

EXCELLENCE & INTEGRITY

XLRI

Xavier School of Management

For the greater good

ADMISSION PROSPECTUS

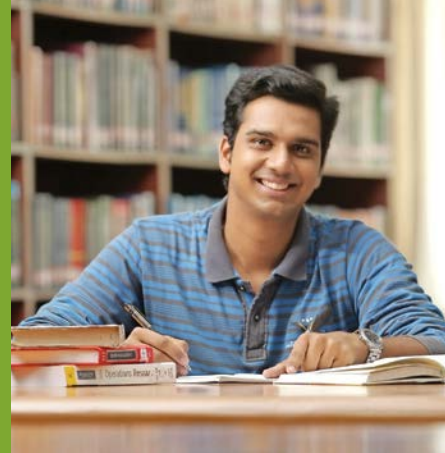


2015





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Should it be deemed necessary in the interest of the student, and/or of the Institute and/or of the profession, the Institute reserves the right to change any information and regulation pertaining to the calendar, curricula and fees as described in the prospectus at any time without prior notice. **The prospectus may also be downloaded from: www.xlri.ac.in/epectus**

FROM THE DIRECTOR'S DESK



I am delighted to introduce you to XLRI and welcome you to this esteemed institution.

XLRI was established in 1949, soon after India gained Independence, and joined in spirit and action the selfless patriots and great leaders of India in building the nation. It focused on training people who can shape the destiny of India with competence and dedication. XLRI continues to have the same vision – to train leaders who will excel in competence, personal values and social concern.

Excellence and Integrity is the motto of XLRI, derived from the Jesuit principle of magis – ever greater, ever better, excellence. We try to translate excellence through academic excellence, value excellence and social excellence. This means we are not only concentrating on knowledge development, but also on personal, spiritual and social development. This is the integral formation we offer to students. This integral and value-based formation should impel a person to be an innovative, competent and creative leader.

Our academic excellence is our greatest strength. This, coupled with values instilled through courses, activities, events and the XL environment, ensures that our students are groomed to become successful corporate leaders with the intent to serve as change agents. Our emphasis is to mould them into caring, nurturing leaders who will not just make a difference to the organisation that will recruit them, but will fulfill all their duties towards corporate social responsibility.

XLRI strives to meet the educational needs of various segments of students by offering a variety of management-centric programmes. Our flagship programmes include the two-year Postgraduate Programmes in Business Management and Human Resource Management, and the full-time, 15-month General Management Programme for executives with experience. In addition, we offer three-year, part-time PGDM Programme in Business Management in Jamshedpur and Dubai and multiple one-year, part-time satellite programmes. Last year we started the two-year, full-time Global MBA Programme in collaboration with Case Western Reserve University (Cleveland, USA) and School of Economics and Management, Tongji University (Shanghai, China). Prospective students can choose any programme according to their interest and convenience.

I welcome you to Jamshedpur, the first planned city of India, the cleanest and most hospitable city. Jamshedpur offers excellent sports and recreational facilities, and sylvan environment.

Our new campus is an accomplishment that speaks for itself. Our new collaborative programmes are slowly paving the way towards making XLRI a global institute wherein students from abroad will be part of our student community. This in turn will lead to an exchange of studies and culture. A new India beckons us as we pledge our support to the nation. I welcome you to join the nation builders to build a nation which can lead the world intellectually, emotionally and spiritually.

Fr. E. Abraham, S.J.



VISION

Inspired by the Jesuit spirit of magis (ever greater) XLRI aims at being a management school with:

- A passion for academic excellence
- Uncompromising human values
- A sensitive social conscience
- An abiding commitment to improve the quality of life in organisations and society
- Integrity



MISSION

To offer enriching learning experience to aspiring managers and business leaders

- To enable them to realise their full potential
- To ensure that they serve as agents of continuous improvement and change
- To encourage entrepreneurship and service orientation
- To extend the frontiers of knowledge in management through cutting-edge research
- To disseminate knowledge through a portfolio of educational programmes and publications



THE GENESIS AND JOURNEY **OVER 60 YEARS**

In consonance with the vision, XLRI strives to offer an education which is not just leading to a degree, but one that makes students, men and women capable of responding to the needs of the society.

XLRI was founded in 1949 by Fr Quinn Enright, SJ, in the Steel City of Jamshedpur, India, immediately after Independence. The country was undergoing a political, economic and spiritual transformation. Fr Enright visualised XLRI to be a partner in this liberation and development journey of India with a vision of 'renewing the face of the earth'. Fr Bill Tome and Fr Edward McGrath joined hands with him to bring this vision to fruition. They together with other Jesuit companions, faculty and staff worked tirelessly towards translating the vision into action.

Jesuit Society has been guiding the activities and affairs of the institute since 1949. The forces that made it possible for XLRI to realise the vision were (1) Commitment to magis – to strive for better, to excel; (2) Conviction through discernment – a decision making process which is not self-centered but God-centered and (3) Courageous execution of the decisions because it was God's work. The hallmark of this culture is, not to walk on the beaten path but to strike new routes; not to benchmark but to be benchmarked, to be second to none but to be the first to respond to the needs of the people and the nation, by taking up the tasks which are bold but necessary which nobody has hitherto taken up. This enterprising and pioneering spirit can be witnessed throughout the history of XLRI. The XLRI's Board of Governors comprises of distinguished industrialists, academicians and members of the Jamshedpur Jesuit Society.

From the beginning XLRI had a global outlook. XLRI was founded by an international group – the Jesuits. Renowned personalities have been a part of the institute as leaders and teachers. International funds were sought to build the institute and XLRI was the first to internationalise its programmes.

In consonance with the vision, XLRI strives to offer an education which is not just leading to a degree, but one that makes students, men and women capable of responding to the needs of the society. In the process of upholding the tradition of XLRI, each of the students should be identified with a single most characteristic viz., magis – strive for better, never to be satisfied with being a mediocre and aspire to excel. He/she relentlessly strives for more, for something greater and better. Instead of wishing circumstances to change and be different, magis-driven persons either make them different or make most of them. Instead of waiting for golden opportunities to come along to him/her, he or she turns all the opportunities at hand into gold. It should be reflected in every Xlri in the following three areas: (a) Academic excellence – learning not for grades but for knowledge and wisdom. A genuine

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

During the initial years of its growth, XLRI developed and organised several management courses for trade unions. In 1953, a two-year day programme in Industrial Relations and Welfare was started which has been re-christened as Human Resource Management. Since then, nothing could stop XLRI from its growth in leaps and bounds. A three-year evening programme in Business Management was started in 1965, while the two year fulltime Business Management was launched in 1968. In responding to the demand of the corporate and public sector, a one-year General Management Programme for working executives was launched in 1997. To mark its 50th year of service to the executive world, XLRI started a three-year Executive Post Graduate Programme in Dubai. A two-year full-time programme on Global MBA with two renowned schools – School of Economics & Management, Tongji University, Shanghai, China and Weatherhead School of Management at Case Western Reserve University, Cleveland, USA – was launched in 2013.

In pursuance of its objective of disseminating quality management education to working executives beyond geographical boundaries, the Virtual Interactive Learning (VIL) arm of XLRI offers a portfolio of 12-month consolidated programmes in different functional areas of management. A Postgraduate Certificate in Business Management programme was started in 2002 and Postgraduate Certificate in Human Resource Management in 2003. Postgraduate Certificate in Logistics and Supply Chain Management was added to the portfolio of satellite-based programmes in 2005. Postgraduate Certificate in Sales and Marketing Management and Postgraduate Certificate in Retail Management were also added to the satellite-based programmes in 2007.

The Master of Science Programme in Positive Organisation Development and Change (MPOD), pioneered by the Weatherhead School of Management at Case Western Reserve University (Cleveland, USA), is offered in partnership with XLRI Jamshedpur. The 15-month programme specifically caters to the needs of executives and change agents from around the world who face increasing complexity and growing challenges of interconnectedness in multicultural contexts.





CAMPUS INFRASTRUCTURE



The e-book portal, e-brary, covers 5,500 + e-books; Other industrial database like Bloomberg, ISI-Emerging Markets, CMIE's 9 online products, IBID, CRIS INFAC, Indiastat.com, and Supreme Court on CD-ROM (LAN).





Sir Jehangir Ghandy Library

Sir Jehangir Ghandy Library came into existence in 1949 when the institute was established. It was named after late Sir Jehangir Ghandy, the first Chairman of the Board of Governors of XLRI in February 1972. It is housed in the ground floor of a spacious and centrally air-conditioned building overlooking the administrative block.

The Library strives to cater to the information needs of the faculty, research scholars, PG students and other members of the institute. It is the heart of the institute and acts as a centre for the 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 digital resources useful for teaching, research and reference purposes. As of now the Library houses a veritable collection of 66,687 books; 16,806 bound back volumes of print journals (some of them dating back to the days of inception); 170 national and international print periodical publications; 21 online database; 14,100 PG and Doctoral dissertations; 1,452 CD-ROMs and DVDs; 590 video cassettes; 500 annual reports of companies and more than 5,000 publications of Government and Reserve Bank of India.

The library is fully automated and equipped with the latest technology. RFID tags and tattle tapes have been fixed in all books which facilitate self-check in and check out of books by the users without the assistance of library staff.

The Knowledge Portal is one of the unique features of the library which acts as a platform to access the entire digital resources of the Library

by a single click. Library has established a full-fledged Digital Resource Centre with more than 21 online database including journal database like ProQuest (ABI/Inform), EBSCO (Business Source Complete), Emerald Insight, Science Direct, J-Gate, Sage online and JSTOR Archives, covering almost 21,000 full text e-journals; The e-book portal e-brary covers 5,500 + e-books; Other industrial database like Bloomberg, ISI-Emerging Markets, CMIE's 9 online products, IBID, CRIS INFAC, Indiatat.com, and Supreme Court on CD-ROM (LAN).

Library works for 21 and a half hour every day throughout the year barring the institute holidays and renders specialised information services like, Document Delivery Services; Research Assistance Services; Curriculum Support; Online Information Services; Reference and Referral Services; Documentation service; Current Press Clippings, Current Contents Alerts; Bibliographic Service; Reprographic services and User Orientation and education besides its usual services.

Information & Communication Technology Facilities

Information technology is unarguably the defining force of this millennium, and XLRI is poised to break new ground at 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, live projects and a centre dedicated for e-Business empowers students to integrate technology solutions to the workplace challenges.

The computing resources at XLRI include latest

The Knowledge Portal is one of the unique features of the library which acts as a platform to access the entire digital resources of the Library by a single click.



servers and workstations, a state-of-the art campus network and leased line of 310 MBPS raw bandwidth WAN connectivity. There are high-end servers, which host the XLRI Intranet Services, Library Database and SNTP server, oracle, SAS, DB2 and other softwares. Apart from value added learning of different packages, users have access to database, electronic journal and the most recent statistical packages software. XLRI is providing web-hosted SAP solution for hands on ERP through University Alliance programme.

XLRI has 10 gigabit 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 internet. Entire academic activities such as bulletin board, discussion forum, grades, feedback, leave application, course outline, electives, handouts, class schedule are made available online to the faculty, students and the administration.

