Textbooks, Harvard Cases and Coursera are facilitated from the Library. The library is fully automated with Liberty (Library Management System from SoftLink Asia, Australia) and integrated with the latest technologies including Hybrid - RFID & EM System (from Bibliotheca, USA & Dialog ID, Netherlands) 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 favorite ones. Online public access catalog (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 /request, and 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 37,785 full-text eMagazines & eJournals and eBook Central, Business Management & Economics Collection, and Sage Handbooks covering around 28,670 eBooks The portal also covers other industrial databases like ACE Mutual fund, AIR InfoTech, BankingRules, Bloomberg, CAPITALINE, CMIE-CapEx, CMIE-Consumer PyramidsDX, CMIE- Economic Outlook, CMIE-Industry Outlook, CMIE-ProwessDX, CMIE-ProwessIQ, CMIE-States of India, CRISIL Research, EPW Research Foundation, Euromonitor, Gartner Research, India Business Insight, Indiastat, ISI Emerging Markets (EMIS), Report Junction, Risk.Net, Scopus, Statista, Ticker Plant & Web of Science. Also subscribes to Grammarly Premium, which provides online writing assistance avoiding grammar mistakes. And, subscribes to Feedback Studio [leading anti-plagiarism tool from Turnitin] for checking the academic and research outputs. An Electronic Resource Centre equipped with i5 systems, provides access to all these resources/tools.

The library works for 21 and a 1/2 hours every day including Sundays throughout the year, leaving 2 and 1/2 hours (6.00 AM to 8.30 AM) for daily housekeeping & regular library maintenance and barring the institute holidays. 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 service, bibliographic service, reprographic services, and user

orientation & training, course materials (cases & textbooks) besides its usual services. **Also, registered with Indian Research Information System (IRINS) and National Digital Library (NDL).**

### 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 amphitheater style and each lecture hall has a capacity for 70. These class-rooms also support closed-circuit recording and playback of lecture sessions. The seven syndicate rooms are multipurpose areas for other academic exercises. In addition to this the new academic complex is equipped with the latest servers and workstations to facilitate the learning process.

### Information & Communication Technology

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

The computing resources at XLRI include latest servers with VMWare and workstations, a state-of-the-art campus network and leased line of 2.85 GBPS raw bandwidth WAN connectivity. There are high-end servers, which host the XLRI intranet services, library database, and SNTTP 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-hosted SAP solutions for hands-on ERP through the University Alliance programme. XLRI has a 10 gigabits ready Ethernet network in the campus to support the institute's local area network. Every student is equipped with a laptop and has round-the-clock access to intranet as well as the internet. Every hostel room has a dedicated LAN connection on the Institute's network, and wireless network is also enabled to provide round the clock access to resources on the internet. Entire academic activities such as e-Bulletin, discussion forum, grades, feedback, leave application, course outline, electives, handouts, and class schedule are made available online to the faculty, students, and the administration.

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

The video conferencing facilities through Zoom, WebEx, MS Team, ISDN connectivity are available for pre-placement interviews and pre-placement talks by MNCs/Corporate and for interactive 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	XLRI has 10 gigabits ready Ethernet network in the campus to support the institute's local area network
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.	

### Auditoriums

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

### Sports Facilities

A sound mind in a sound body is what XLRI aims to fulfill through its management education. Sporting facilities available for students include grass football field, 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.

### 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 multidisciplinary Tata Main Hospital, which is just 3 km away from the campus. Students at the Institute are covered under Group Medclaim Policy for a period of one year from the date of commencement of the policy. Through this policy offered from Mid-July (tentative) students have access to quality health care through hospitals and health care professionals.



## International Centre

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

## Student Residences

### PGDM (BM/HRM) & FPM

There are Five blocks with more than 1100 rooms. All rooms are equipped with required facilities for a comfortable stay. 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 dining halls which are managed by the student's body (Infracom), that serve delicious meals to all students, both veg and non-veg. As students of XLRI come from various parts of India, students have formed Regional Committees to organize traditional Dinners and Cultural events in order to experience different states and communities' cultures and food. This also inculcates a spirit of harmony amongst all.

### PGDM (GM)

The institute has comfortable residential facilities for PGDM (GM) students, Men and Women are housed in separate buildings. The PGDM (GM) Residential complex has both self-contained AC single rooms as well as a limited number of family accommodation. Students may avail either a single-room or a family accommodation according to their preference. Family accommodation is subject to availability. All 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. All residences are well-equipped with basic facilities. There is one dining hall that is exclusively operational for PGDM (GM) 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 (50-60 seaters each). A seater computer lab is fitted with the 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 class-rooms (150-seater each) and two small classrooms (60-seater each).



## XLRI Delhi NCR

Since its founding in 1949, XLRI, the first business school in India, has had only one campus in Jamshedpur. Since India is expected to become the fifth-largest economy in the world in the near future, there is an immediate need for more responsible business leaders. As a result, XLRI made the strategic choice to broaden its reach throughout the nation. After the Jamshedpur campus, the new Delhi-NCR Campus is the institute's second location. XLRI Delhi-NCR campus is 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 January 16, 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 and has been designed to promote an eco-friendly living experience and foster climate consciousness.

Through a tech-integrated strategy, XLRI is at the forefront of tackling business difficulties by providing aspiring managers with cutting-edge managerial solutions. In the near future, a variety of advanced courses will be offered at XLRI Delhi-NCR as part of the institute's objective to assist aspiring managers in remaining adaptable and competitive in a changing environment. For collaboration, student recruitment, academic diplomacy, or creating connections with partner institutions and the local economy, XLRI Delhi-NCR will be able to forge some new connections and constitute a direct link with the alumni based in the northern region thanks to its strategic location in the middle of the business hub. Since the commercial hub of Delhi and Gurgaon is close to the new campus, XLRI expects to reach out to more participants/ companies through various relevant Programmes and offerings.





### CAMPUS DESIGN

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

### BUILDING SYSTEMS

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

- Site planning
- Building envelope design
- HVAC- Heating Ventilation and Air Conditioning, lighting, electrical, and water heating
- Integration of renewable energy sources
- Water and waste management
- Selection of ecologically sustainable materials
- Indoor environment quality (Maintains indoor thermal and visual comfort and air quality)

### LANDSCAPE SYSTEM

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

# REACHING XLRI

## XLRI Jamshedpur Campus

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.



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 Marine Drive and the other to CH Area (E). XLRI campus can be approached from either of the gates.

## XLRI Delhi NCR Campus

The XLRI Delhi-NCR Campus is located in the Jhajjar district, about 25km away from Gurgaon. The driving distance is about 45 kms and will take approximately 60 minutes to travel via NH 48 and Gurugram Rd/- Jhajjar Rd. The best way to reach the XLRI Delhi-NCR Campus is by road, car or taxi. In addition, buses are also available from Gurgaon at regular intervals. XLRI Delhi-NCR Campus is also easily accessible from New Delhi as well as from IGI Airport by car or taxi.

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



### FLIGHTS

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



### TRAINS

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





EXCELLENCE & INTEGRITY

# XLRI

Xavier School of Management

For the greater good

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