Apart from the individual nodes, more than 500 units of workstations/laptops, scanners, laser printers, close circuit surveillance camera, multimedia projectors and digital camera serve the teaching needs of faculty, student computer centre, lecture halls, syndicate rooms, examination hall, auditoriums, library and various administrative offices.

The video conferencing facility through ISDN lines and IP connectivity for pre-placement interviews, pre-placement talks by MNCs, corporates, interactive lectures and dialogue sessions are also available in the campus.

The Academic Block

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

Classrooms

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

The Student Residences

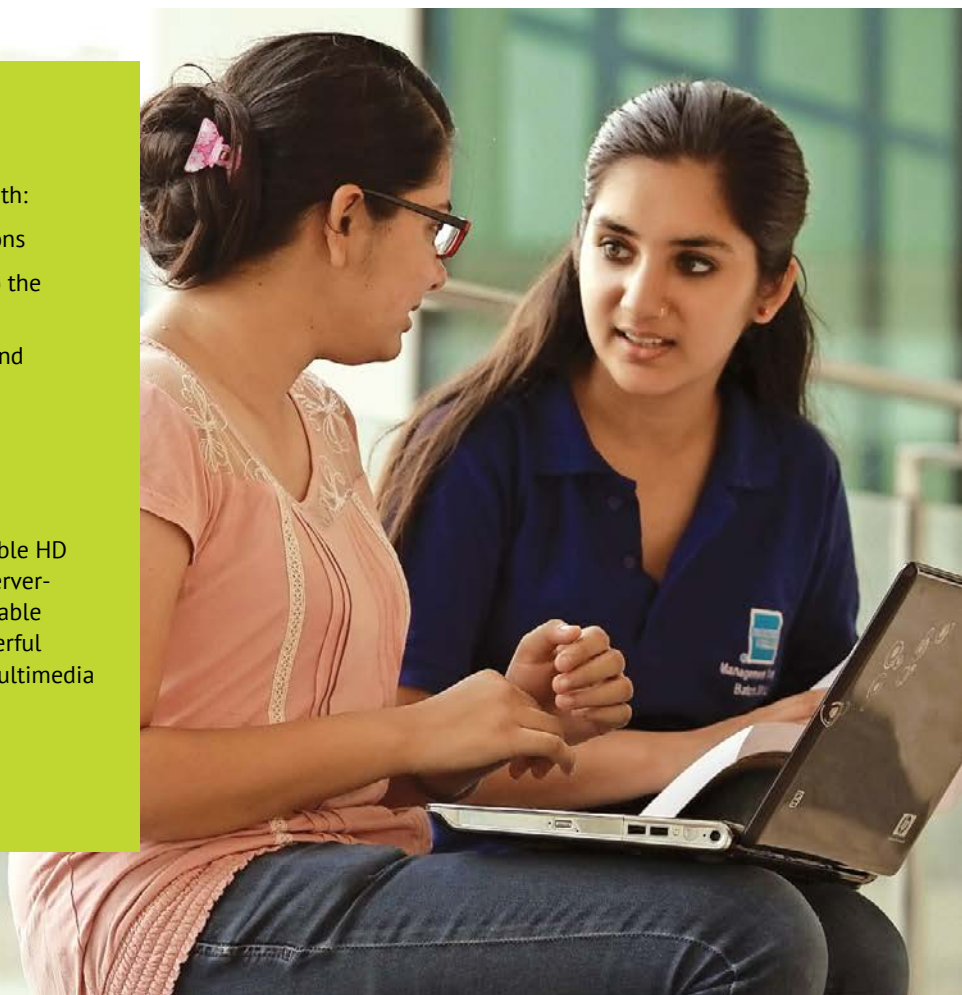
Student residence facilities at XLRI consist of four blocks with more than 400 rooms in all. There are two gents residences (Fr Enright Residence and St Thomas Residence) and two ladies residences (Prof. Acharji Residence and Mother Teresa Residence). The residences are well-equipped with facilities such as phones, water filters, coolers and common rooms which create a homely atmosphere. Each hostel building has access points linking to the Local Area Network and the various network resources and services. The institute has excellent residential facilities for the students of General Management Programme. The GMP residential complex has both self-

Computer Centre

The Computer Centre houses labs equipped with:

- Latest servers for hosting various applications
- 150 Dell personal computers with access to the internet and other online resources
- A dedicated helpdesk service for software and hardware support for users
- High speed Wi-Fi connectivity
- Printing, photocopy and scanning facility

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



contained AC single rooms as well as family accommodation. These rooms have 24-hour internet accessibility. Students may avail either a single room or a family accommodation according to their preference. The GMP residence is surrounded by a sprawling green park on the western side, Dalma range on the eastern side and Subarnarekha flowing on the northern side. The GMP residence has its own catering facilities which serve variety of delicious food.

The New Campus

The new campus, which is an extension of the existing Jamshedpur campus, is spread over an area of 7 acres. The carefully thought-out architecture houses a new learning centre, an international centre for Global MBA programme and hostel facilities for boys and girls. All integrated with world-class infrastructure to enable students, faculty, staff and other internal stakeholders in furthering their professional and personal aspirations.

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 75-seater computer lab is fitted with latest servers and workstations to facilitate the learning process. Keeping in context the growing intake of outstanding students the new learning centre has two large classrooms (150-seater each) and two small classrooms (60-seater each).

Hostel Facilities

The two separate hostels for boys and girls have 384 single-room accommodations.

International Centre

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

few of the noticeable amenities at the international centre.

Auditoriums

The campus has three state-of-the-art auditoriums, fully air-conditioned. 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.

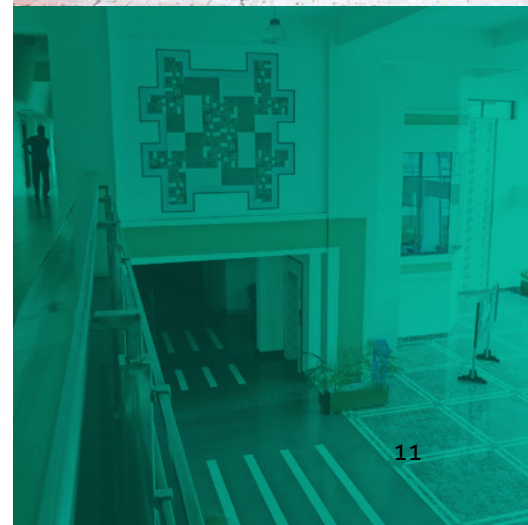
Sports Facilities

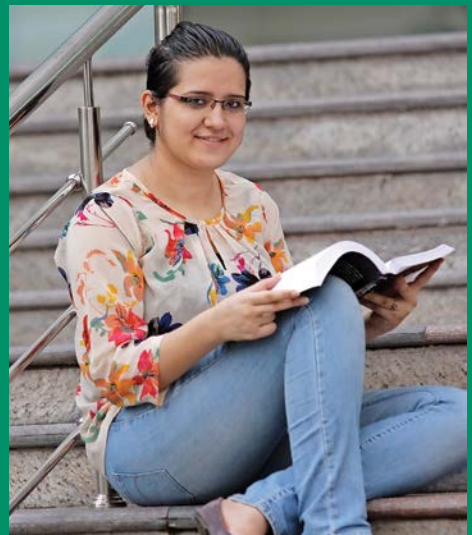
A sound mind in a sound body is what XLRI aims to fulfill through its service of management education. Sporting facilities available for students include grass football field, tennis court, basketball courts and beach-volleyball court of international standard. SC Sarkar Gymnasium has state-of-the-art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

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

Medical Facilities

We have an infirmary equipped with all the basic medical amenities including five beds to cater to the medical needs of students who may require special medical attention and isolation owing to their illness. Three doctors visit us, one in the morning and two in the evening. Besides, medical assistance is also available to us from the modern 850-bed multi-disciplinary Tata Main Hospital, (TMH) which is just 1km away from the campus.







PROGRAMMES OFFERED

FULL-TIME RESIDENTIAL PROGRAMMES

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

PART-TIME PROGRAMMES FOR WORKING EXECUTIVES

- BM (Part-Time) - Three-year Programme for the working executives
- Exec-PGP - Three-year Executive Postgraduate Programme for working executives in Dubai
- Exec-FPM - Executive Fellow Programme in Management
- MPOD – Seven One-Week full time Residential Programme spread over 15 months

PROGRAMMES OFFERED

VIRTUAL INTERACTIVE LEARNING (VIL)

- PGCBM - Post-graduate Certificate in Business Management [12 months]
- PGCHRM - Post-graduate Certificate in Human Resources Management [12 months]
- PGCLSCM - Post-graduate Certificate in Logistics and Supply Chain Management [12 months]
- PGCSMM - Post-graduate Certificate in Sales and Marketing Management [12 months]
- PGCRM- Postgraduate Certificate in retail Management [12 months]

CORPORATE PROGRAMMES

- Management Development Programmes
- In-Company Training Programmes
- Virtual Customized In-company Programmes
- Consultancy Services
- Executive Coaching
- Research and Innovation Cell

Certificate Programmes

- HR Programmes
- Agri-Business Management Programme
- Defence Programme
- Accenture 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 written test will have multiple components and you need to maximise your performance in each of these components. In its pursuit of academic excellence, XLRI actively encourages the students from diverse backgrounds. While preparing the short-listed candidates for the interview, in addition to XAT performance, we may factor in academic background and the relevant work experience. Besides performance in the personal interviews (and/or group discussions), we also consider XAT performance, relevant work experience, academic background, extracurricular activities while preparing the final list.

ADMISSION PROCEDURE

Academic Programmes offered at XLRI

2
year

PGDM

Two year full time post-graduate programme
1. PGDM (Human Resource Management)
2. PGDM (Business Management)
3. PGDM (Global Management)

15
month

PGDM GMP

Full time post-graduate programme for experienced executives leading to a postgraduated diploma in General Management (GMP)



FPM

Full-time residential programme in management



EXEC-FPM

Non-residential Executive Fellow Programme

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

The XAT Score Card containing the performance of the candidate in XAT 2015 will be mailed individually to all the candidates

The shortlisted candidates for interview who finally are selected for admission to XLRI will be posted at www.xlri.ac.in

1

XAT REGISTRATION

By paying online/cash/
demand draft

XAT Registration Fee :
₹ 1000/-
for all applicants

visit :
www.xatonline.net.in

2

XLRI REGISTRATION

By paying online/
cash/demand draft for
the programme(s) of
your choice

XLRI Registration Fee :
₹ 1500/-

for all candidates
irrespective to any
number of programmes

visit :
www.xlri.edu/www.xlri.ac.in

General Information :

- Candidates may apply for more than one programme
- Admission to our full-time HRM/BM programmes is based only on XAT scores
- NRI candidates, however may choose GMAT
- GMP and Global MBA candidates may apply either through XAT or GMAT.
- FPM candidates may choose one of the alternatives listed on page 28.

The last date for the online registration for XAT

November 22, 2014

The last date for the online registration for XLRI programmes

December 21, 2014

XAT will be held on Sunday, January 04, 2015 in 47 cities across the country and two international Centres of Dubai and Kathmandu for all four programmes (BM, HRM, Global MBA, GMP)

**Sunday,
January 04, 2015**

IMPORTANT DATES

POSTGRADUATE PROGRAMMES IN BUSINESS MANAGEMENT (BM) AND HUMAN RESOURCE MANAGEMENT (HRM)



Assurance of learning

At XLRI, we strive towards achieving certain learning expectations that are commonly identified as our programme learning goals. These learning goals signify the desired forms of our students' learning, thinking and their behaviour and convey to students and faculty the educational outcomes towards which they are working so as to help them in setting priorities, designing their learning experiences, and fulfilling their educational expectations. We derived our learning expectations from a judicious blend of internal and external contributions amplifying the definition of primary educational goals viz: the inputs received from varied stakeholders representing different segments of society such as faculty members, students, industry fraternity, civil society, and workers' community contribute valuable perspectives on the needs of our graduates.

Assurance of these learning goals is our highest priority and as an initial critical step in its manifestation of learning, we developed a list of learning goals, which is in consonance with our mission that set out our intentions, values and how our programmes demonstrate our mission. Our endeavour is essentially two-fold as we intend to help students to realise their full potential in their journey to become successful managers and entrepreneurs, and aim at creating and disseminating knowledge through our research and degree programmes. There are two overarching values in our vision that help us in understanding the purpose for which XLRI exists and help us in holding the mission of the Institute, and these are (a) a strong sense of excellence in everything that we do and (b) sensitivity and service orientation towards every stakeholder with whom we engage.

Every course offered in our programmes is designed to meet one or two learning goals and the course outline carries all necessary information concerning assurance of learning goal(s) and reaches students before the classroom learning begins in every term. At the end of a term, a student receives feedback from faculty which reflects on the extent to which s/he fulfilled the educational expectations set through a specific learning goal in a given course.

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

The courses are designed to develop and enhance

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

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

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

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

Since the HRM programme is a specialised programme in itself, there are no separate areas for concentration.

The BM/HRM Programme consists of 35 three-credit courses (21 core courses and 14 elective courses) and a Summer Project.

Eligibility

For BM and HRM programmes, students who have completed three years of Bachelor's degree or equivalent in any discipline, recognised by a University or Deemed University, are eligible to apply. Those completing their final examination by June 10, 2015 may also apply.

Preparatory Programme

A preparatory programme will be conducted during June 2015. The objective of the programme is to:

- (a) reduce the gap between Mathematics and Accounting knowledge amongst students coming from different educational backgrounds
- (b) to help students identify their profile and areas for self-development

Academic Programme

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

During the first year of Business Management Programme, students learn basic concepts in the areas of Finance and Accounting, Human Resource Management, Marketing, Organisational 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 second year students can pursue elective courses dealing with functional areas of their interest.

During the first year of Human Resource Management Programme, students are given exposure to the courses directly related to HRM such as Labour Law, Industrial Relations, Organisational 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 second year, students can pursue elective courses, in the areas of Human Resource Management, Organisational Behaviour, Information Systems and Strategic Management.

Team Building & Village Exposure Programme

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

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

Summer Project

At the end of the first year, all students of the BM and HRM programmes are required to undertake a project in an organisation as an integral part of the curriculum. Students work on live assignments for various organisations which gives them an opportunity to sharpen their knowledge and skills, develop better appreciation of the practical problems of business organisations in general and the management in particular. The Summer Projects help the students plan their professional career in the light of practical experience gained during the 8-10 week period.



Academic Evaluation System

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

The Pedagogy

The pedagogy followed in all the programmes at the institute include:

- Classroom lectures and group work
- The case method
- 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 programmes, the students take optional (elective) courses. The list of elective courses is given under the section, Core and Elective courses. However, floating of any given elective course is dependent on the market requirement, minimum number of registrations and other related factors. Emphasis in the electives is laid on application of knowledge and case discussions. Electives may also require students to undertake research studies in their field of interest and specialisation as term papers / project work.

Fees

The fees and other charges payable for the Human Resource Management (HRM) and Business Management (BM) programmes, for batch 2015-17, is approximately Rs 8.40 Lakh for the first year (2015-16).

Convocation

Annual convocation for the diploma programme is held at the end of the academic year. At the convocation the awards for excellence in academic performance are also given. The tentative list is given below. The final list of medals to be awarded would be announced at the beginning of the second year.

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 Dr Madhukar Shukla)

XLRI Medal for Social Initiatives

(Sponsored by State Bank of India)

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 – Exec-PGP, Dubai

(Sponsored by Jagans)

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

(Sponsored by K G Pande)



List of Scholarships

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

Aditya Birla Scholarship

HRM-I, BM-I

Merit and selection as per the company criteria One

₹ 1,75,000 / Year

Citi Woman Leader Award

HRM-I, BM-I

Merit and selection as per the Company criteria One

1st Year Tuition Fee upto

₹ 4,00,000

Government of India [for SC Students]

HRM-I, BM-I

Selection as per the GOI

One

₹ 2,74,640

NHRDN

Udai Pareek Scholarship for HR Students

HRM-II, BM-II

Selection as per the company criteria

One

₹ 1,00,000 Along with a Certificate

OP Jindal Engineering & Management

HRM-II, BM-II

Merit-cum-Online Test and Interview

Three

₹ 1,25,000

T Thomas

HRM-II, BM-II

Selection as per the company criteria

One

₹ 1,00,000

Sir Ratan Tata Trust

HRM-II, BM-II

Selection as per the company criteria

Five

₹ 1,00,000

Pirojsha Godrej

HRM-I, BM-I

Merit-cum-Need

One

₹ 25,000

PMI Scholarship

BM-II

Best Student Award in "Project Management" Course
Three

₹ 50,000 + Sponsoring Camp Certification Fee

₹ 25,000 + Sponsoring Camp Certification Fee

Sponsoring Camp Certification Fee

Joseph M Sciortino [for ST Students]

HRM-II, BM-II

Will be distributed equally among the applicants

₹ 25,000

Geeta Saxena Memorial

HRM-II, BM-II

Stipulated criteria by the Donor

One

₹ 20,000

Naveen Jain & Distinguished Alumni Award

BM-II

Merit-cum-Need

One

₹ 20,000

XLRI Diamond Jubilee [Seniors]

HRM-II, BM-II

Merit-cum-Need

Two

2nd Year Tuition Fees upto ₹ 2,85,000

XLRI Diamond Jubilee [Juniors]

HRM -I, BM-I

Merit-cum-Need

Two

1st Year Tuition Fees Upto Rs 2,55,000

HUMAN RESOURCE MANAGEMENT PROGRAMME

CORE AND ELECTIVE COURSES

Core Courses

63
CREDITS

TERM 1 [18 credits]

1. Fundamentals of Human Resource Management*
2. Fundamentals of Industrial Relations
3. Fundamentals of Labour Laws*
4. Managerial Communication
5. Managerial Economics
6. OB – I : Individual Behaviour in Organization
7. Quantitative Techniques for Human Resource Management

TERM 2 [17 credits]

1. Accounting For Management
2. Employment Relations Law: Law of Industrial Relations
3. Human Resources Planning – 2 credits
4. Macroeconomic Theory and Policy
5. O B – II : Group Behaviour in Organization
6. Production Management

TERM 3 [21 credits]

1. Basic Financial Management
2. Marketing Management
3. O B - III : Organizational Structure, Design and Change
4. Performance Management and Appraisal
5. Social Research Methods
6. Strategic Management
7. Wage Determination and Administration

TERM 4, 5,6 Core Courses [7 credits]

1. Employment Relations Law: Law of Social Security
2. Introduction to Sustainable Development & Corporate Sustainability - 2 credits
3. Managerial Ethics - 2 credits

Elective Courses

42
CREDITS

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

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



BUSINESS MANAGEMENT PROGRAMME

CORE AND ELECTIVE COURSES

Core Courses

63
CREDITS

TERM 1 [18 credits]

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

TERM 2 [21 credits]

1. Financial Management - I
2. Management Accounting - II
3. Managerial Communication
4. Management Information Systems
5. Marketing Management-II
6. Macroeconomic Theory and Policy
7. Quantitative Techniques - II

TERM 3 [18 credits]

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

TERM 4, 5,6 Core Courses [6 credits]

1. Business Law - 2 credits
2. Introduction to Sustainable Development & Corporate Sustainability - 2 credits
3. Managerial Ethics - 2 credits

Elective Courses

42
CREDITS

Economics

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

Finance

1. Behavioural Finance*
2. Business Analysis and Valuation
3. Capital Expenditure Planning and Control
4. Commodities Derivatives Market
5. Corporate Taxation
6. Financial Analysis, Planning and Control
7. Financial Decision Making Under Information Asymmetries*
8. Financial Markets
9. Financial Modeling Using Excel
10. Financial Risk Management
11. Financial Technical Analysis and Introduction to Global Intermarket Analysis*
12. Fixed Income Securities
13. Indian Accounting Standards
14. International Business Economics
15. International Financial Management
16. Issues in Empirical Finance
17. Management of Banking
18. Mergers, Acquisition and Corporate Restructuring

19. Options and Futures
20. Risk Management and Insurance
21. Security Analysis and Portfolio Management
22. Social Finance Impact Investing & Insurance
23. Structured Finance

Information Systems

1. Business and Data Communications Networks
2. Business Intelligence and Data Mining
3. Business Modeling Through System Dynamics
4. Business Modeling using Spread Sheets
5. Cyber Law
6. Data Structures
7. DBMS with Oracle
8. Decision Support Systems
9. Electronics Business and Markets
10. Enterprise Resource Planning
11. I S Strategy
12. Information Security and Risk Management
13. Intellectual Property Rights
14. Managing Business Process Outsourcing
15. Object-Oriented Programming
16. 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 Decision Models
8. Marketing Engineering*
9. Marketing in Emerging Countries*
10. Marketing in Practice
11. Marketing Law
12. Marketing Metrics for Marketing Performance Evaluation*
13. Marketing Research
14. Pricing Management

15. Product and Brand Management
16. Qualitative Market Research*
17. Retail Management
18. Sales and Distribution Management
19. Services Marketing
20. Strategic Marketing

Production, Operations & Decision Sciences

1. Advanced Inventory Control
2. Advanced Operations Research
3. Demand and Business Forecasting
4. Electronics Business and Markets
5. Enterprise Resource Planning
6. Logistics and Supply Chain Management
7. Materials Management
8. Production Planning and Control
9. Project Management
10. Service Operations Management*
11. Supply Chain Analytics
12. Technology Management
13. Theory of Constraints
14. Total Quality Management

Strategic Management

1. Advanced Environmental Management and Green Marketing
2. Applied Quantum Innovations
3. Balanced Score Card
4. Building Learning Organisations
5. Business Networking*
6. Competition and Globalisation
7. Contemporary Business Practices
8. Designing Organisations for Uncertain Environment
9. Entrepreneurship and New Ventures
10. Entrepreneurship Planning and Development: with special reference to Tech-Entrepreneurs and Professionals
11. Global Business Turnaround Management : Transformation
12. I S Strategy
13. International Relations and Management

14. Introduction to Social Entrepreneurship
15. Managing Private-Public Partnerships
16. Mergers, Acquisition and Corporate Restructuring
17. Resource Based Strategy
18. Strategic Game Theory for Managers
19. Strategic Marketing
20. Strategies for the Bottom of the Pyramid*
21. Strategies of Co-operation
22. Technology Management
23. Transformation for Sustainable Superior Performance

Courses from other Functional Areas

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

*Half-Credit Course

GLOBAL MBA



This one-of-a-kind programme, offered in partnership with the Weatherhead School of Management at Case Western Reserve University (USA) and School of Economics & Management at Tongji University (China), constitutes a diverse class of Indian, American and Chinese students. Students will be taught by faculty drawn from each of the three partner schools and spend a semester each in Shanghai, Cleveland and Jamshedpur.

Key Features

- Full-time two-year PGDM
- Class will consist of 60 students - 20 each from USA, China and India
- Four months of study at each of the three partner schools - starting in Shanghai and then moving to Jamshedpur and Cleveland
- Short internships in companies in each of the three countries
- Faculty from each school will be responsible for teaching one-third of the programme
- Indian students will be awarded XLRI's Postgraduate Diploma in Business management (AICTE-approved). In addition, they will receive a joint certificate from the three partner schools



XLRI



Tongji University



Case Western Reserve University

These six themes will be broken down into six core courses at each partner school so that there is a logical progression from introductory to advanced knowledge in each area. Each of the courses covering the first five themes will be worth three credits; the internships will be equivalent to six credits in each country. Indian students enrolled in this programme will spend an additional semester at XLRI studying a combination of core and elective courses. The core courses will include Managerial Communication, Business Ethics, Business Law, and Managerial Economics. The elective courses to be offered will depend on the preferences of the students.

Eligibility

- Applicants must be graduates in any discipline
- Acceptable scores in XAT- 2015 or GMAT taken between December 01, 2012 and December 20, 2014
- Preference will be given to candidates with three or more years of work experience

Fees

Fees and other charges for Global MBA will be approximately Rs 26 lakhs for two years (or equivalent in US \$). Travel, boarding and personal incidental expenses will also be borne by the candidates, the lodging facilities will however be provided in all the three campuses.

Course Structure

There will be six overarching themes throughout the program:

- 1 Language of Management (Accounting and Finance)
- 2 Management Analytics (Quantitative Techniques & Operations Management)
- 3 People Management & Leadership (Organizational Behavior & HRM)
- 4 Strategic Thinking (Marketing Management & Business Strategy)
- 5 Global Environment (Macroeconomics & Business Environment in China, India & USA)
- 6 Internships in local companies in each country

PGDM (GENERAL MANAGEMENT) FOR WORKING EXECUTIVES



Knowledge and continuous learning is the mainstay amongst the best organisations of today. In order to satisfy this thirst for knowledge and to become a learning organisation, XLRI has evolved a 15-month consolidated programme in general management. The objective is to provide the practicing managers a substantial exposure to theoretical foundations in management as well as to provide them a holistic perspective of business that will equip them with techniques to perform their task effectively and shoulder greater responsibilities in future.

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

Eligibility

Candidates applying for General Management Programme must hold a minimum of three years Bachelor's Degree from a recognised 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, 2015 in an organisation of repute in the public, private or non-governmental sector after completing graduation.

Curricula

The AICTE recognised 15-month programme currently consists of Core and Optional/Elective courses specially designed for fast track executives with work experience. They provide the essentials of management education with the flexibility of individual exploration in their chosen area of interest. The entire programme spans for about 750 minimum and 850 maximum contact hours in class. The programme encourages, supports and provides enough scope to the participants for self-study.

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

Thereafter the participants undergo the core courses, as building blocks essential for management education. Currently the core courses are categorised into seven major areas – Finance, Marketing, Production, Operations and Decision Sciences, Information Systems, Human Resource

Management and Organizational Behaviour, Economics and Strategic Management – providing not only the essentials of management, but also the core functional skills. The core course curriculum also includes Soft Skills workshop, Industry Interfaces and Integrated courses.

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

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

Field Based Training

It is compulsory for all students to undergo three-month field based training after completing the 12-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 a project work and obtain a satisfactory certificate from the company. Rest of the students is allowed to fulfill the requirements by undergoing a project work under the guidance of a faculty mentor. A student will be eligible for the diploma only after obtaining the successful completion certificate of the three-month field based training.

Academic Evaluation System

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

Core Courses

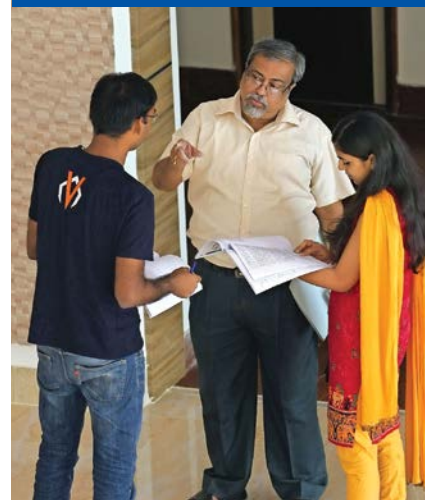
- Financial Management
- Human Resource Management
- Integrated Course
- Introduction to Sustainable Development and Corporate Sustainability
- Legal Environment of Business
- Management Accounting
- Management of Information Systems : Technical and Social Perspective
- Managerial Economics
- Managerial Ethics
- Managing Human Behaviour at Work
- Marketing Management
- Optimization Models for Managerial Decisions
- Production and Operations Management
- Quantitative Techniques for Managerial Decisions
- Spreadsheet Modeling
- Strategic Management

Elective Courses (tentative list)

- Advanced Corporate Finance
- Advertising & Integrated Brand Communications
- Applied Econometrics for Business
- 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
- Competitive strategies for Oligopolistic markets- Theoretical underpinnings in Industrial Organization
- Consumer Behaviour
- Corporate Tax Management
- Demand and Business Forecasting
- e-Business Strategy
- Economics of International Trade
- Economics of the Currency Market and Open Economy Macroeconomics
- Employee empowerment and participative management
- Enterprise Resource Planning
- Entrepreneurship and New Ventures
- Executive development tools and techniques
- Experiential Workshop on Selling skills & Negotiation Tactics
- Financial Modelling Using Excel
- Fundamentals of Development Economics
- Game Theory and its Business Applications
- HR issues in M&A
- Infrastructure Management through Public Private Partnerships
- International Management
- Internet Marketing
- Investments
- IS Strategy
- Logistics and Supply Chain Management
- Managing competencies and performance in organizations
- Managing Information Businesses
- Marketing Analytics
- Marketing In Emerging Countries
- Marketing Research
- Marketing Strategy & Implementation
- Mergers, Acquisitions & Corporate Restructuring
- Money and Banking
- Operations Strategy
- Performance Management and Appraisal
- Product & Brand Management
- Production Planning and Control
- Project Management
- HR Analytics

Fees

Fees and other charges payable for 15 months PGDM (General Management) will be approximately Rs. 16,00,000/- (or equivalent in US \$). Food, electricity and other personal expenses would be charged extra depending on the type of accommodation preferred by the student



- Resource Based Strategy
- Sales & Distribution Management
- Service Operations Management
- Services Marketing
- Social Banking and Inclusive Finance
- Social Mobile Analytics and Cloud - The Emerging Business Accelerator
- Software Project Management
- Strategic HRM
- Strategies for the Bottom of the Pyramid
- Strategies of Co-operation
- Structured Finance
- Supply Chain Analytics
- Systems Dynamics
- Theory of Constraints
- Thriving in Political Environment (with Integrity & Ethics)
- Total Quality Management
- Transformation for Sustainable Superior Performance

DOCTORAL LEVEL PROGRAMME

Fellow Programme in Management (FPM)



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

Course Structure

The FPM would ordinarily demand four years of residential requirements in two stages. In the first stage, the selected candidate needs to meet the course requirements over two years. During this stage, the student is given appropriate exposure to the basic discipline of management, thus preparing him/her for the thesis work in the next stage. The course work that will be undertaken by the student in the first year will be from among those courses that are offered to the PGP students, and in the second year will include specially designed doctoral and advanced courses.

The FPM student who has done his/her PGP from XLRI, any IIMs, FMS Delhi, MDI Gurgaon, XIM Bhubaneswar, IRMA, SP Jain, School of Management of IITs & NITs, TIFR, TISS, ISI and other comparable Institutes with a CQPI of at least 6.00/8.00 or equivalent in the last seven years, may be exempted from some courses as recommended by the Fellow Programme Committee.

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

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

Eligibility and Admission Process

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

Option – 1 (XL-RAPT)

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

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

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

may choose to appear in the XLRI Research Aptitude Test (XL-RAPT) to be conducted all over India on 03/01/2015.

Option - 2 (Direct)

Candidates with above qualification may submit UGC JRF/ NET; GMAT/GRE/GATE scores for admission to FPM.

Option - 3 (MBA/PGDM candidates)

Candidates who have done their PGP from XLRI, any IIMs, FMS Delhi, MDI Gurgaon, XIM Bhubaneswar, IRMA, SP Jain, School of Management of IITs & NITs, TIFR, TISS, ISI and other comparable Institutes with a CQPI of at least 6.00/8.00 or equivalent will be exempted from appearing in the XL-RAPT. The list of comparable institutes for FPM Admission purpose is provided in acad.xlri.ac.in/admission

The shortlisted candidates will be required to appear for a personal interview at XLRI, Jamshedpur, for final selection.

Last Date for applying to FPM:

November 30, 2014

- Economics
- Finance
- Information Systems
- Marketing
- Production, Operations & Decision Sciences
- Organisational Behaviour
- Personnel Management & Industrial Relations/Human Resource Management
- Strategic Management

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

Fellowship

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

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

Conferences and International Exposure

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

Executive Fellow Programme in Management (EXEC-FPM)

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

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

Eligibility and Admission Process

Applicants for Exec-FPM should be:

- a. an MBA/Postgraduate Diploma in Management (PGDM) or equivalent or GMP/PGPX or one-year fulltime residential programme in management (with 60% marks), Candidates from premier B-Schools will be given preference
- b. currently employed in a full-time job
- c. at least five years of full-time executive/managerial/ teaching/ research experience as on March 31, 2015

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

For application process and details, kindly visit acad.xlri.ac.in/admission

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

Course Structure

There will be four campus visits of 20 days each during the first two years after which they are required to plan for three visits of 7-10 days in the campus which is mandatory. The dates for the classroom courses in the first two years will be intimated by the FPM office 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 and defend the final thesis. The doctoral scholars are encouraged to spend more time with the academic community at XLRI.

Duration

The students need to complete their course work within four years of admission. If the student fails to complete it within four years, he/she need to re-register with a fee of Rs. 1,00,000/-. The total time taken for the programme is eight years or three 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, 2015.

Fees

The fees and other charges payable for the Executive Fellow Programme in Management (EFPM) is Rs. 7,00,000/-. Boarding, Lodging and other expenses incurred during stay in campus will be charged separately.

Last Date for applying to EXEC-FPM:

November 30, 2014

THREE-YEAR, PART-TIME BUSINESS MANAGEMENT PROGRAMME



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

The programme provides the rigor of full-time programme and an AICTE approved diploma. While participating in the programme, the participants get opportunities of applying the conceptual insights of classroom to their work on a regular basis. The participants also get opportunities to bring in the field experiences to enrich classroom learning and promote learning from peers. The design of this programme facilitates two-way learning. The classes are conducted in the evenings and weekends. This programme is conducted both in Jamshedpur and Dubai.

Objective

The programme has been designed with the objectives of:

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

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

- Application of classroom learning in workplace and special projects

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

Target Audience

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

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

Eligibility

The applicants of the three-year part-time programme in Postgraduate Diploma in Management from 2015-18, for working executives and entrepreneurs should have the following eligibility:

The bachelor's degree or equivalent in any discipline obtained after a minimum of three years of education after completing higher secondary education (10 + 2) or equivalent. The bachelor's degree should be from any of the universities incorporated by an Act of the Central or State Legislature in India or other educational institutions established by the Act of Parliament or

declared to be deemed as a university under section 3 of UGC Act, 1956, or possess an equivalent qualification recognised by the Ministry of HRD, Government of India, or possess an equivalent qualification from an institution approved by AICTE. Non-fulfilment of these conditions will automatically result in cancellation of the admission.

Work Experience

Two years of work experience, after the completion of their bachelors' education, in supervisory/executive role in organisations as on May 31, 2015.

Curriculum

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

VIRTUAL INTERACTIVE LEARNING (VIL)



Concept

The concept of VIL Programmes came into being with the objective to help working executives to upgrade their business acumen and hone their managerial skills while still continuing with their jobs. It aims at helping them add value to their professional career through education facilitated by modern web-based technology.

Operation

In 2002, XLRI became the first B-school to provide a portfolio of certificate courses in management through virtual classrooms. The classes are run in collaboration with Hughes Communications India Ltd (HCIL) and Reliance World (RW)

The programme provides an opportunity to study and earn a postgraduate certificate.

The various programmes offered are:

- PGCBM-Postgraduate Certificate in Business Management
- PGCHRM-Postgraduate Certificate in Human Resource Management
- PGCLSCM-Postgraduate Certificate in Logistics and Supply Chain Management
- PGCSMM-Postgraduate Certificate in sales and marketing Management
- PGCRM-Postgraduate Certificate in retail Management

All the programmes mentioned above are of 12 months duration with a compulsory campus component module of five days.

Eligibility

- Graduation in any discipline
- A minimum of two years of full-time work experience after graduation
- Basic knowledge of computer operation

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

For further details about the VIL courses, please visit:
www.xlri.ac.in/vil

Uniqueness

- Offers the combined advantage of face-to-face interaction and distance learning
- Enables working professionals, who would like to acquire new skills and/or enhance their knowledge in their respective functions to do so without taking a career break
- Classes are mostly scheduled on weekends or at convenient timings on weekdays to minimise disruption to the participant's professional commitments
- Gives a chance to get a management education from a premier B-school to those who missed obtaining a management degree.

There are more than hundred classroom locations in the country covered by HCIL and RW including Agra, Bengaluru, Bhubaneswar, Bokaro, Bhopal, Chennai, Cochin, Coimbatore, New Delhi, Dehradun, Gurgaon, Hyderabad, Indore, Jaipur, Kolkata, Lucknow, Ludhiana, Mumbai, Madurai, Nagpur, Noida, Patna, Pune, Ranchi, Trivandrum, Thane, Vishakapatnam, Vadodara etc.

The VIL wing achieved another milestone by transcending the border to successfully conduct a training programme for the participants of Nigeria.

**Batches start in January
and in July**

MASTER OF SCIENCE IN POSITIVE ORGANISATION DEVELOPMENT & CHANGE (MPOD)



The Master of Science Program in Positive Organization Development & Change (or MPOD-India) is being offered jointly by XLRI and the Weatherhead School of Management at Case Western Reserve University (USA). It emphasises appreciative inquiry (a strength-based, positive approach to managing change), designing sustainable institutions, formulating effective strategy, creating high-engagement work cultures, leading through emotional intelligence and coaching for high performance.

Course Structure

This is a seven one-week full-time residential programme spread over 15 months. The programme will be conveniently spaced 10 to 12 weeks apart in order to minimise disruption of the busy work schedule of executives. While four of these courses will be held at XLRI, two will be at Case Western's campus in Cleveland.

On successful completion of the MPOD programme, students will be awarded

1. Case Western's Master of Science (MS) Degree in Positive Organization Development & Change
2. XLRI's and Case Western's joint postgraduate certificates in
 - a. Appreciative Inquiry for Business and Societal Benefit
 - b. Leadership Through Emotional Intelligence

Eligibility

This programme is intended for practicing executives with a passion for leading positive change. They may be drawn from any functional discipline. They should have 10 years of relevant work experience.

Fee

The fee for this programme is \$35,000 (or Rupees equivalent). It covers the tuition fee, programme material and on-campus residential facility. Travel, food, personal expenses and applicable service tax will be charged extra.

INTERNATIONAL PROGRAMMES



The programmes offered in XLRI Dubai Campus are as follows:

Executive Diploma in Business Management

Executive Diploma in Human Resource Management

Certificate Programme in Logistics and Supply Chain Management

Certificate Programme in Foundations in Business Management

Certificate Programme in Advanced Foundations in Business Management

Certificate Programme in Marketing Management

Certificate Programme in Operations and Production Management

Certificate Programme in Financial Management

In addition to the above, XLRI conducts short-duration management development programmes in the areas of finance and human resource management that cater to needs of managers working in Dubai and UAE.

Dubai Programmes

XLRI started its international management programmes in 2001 in collaboration with Al Abbas Institute of Technology (AIT), the Educational wing of Al Abbas Group, one of the top business houses of UAE. To establish XLRI brand in a big way and to cater to a wider range of audience, XLRI has moved to Dubai Knowledge Village in 2010, educational free trade zone in Dubai focusing on educational organisations, in collaboration with Allied Institute of Management Studies (AIMS). XLRI has state-of-the-art campus in Knowledge Village with fully-equipped lecture halls, conference halls and meeting rooms. The campus is situated in a truly international location along with University of Wollongong, Australia, Middlesex University and Manchester Business School, etc.

Executive Diploma in Human Resource Management (EDHRM)

Executive Diploma in Human Resource Management was started in 2006 as a joint initiative between L&T, M&M and BHEL which caters to the needs of HR managers to enhance their knowledge, skills and abilities in human resource management. The programme is for duration of 16 months with four terms of four months each. The programme comprises 15 compulsory courses spread over the first three terms of four months each. The fourth term of four months is exclusively devoted to Action Research Based Project.

CORPORATE PROGRAMMES



Management Development Programmes (MDPs)

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

A majority of these programmes are held in the campus of XLRI (Jamshedpur), while a few of them are held at prominent cities in the country. The programmes conducted at XLRI are residential. The participants are housed in a modern complex of comfortable, air-conditioned, twin-sharing rooms at the MDP residence located in the campus. The MDP residence has facilities to accommodate about 110 executives with a separate kitchen, lounge and

dining facilities. The calm, serene, academic ambience of the campus and its lush green surroundings are highly conducive to study, reflect and learn. Round-the-clock internet facility is available on campus network based on Gigabit Ethernet structured cabling through high-speed bandwidth. The air-conditioned computer lab with internet connections provide opportunities for the participants to stay connected not only with their near and dear ones, but also with the business world at large.

In-Company Training Programmes

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

The duration of these programmes ranges from two days to one month depending upon the variety, magnitude and complexity of topics covered. While some of these are conducted at the institute, there are also many held in the premises of the client organisations. A total of 161 In-company Training Programmes were conducted during 2013-14, covering some 70 different topics from different functional areas, and a little over 4,000 executives from different corporate houses participated in these programmes in India and abroad.

Virtual Customised In-company Programmes

XLRI also offers virtual customised training programmes for corporate audience. The object of such programmes is to provide corporate India a cost-effective, multiple-location option for large-scale training. This also eliminates travel cost and time, especially for organisations with a large sales forces and multi-locational operations.

Consultancy Services

XLRI provides consultancy services to public and private sector organisations and international bodies. Consultancy services include preparation of feasibility reports and project appraisals, tax planning, managing personal problems, human resource planning, human resource policy, organisational restructuring, organisational development interventions, market researches and development of effective marketing strategies. Over the years, XLRI has worked extensively with a wide variety of clients, including multi-national companies, private and public sector companies, growth stage companies. Our expertise and innovative business strategies have helped companies eliminate inefficiencies, grow membership bases, create new products and much more. We are committed to looking further and providing unparalleled value for our clients.

Executive Coaching

Executive Coaching is commonplace in leadership development and as a

transition tool the world over. However executive coaching is still a developing field. It is seen as a viable lever in the development of high potentials and in the retention of top talent. XLRI believes that executive coaching is most successful as a three-way partnership among coach, executive, and the executive's organisation.

The practice of executive coaching is continually evolving and expanding and as an institution we plan to incorporate new perspectives from varied disciplines, specialties and backgrounds. The inter-disciplinary nature of executive coaching is a big challenge, but as an institution known for its academic resources and distinguished faculty we can collectively go even beyond our competency model: psychology, organisation development, business and coaching. Organisations that have used XLRI's Executive Coaching Model have reported that they would increase the use of executive coaching in the coming years. With the increasing need for executive coaching and its use and application we hope to address the issues arising out of this developing interdisciplinary, professional field for the mutual benefit of leaders, organisations and the people and societies they serve.

Research and Innovation Cell

The aim of XLRI's Research and Innovation Cell is to bridge the gap between industry and academia. Over the years long-term associations and partnerships have been forged with corporate houses to foster a symbiotic environment where researchers have the opportunity to work on real-time issues faced by organisations. These organisations in turn get pragmatic and cost-effective business solutions from distinguished faculty and astute researchers and academic resources of XLRI.

The incubation cells help develop capability to achieve short and long-term organisational goals and the interactions in these partnerships provide the academic community with data-driven multiple perspectives, and relevant and current industry resources. The associations and partnerships are most long-term which is evident in the confidentiality and mutual trust.



CERTIFICATE PROGRAMMES

HR Programmes

Executive Diploma in Human Resource Management (EDHRM), started in 2005 as a joint initiative between L&T, M&M and BHEL, caters to the needs of HR managers to enhance their knowledge, skills and abilities in human resource management. From this year we have increased the scope of the Human Resource Management Programme by opening it up for students from all over India. The programme is of 16-month duration with four terms. The programme comprises of 15 compulsory courses spread over the first three terms and the fourth term is exclusively devoted to Action Research Based Project.

Agri-Business Management Programme

XLRI along with Nagarjuna Fertilisers and Chemicals Ltd (NFCL), Hyderabad, designed a unique six-month Certificate Programme in Agri-Business Management for developing skills for the agriculture sector. This six-month programme provides a virtual, self-learning environment for working professionals in the agriculture sector or those who are in the final year of graduation in agriculture and allied subjects so that they can upgrade and refresh their technical knowledge as well as gain fundamentals of business management. The topper of the batch is awarded a gold medal sponsored by Nagarjuna Foundation, in memory of Sri. KVK Raju.

Defence Programme

XLRI started a six-month customised programme for defence personnel in 2007, aiming at improving their professional competence in different areas of management and to develop appropriate attitude to transit into a second career either in the corporate sector or in any chosen civilian career.

Accenture Programme

In collaboration with Accenture HR Academy, Bengaluru, XLRI offers a customised Certificate Programme in Human Capital Management for the HR Executives of Accenture.



Research & Publication

XLRI has strengthened the academic resources and the processes and have been nurturing a culture of knowledge creation in addition to dissemination. The economic centre of gravity is shifting towards Asia. The economic, social and cultural contexts of emerging countries like India are very different from the developed world where much of the management research output has taken place till date.

There is a significant increase in knowledge creation through research, seminars and publications during the last few years. It takes us closer to organisations and society and helps to understand the emerging complexities and challenges of the future. The experience and capabilities of faculty engenders world-class research outputs leading to teaching excellence.

From the 37th volume onwards MLS Journal of XLRI has joined hands with Sage Publications, an internationally acclaimed academic publisher, and is reaching out to different parts of the world and different disciplines; thus making a meaningful contribution to the management domain.

Academic research often, and rightfully, tends to either build on well-established past research and models or on path-breaking and disruptive practices introduced by companies. The result is cutting-edge research that extends the frontiers of business knowledge. It also helps in the designing of relevant educational programmes valued by industry and society. The research output of faculty members and doctoral scholars during the academic year 2011-12, 2012-13 and 2013-14 is presented below.

Research & Publication at XLRI

Type	2011-12	2012-13	2013-14
Articles in Journals (International)	15	29	19
Articles in Journals (National)	14	16	20
Books	7	3	4
Book Chapters	6	10	3
Cases / Notes	12	15	14
Working Papers	32	36	58
Papers Presented at Conferences (International)	32	32	51
Papers Presented at Conferences (National)	10	6	26





CAMPUS LIFE AT XLRI





Life at XL is a vibrant blend of class lectures, study sessions, management fests and competitive sports meets. The unique XL culture springs from its closely knit student community. An environment of caring and sharing is what makes this B-school different. Despite a highly competitive spirit amongst students to excel academically, the atmosphere outside the classroom is one of great comradeships. A fresher is greeted with warmth and is made a part of the student fraternity. An intense academic rigour and an incredible phenomenon called the XL culture together make up for a hectic yet heady concoction of work and play. As all programmes are residential, the seniors and juniors share an amicable relation. It is hence no surprise that XLRI has the most extensive alumni network among all Indian B-schools.

Team work is stressed throughout your life at XL. In fact the environment of bitter rivalry among students that traditionally prevails in B-schools has been removed through conscious efforts by the institute. Instead, an atmosphere of collaboration and cooperation has been carefully nurtured over the years and this makes XLers excellent team players and leaders in every organisation that they become a part of.

In addition to this, XLRI lays great emphasis on ethics and on social responsibility. The institute is highly regarded in the corporate world for its efforts to instill these qualities in tomorrow's business leaders. Built into the curriculum are novel concepts like the Village Exposure Programme that develop social awareness by taking every student back to their roots.

For an Xler there is something happening at XL all the time. There are conferences, seminars, guest lectures and workshops where a student is exposed to diverse views, opinions and ideas of many of the greatest minds in the world of business. Yet, a good part of the XL life will not just be academic. There is the marketing extravaganza – MAXI fair, the annual management fest; Ensemble and XL-IIMC sports meet.

A student, irrespective of his/her stream, always finds an opportunity to explore every interest. Innovation is religion at XL and a little initiative can take you a long way.

The formal and informal committees at XLRI take full advantage of this freedom and involve the XLers in numerous activities that helps one to experiment and explore new management avenues.

ENSEMBLE





STUDENT ACTIVITIES & SOCIETIES ON CAMPUS

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

Ensemble, the annual inter B-school management fest, is the flagship event of XLRI. A wide variety of events and games are organised to test the future managers in various functional areas of management and nurture the spirit of innovation and competition.

Valhalla, the annual inter B-school sports and cultural festival, is organised by all the extracurricular committees on campus. The festival aims to increase interaction and build healthy relationship among students of top B-schools of the country. It provides a platform to compete with each other in non-academic events and apply their management learning in sports, drama, singing and dance events.

MAXI (Marketing Association of XLRI) the oldest committee on campus is a forum for students to experience the fun of marketing through discussions, events, conferences and industry interaction. MAXI is most known for its annual marketing fair where students work on live industrial projects by eliciting responses from specific target segments in Jamshedpur.

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

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

SPICMACAY (Society for Promotion of Indian Classical Music and Culture amongst Youth at XLRI) brings a kaleidoscope of Indian art forms to XLRI. The society organises performances by professional artistes and cultural events.

ALUMNI COMMITTEE endeavours to connect and engage with alumni of XLRI and build lifelong and mutually beneficial relationship with them. The committee organises Summer Alumni Meets, Alumni Homecoming, Silver Jubilee and other reunions.

AXIOM (Association at XLRI for Industrial and Operations Management) is a society which aims to extend and integrate knowledge that contributes to the improved understanding and practice of production and operations management. AXIOM strives to accomplish this through guest lectures, competitions, live projects and plant tours.

CII-YI (CII Young Indians) chapter at XLRI is the student body formed in 2008 to undertake a number of community development projects. The Yi Net at XLRI is an initiative to empower the students to work towards the development of education, employability, environment, youth affairs and health sectors.

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

DRACULA (Dramatics and Cultural Association of XLRI) is the committee devoted to developing the extra-curricular interests of the students. The society orchestrates theatre workshop and literature festival among others.

ECT (Ensemble Core Team) is responsible for organising Ensemble, the annual international management festival of XLRI. Ensemble, one of the most-awaited events on B-school circuit, serves as a platform for the brightest minds to showcase their skills in events catering to different management disciplines.

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

EXLINK (External Linkages) is responsible for branding the college both online and offline and handling the PR work of all the student societies. It serves as a point of contact for all XLRI aspirants through their tremendously successful Sansarg initiative on Facebook.

FINAX (Finance Association at XLRI) is a student driven initiative, which works towards promotion of finance related activities and careers among students on campus.

XLRI Student Fund, an initiative of FINAX, is XLRI's in-house equity fund which gives students the experience of managing an investment portfolio.

FIRE@X (Forum for Industrial Relations at XLRI) aims to expose the students of XLRI to the field of Industrial Relations. It conducts various case studies, live projects, workshops, and also brings industry stalwarts to campus in order to enhance student interaction with industry.

INFRACOM (Infrastructure Committee) looks after students' residential and dining facilities. The committee liaises with the administration and resolves infrastructural complaints of students. Infracom is the backbone of all student activities and events on campus during Ensemble, Valhalla and Placements.

ISEP (International Student Exchange Programme Committee) is in-charge of initiating and managing international student exchange activities. It provides an opportunity to XLRI students to study at partner universities abroad and brings foreign students to campus for a term.

SAC (Students Affairs Council) is the apex body and the representative council of the student body of XLRI. SAC takes care of various student activities and is the interface between the students and the administration.

SAMARTHYA is the youth wing of Centre of Education Management, Leadership and Research (CEMLR). The society helps school students to cope with academic pressure and emotional setbacks. Samarthya actively collaborates with educational institutes in Jamshedpur and runs the programme across multiple standards.

SOCRATES (Society for the Rapid Assimilation of Technology and Systems at XLRI) provides a thrust to the systems area of academics, while also ensuring that the IT infrastructure of the campus is up to the mark. It organises various workshops and seminars to keep students abreast of the latest developments in systems and technology.

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

XLANC (XLRI Adventure & Nature Club) organises various adventure activities and emphasises the responsibility of future managers towards the environment and community. Some of the events organised are trekking, wall-climbing, water-rafting, obstacle race 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.



XLERS: Who's Who

India

Abraham Chacko (75BMD) Executive Director
Federal Bank

B Muthuraman (75BME) Vice Chairman
Tata Sons

K C Sood (75BME) Managing Director
Predominant Engineers & Contractors Pvt. Ltd.

Sanjiv Bhasin (77BMD) General Manager & CEO
DBS Bank India

Mario Lobo (77PMIR) Managing Partner
Ray & Berndtson MD, Personnel Search Services Pvt. Ltd.

Rana Sinha (78BMD) Managing Director
Tata Hitachi Construction Machinery Co. Ltd.

Bijou Kurian (81BMD) Ex-CEO, Reliance Retail

N Krishna Kumar (81BMD) Co-Founder & MD
MindTree Consulting

Prabhakar Jain (81BMD) CEO
Global Fevicol Division Pidilite

Sandeep Bakshi (81BMD) MD, ICICI Prudential

R Ramakrishnan (82BMD) Vice Chairman, Jt. Managing Director & Group CEO
Polycab Group

Zarir Langrana (82BMD) COO
Tata Chemicals Ltd.

NS Rajan (83BMD) Group Chief Human Resources Officer
Tata Sons

Arun Dey (83BMD) Chief Executive - Automotive
Reliance Retail Ltd.

Mervyn Raphael (83PMIR) Managing Director
People in Business India Pvt Ltd

Vineet Nayar (85BMD) Founder, Sampark Foundation and Former CEO of HCL Technologies

P S Jayakumar (85BMD) Co-Founder & CEO
Value and Budget Housing Corporation

Jamshed Daboo (86BMD) CEO
Trent Hypermarket Ltd.

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

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

Amar Babu (89BMD) Managing Director
Lenova India

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

Rajiv Burman (89PMIR) Director - India & China
MSIT Microsoft

Sanjay Bhandarkar (90BMD) Managing Director
NM Rothschild Investments

Anurag Behar (92BMD) Co-CEO, Azim Premji Foundation Vice Chancellor,
Azim Premji University

Ashish Rajpal (92BMD) Founder & CEO
iDiscoveri.com

CVL Srinivas (93BMD) CEO
Group M, South Asia India

Sadashiv Nayak (94BMD) Joint CEO
Future Value Retail

Gopal Nagpal (94PMIR) Partner
Ernst & Young

Rajiv Kaul (92-BMD) CEO
CMS Info Systems

ALUMNI RELATIONS

Abroad [Corporate]

Rakesh Kapoor (82BMD)
CEO
Reckitt Benckiser, UK

Matangi Gowrishankar (79PMIR)
Director (HR - Asia & Pacific Lubricants)
British Petroleum, Singapore

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

Anup Kuruvilla (81BMD)
Executive Director,
Head of Corporate and Structured
Syndicate, Asia.
The Royal Bank of Scotland, Hong Kong

KP Naidu (81PMIR)
CEO
Eixys Technologies Incorporated
San Jose, California

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

Jaspal Bindra (84BMD)
Group Executive & CEO
Standard Chartered Bank,
Hong Kong

Jacob R Robbins (84PMIR)
Managing Director-Global
Sweeteners
Coca-Cola, Cross Enterprise
Procurement Group, Singapore

Leena Nair (92PMIR)
Global Senior Vice President Unilever,
London

Abroad [Academics]

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

Gerard Tellis (77BMD)
Jerry & Nancy Neely
Endowed Professor in American
Enterprise, Marshall School of Business
University of Southern California, USA

Kannan Srinivasan (80BMD)
RohetTolani 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 (81PMIR)
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

GMP

Sunil Kumar Nandamudi
CEO, RBS Foundation India

Girish Hukkeri
Founder & CEO, Embryo Fund

Vineet Choudhary
Arcelor Mittal
Country Head - Marketing, Romania

Dipankar Sengupta
Director
Business Development - Europe, Tech
Mahindra

Vivek Kumar
AVP
Indiabulls Real Estate Limited,
Mumbai

Development Sector

Gargi Banerjee (88PMIR)
Founder, Pragma & Winner of The Whitley
Gold Award 2000 for her work on
Sustainable Communities, Gurgaon

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

XLRI by May 2014 has created a strong alumni base of 14,000 spread all over the globe. The institute keeps in touch with its alumni through major events that it organises throughout the year. Alumni Homecoming is organised during November every year. The alumni who have completed 25 years of graduation celebrate their Silver Jubilee in December. The third major event is the alumni meet that takes place during May in all major cities of India -- Hyderabad, Chennai, Kolkata, Mumbai, Delhi, Bangalore and Pune -- and a few selected cities abroad. This year we had more than 1,800 alumni participation in the Summer Meet.

In October 2012, alumni meets were held in cities of USA and Canada. These were: Washington DC, New York, Boston, Toronto, Chicago, San Jose and Los Angeles. Alumni meets were also organised in Dubai, Singapore and Hong Kong. The plan is to

organise meets every two years in USA and Europe, and every year in Dubai, Singapore and Hong Kong.

During the Alumni Homecoming 2009 we had inaugurated the Alumni Portal which has become a center for alumni interaction. By May 2014, we have above 8,000 alumni registered in the portal. The major services include: availing online course transcripts, duplicate certificates and letter of reference. Alumni can also make online request for teaching at XLRI, accessing E-Library and job portal, etc. Recently we have come out with new services such as mentoring CEO's, HR magazine, Human Capital, and human factor. All alumni, students and faculty can register in the portal by logging onto <http://xlri.ac.in/alumni>.

An important initiative of Alumni Office is to raise Rs 100 crore by in five years for XLRI Endowment Fund (XEF)

Placement Process

XLRI has always been successful in fulfilling the dreams of young aspiring managers. The quality of placements at XL stand testimony to the faith placed on its students by the industry. Placements in the institute are exclusively conducted by the Student Placement Committee. The committee does the yeoman's service by acting as an interface between companies and students for a smooth placement season.

Summer Internship Process (SIP)

The Summer Internship Process (SIP) is an important and integral part of the post-graduate programme (PGDBM and PGDHRM), where students intern with an organisation for 8-10 weeks after the completion of the first year. The internship provides students an opportunity to gain first-hand experience in a particular domain by providing them with opportunities to improve, innovate, and obtain an industrial perspective to the learnings imbibed in the first year.

Over the years, industry leaders like NM Rothschild, BCG, Nomura, Citibank, Standard Chartered Bank, HUL, P&G, ITC, Nestle, Mondelez International, GSK, Deloitte, Microsoft, E&Y, Mercer, Hewitt, TAS, Aditya Birla Group, Carlyle Group, Coca Cola, Colgate Palmolive, Pepsi, Marico and many others have been recruiting interns from XLRI.

Various roles across different domains are offered both at domestic and international operations reinforcing the institute's standing as a fountainhead of talent in the country.

During internship companies get a chance to evaluate interns in a real business situation thus resulting in a number of job offers.

Lateral Recruitment Process (LRP)

The Lateral Recruitment Process (LRP) at XLRI offers students with prior work experience an opportunity to enter the corporate world at middle and senior level positions. The LRP over the previous years has seen companies offering middle-level positions to students in domains such as Finance, Marketing, Consulting, HR & General Management. Companies such as ABG, Accenture, Deloitte, Ernst & Young, Cognizant Business Consulting make their presence known. With the

resounding success of Lateral Recruitments this year, XLRI has once again reaffirmed its place amongst the top B-Schools in the country.

Campus Recruitment Process (CRP)

The Campus Recruitment Process happens during the last term of the graduating year. A formidable array of national and international companies visits the campus each year in search of talented students.

Despite the grim economic scenario, the CRP over the years, continues to deliver on its promise of bringing in the best roles and offers on campus for the graduating batch. XLRI continues to be one of the recruiting destinations for consultancy companies such as The Boston Consulting Group, McKinsey & Co, Accenture Business Consulting, KPMG, Ernst & Young, Deloitte etc. Tata Administrative Services (TAS), HUL, P&G, ITC, ABG, Nestle, Asian Paints, Pepsi, Coke, J&J, etc continues to recruit a major portion of the batch for a diverse set of roles.

The Finance domain saw offers coming from Standard Chartered, CitiBank, DBS, ICICI, Goldman Sachs, Axis Bank, Yes Bank among others.

XLRI continues to extend its dominance as the premier HR destination for corporates. The quality of roles offered on campus stand testimony to the depth of corporate trust and to the quality of students at XLRI.

GMP Placement Process

PGDM (GM), a one year full-time, residential management programme on campus, attracts candidates from diversified function and industry experience ranging over five years and hence provides a cross-function and cross-industry experience to the group. The experience thus gained is explored by organisations that recruit from the batch each year with diverse roles in middle and senior management levels.

Some of our recruiters include Microsoft, Amazon, HP, Cognizant, TCS, Wipro, Infosys, Accenture, GENPACT, Tech Mahindra, Hero Motor Corp, PwC, Atos, Zuari, Renoir Consulting, etc. Placement assistance is extended to all non-sponsored students and to those on study leave, provided a no-objection certificate is given by their employers.

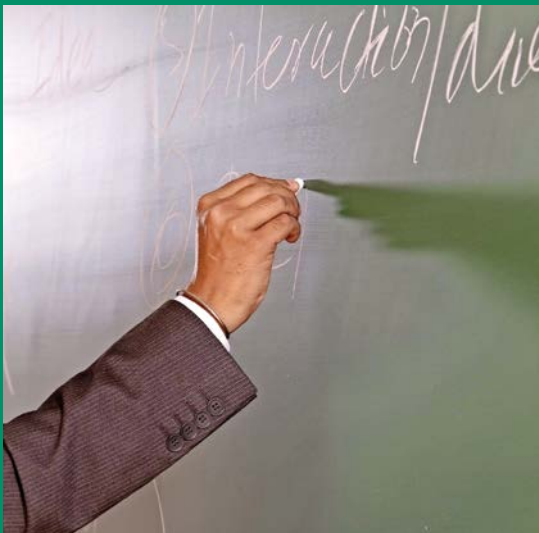


Our Recruiters



Adani Group	Cummins	ITC	Philips India
Accenture Management Consulting	DBS	Interglobe Enterprises	Polaris Software Lab Ltd.
Aditya Birla Group	Deloitte	Johnson & Johnson	Pricewaterhouse Coopers
Amazon	Dr Reddys Laboratories	JP Morgan Chase	Procter & Gamble
Asian Paints	Duestche Bank	Kotak Mahindra Bank	Ranbaxy Laboratories
Aircel	Edelweiss	KPMG	Rabo Bank
Airtel	Ernst & Young	L&T	Raymond
American Express	Gallup	Lenovo India Pvt. Ltd.	RPG Enterprises Ltd.
Aviva Life Insurance	Google	Lodha Group	Reckitt Benckiser
Axis Bank	Goldman Sachs	Mahindra	Redbus
Bank of America	Glaxo SmithKline	Marico	Reliance
Biocon	Godrej	McKinsey & Company	State Bank of India (Capital Markets)
Bloomberg	GE Capital Services India Ltd.	Mercer Human Resource Consulting	Standard Chartered Bank
Boston Consulting Group	HCCB	Medtronic	Siemens
BNP Paribas	HCL Technologies Limited	Microsoft	TAS
Britannia	Hay Group	Mind Tree	Tata Consultancy Services
Cadbury India Limited	HSBC	Murugappa Group	Tata Motors
Cairn	Hewitt Associates	N M Rothschild	Tata Steel
Cap Gemini	Hinduja Group	Nestle India Ltd.	Tata Strategic Management Group
Castrol	Hindustan Unilever	Nokia	The Carlyle Group
Citibank	HSBC	Nomura	Vector Consulting
Coca Cola	IBM Consulting	Novartis	Wipro
Cognizant	ICICI	Olam International	Yes Bank
Colgate Palmolive	Infosys Technologies	Pepsico Foods	

PLACEMENTS





FACULTY PROFILE

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

Areas

- Economics • Finance • General Management
- Human Resource Management • Information Systems
- Marketing Management • Organizational Behavior
- Production, Operations and Decision Sciences
- Strategic Management

Economics

Arundhati Sarkar Bose

PhD (JNU)

Purna Chandra Padhan

PhD (University of Hyderabad)

Prabal K Sen

MA (Eco), Calcutta University

Santanu Gupta

PhD (IGIDR Mumbai)

Suma Damodaran

Fellow (IIM Bangalore)

Sumit Sarkar

PhD (JNU)

Vishwa Ballabh

PhD (New Delhi)

Finance

A Kanagaraj

PhD (Pondicherry University)

Gourav Vallabh

PhD (University of Rajasthan)

H K Pradhan

PhD (Pune)

James Santhanam, S.J.

M.Com, M. Phil (Madras);
M.A (Marquette, USA)
(PhD Thesis submitted)

Pitabas Mohanty

Fellow (IIM Bangalore)

Prantik Ray

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

Sabyasachi Sengupta

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

Santosh Kumar Sangem

Fellow (IIM Calcutta)

Uday Damodaran

Fellow (IIM Bangalore)

General Management

Alwyn Rodrigues, S.J.

BA (Philosophy) and MSc (Electronic Media)

Francis M Peter, S.J.

PhD (Trichy)

Jerome Cutinha, S.J.

M A (Economics); (PhD Thesis submitted)

Oswald AJ Mascarenhas, S.J.

PhD (Wharton School of Business, USA)

Sunil Kumar Sarangi

MBA (Bharti Vidyapeeth, Pune University)

Human Resource Management

Anita Sarkar

Fellow (IIM Ahmedabad)

Anuratha Venkataraman

PhD (University of Warwick, UK)

K R Shyam Sundar

PhD (Bombay University)

L Gurunathan

Fellow (IIM Ahmedabad)

M G Jomon

Fellow (XLRI - AHRD)

M Srimannarayana

PhD (Utkal)

Pranabesh Ray

Fellow (IIM Ahmedabad)

Pramod Kumar Padhi

PhD (Berhampur)

Soumendra N Bagchi

Fellow (IIM Ahmedabad)

Santanu Sarkar

PhD (Indore)

Tina K Stephen

LLM, Cochin University of Science and Technology

Information Systems

Ashis K Pani

PhD (IIT Kharagpur)

Rajeev Sharma

Fellow (IIM Bangalore)

Soumyakanti Chakraborty

Fellow (IIM Calcutta)

Library & Information Science

Bino Jose

PhD (Berhampur University)

Marketing Management

Arpita Srivastava

MBA (Marketing);
(FPM Thesis submitted)

Basant Kumar Purohit

FPM (IIM Ahmedabad)

D Israel

PhD (Pondicherry)

Debasis Pradhan

Fellow (IRMA)

Narasimhan Rajkumar

PhD (Utkal University)

Pingali Venugopal

Fellow (IIM Ahmedabad)

Ravi Shekhar Kumar

FPM (IIM Lucknow)

Sanjay Patro

PhD (Berhampur)

Sanjeev Varshney

Fellow (MDI Gurgaon)

Smitu Malhotra

PhD (IIT Kharagpur)

Sharad Sarin

PhD (Pune)

Organisational Behaviour

E Abraham, S.J.

PhD (Gujarat University)

E S Srinivas

PhD (Osmania)

Gloryson RB Chalil

FPM (IIM Bangalore)

ISF Irudayaraj

PhD (Osmania)

Jitendra Singh

PhD (Wharton)

Manish Singhal

Fellow (IIM Calcutta)

Madhukar Shukla

PhD (IIT Kanpur)

Niharika Garud

Fellow (IIM Bangalore)

R K Premarajan

PhD (IIT Bombay)

Rahul Chandra Sheel

Fellow (IIM Ahmedabad)

S George, S.J.

PhD (Madras University)

Production, Operations and Decision Sciences

Abhishek Chakraborty

Fellow (IIM Calcutta)

Amitava Mukherjee

PhD (Calcutta University)

Bijaya K Mangaraj

PhD (IIT Kharagpur)

Dipankar Bose

Fellow (IIM Calcutta)

Dilbag Singh Broca

PhD (Thapar University, Patiala)

Rajiv Misra

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

Supriya Kumar De

PhD (IIT Kharagpur)

Tamonas Gangopadhyay

PhD (ISI Calcutta)

TAS Vijayaraghavan

Fellow (IIM Bangalore)

Trishit Bandyopadhyay

Fellow (IIM Bangalore)

Strategic Management

Apalak Khatua

Fellow (IIM Calcutta)

Atul Arun Pathak

Fellow (IIM Ahmedabad)

Indrajit Mukherjee

FPM (IIM Calcutta)

Munish Kumar Thakur

Fellow (IIM Calcutta)

Manoj Thomas

Fellow (IRMA)

Rakesh Kumar Pati

Fellow (IIM Kozhikode)

Saroj Kumar Pani

Fellow (IIM Bangalore)

Tata L Raghu Ram

PhD (Biodiversity Impact Assessment,
Saurashtra University)

List of Visiting Faculty

Dr Abinash Panda

AVP [Learning and Development]
Adani Group, Ahmedabad

Dr Ajith Kumar J

Professor and Associate Dean [Research]
T A Pai Management Institute [TAPMI]
Manipal

Dr Amarjeet Singh

Founder and CEO
Amar Global Investment Advisors
Mumbai

Dr Anita Gupta

Director
Ahaana Communications
Jamshedpur

Dr Arabinda Tripathy

Former Professor
Indian Institute of Management
Ahmedabad

Mr Atanu Ghosh

Founder
Salt n Soap
Kolkata

Mr B Chandra Shekhar

Retired Sr GM – Finance
Tinplate Co. of India Limited
[A Subsidiary of Tata Steel]
Jamshedpur

Prof D P Sinha

Former Professor
XLRI
Jamshedpur

Dr Kampan Mukherjee

Professor
Indian School of Mines
Dhanbad

Mr Kumar Alok

Assistant Professor [OB/HR]
Chandragupt Institute of Management
Patna

Dr Manimay Ghosh

Professor
Xavier Institute of Management
Bhubaneswar

Mr Prakash Nahata

CEO
Anthroplace Consulting Pvt Ltd
Kolkata

Dr Rachana Baid

Faculty
Indian Institute of Capital Markets
Mumbai

Dr Ranjan Ghosh

Former Professor
Indian Institute of Management
Calcutta

Dr Richard D Sibbersen

Retired Executive Vice President
AT&T
Illinois, USA

Mr Sanjay Kumar Singh

Sr. Faculty
Indian Institute of Coal Management
Ranchi

Mr Satya Chaitanya

Consultant
Jamshedpur

Ms Subhashini Chandran

Founder
Blue Green Ventures Private Limited
Port Blair

Mr Sudipto Sarkar

Head - Metallography
Tata Steel
Jamshedpur

Ms Swati Sengupta

Vice President – Corporate Affairs
Barclays Technology Centre India Pvt Ltd
Mumbai

Dr T Bhaskar

Vice President and Head of SMS and QA
Usha Martin Limited
Jamshedpur

Dr Tony Bryant

Associate Professor of Economics
Macquarie University
Australia

Prof V G Sarangan

Professor and PGP Chairman
SMOT School of Business
Chennai

Dr V Nagaraj

Vice-Chancellor
National Law University
Cuttack

Dr V S Sebastine

Professor and Head of Department of Law
Cochin University of Science and Technology
Kerala



XLRI Administration

E Abraham, S.J.
Director

Pranabesh Ray
Dean [Academics]

Santanu Sarkar
Associate Dean - Programmes

A K Pani
Associate Dean – VIL
Programmes

Oswald Mascarenhas, S.J.
JRD Tata Chair Professor of
Business Ethics

J Singh
Chairperson, International
Relations

Prabal Sen
Chairperson, Entrepreneurship
Development Centre

Peter Francis, S.J.
Student Counselor

Arijit Bose
Consultant – Industry Interface

Sunil Varughese
Chief Brand & Sustainability
Officer

James Tirkey
Officer - Administration

T Mondal
MDP Residence Manager

S George
Dean [Administration]

M G Jomon
Associate Dean – Corporate
Programmes

Jerry Cutinha, S.J.
Financial Controller & Purchase
In-charge

Munish Thakur
Chairperson, Admissions

S Chakraborty
Chairperson, Information
Technology

Smitu Malhotra
Chairperson, Committee Against
Sexual Harassment [CASH] at
the workplace

Bino Jose
Librarian

S Akhtar
Administrative Officer [Hostel]

S K Tiwary
Administrative Officer – IT
Services

Lazerus Athaide
Officer – Maintenance of
Campus and Residences

Indrajit Shaw
Manager – Sustainability and
Ethics

P K Dutta
Civil Engineer

James Santhanam, S.J.
Associate Dean – Student Affairs

Sanjay Patro
Associate Dean – FPM, Research
and MLS Editor

P Venugopal
Associate Director – Centre
for Global Management &
Research Leadership

Sharad Sarin
Chairperson, Alumni Relations

Rajiv Misra
Chairperson, Placement

M Shukla
Chairperson – Fr Arrupe Centre
for Ecology & Sustainability
[FACES]

T Madhu Swamy
Head – Placement

Kamlesh Thakkar
Finance & Accounts Officer

Debashish Kumar
Systems Officer

Constantius Ekka
Officer – In-charge of
Maintenance & Maintenance
Staff

Surendra Sharma
Physical Trainer

Centre for e-Business

Established in 2004, the Center for e-Business is the most recent industry-institute interfacing initiative of XLRI. The centre carries out leading edge research in e-Business and papers published in well-known scholarly journals as well as conferences and trade magazines. The various research areas include e-Business Strategy, Enabling Technologies, e-Supply Chain Management, e-Customer Relationship Management, Knowledge Management, Human Resource Information System (HRIS), Internet Security and other related areas.

Centre for Education Management, Leadership and Research

The Centre for Education Management, Leadership and Research (CEMLR) was established in 1980.

One of the main concerns of CEMLR is dissemination of professional expertise and know-how in the field of education: its activities include designing and handling workshops on effective teaching methodology, developing training aids and undertaking specific projects in performance evaluation of client organisations.

Centre for Financial Markets

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

Centre for Human Resource Development

The centre undertakes HRD capacity building projects to design and implement HRD strategies, systems and processes in corporate and social organisations to achieve performance excellence. CHRD has pioneered a number of initiatives such as housing of the first secretariat of National HRD Network, establishment of the NHRD Newsletter, conducting of HRD conferences, etc.

Centre for Logistics and Supply Chain Management (CLSCM)

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

Centre for Rural Management

XLRI established the Centre for Rural Management in 1992 with the objective: to build new rural management knowledge; create a new breed of leaders who have capability of making Indian rural society vibrant and identify constraints and impediments of rural development. The centre's mandate is to create leaders and change agents for the development of an equitable and just society for women, children and the underprivileged.

Centre for Small Enterprises

The Centre was set up in 1995 to serve as a nodal agency in the Eastern Region for the promotion of entrepreneurship and the effective management of small and medium sized Enterprises (SMEs) in India. It acts both as an incubator for small enterprise startups and a business development service centre for existing SMEs. Its activities include research, database development, training and consultancy on issues of interest to new startups existing SMEs, closely held family businesses, women entrepreneurs and voluntary agencies and government departments working in the area of enterprise development. It functions through effective networking with banks, industry associations and government and non-government agencies.

Entrepreneurship Development Centre

The Entrepreneurship Development Centre (EDC) was started in 2007 with the holding of a Management Development Programme (MDP) for small enterprises in the changing global scenario.

In pursuance of its objective of promoting entrepreneurship through education and research, a six-month Post Graduate Programme for Certificate in Entrepreneurship Management (PGP-CEM) was launched in 2010. EDC also organises short-term training programmes for entrepreneurs and other stakeholders, and works toward creation and dissemination of knowledge.

Fr Arrupe Centre for Ecology and Sustainability

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. The centre engages in three key activities: Knowledge Creation, Knowledge Dissemination and Knowledge Application.

JRD Tata Foundation in Business Ethics

In accordance with XLRI's long-standing commitment and contribution to upholding integrity and ethics, the JRD Tata Foundation in Business Ethics was established in 1991. XLRI, in association with the Tata Group, seeks to publicly affirm the urgent need for ethics in business and the need to bring about an appropriate culture in which it can thrive.

XLRI's Association with the Confederation of Indian Industries (CII), Jharkhand

XLRI, in collaboration with CII, Jharkhand, is actively involved with the management concerns of the business community in the eastern sector. With the help of CII, XLRI is developing a book of management cases drawn from the firms located in this region. Another major project is a study on the impact of infrastructural development on the socio-economic profile of the industrial and tribal areas surrounding Jamshedpur.

XLRI Ethics Research Centre (XLERC)

Started in May 2014 by Fr. Oswald Mascarenhas under the auspices of the JRD Tata Chair for Business Ethics, XLRI Ethics Research Center (XLERC) is an innovative initiative spanning across several cross-functional areas. It has been set up with the objectives of serving as an ethics knowledge resource centre where both industry and academia will be able to find resources on business ethics and related issues under one roof. Additionally, it will serve as a knowledge repository by disseminating knowledge through Management Development Programs (MDPs) & Management Training Programs (MTPs) on business ethics for organisations and educational institutions through Faculty Development Programs (FDPs). It will also facilitate research on the status of ethics in corporate India in addition to researching, designing and developing corporate ethics processes e.g. development of code of ethics and ethical policies. Research will be conducted across three broad categories, viz, Basic Ethics Research, Applied Ethics Research and Sponsored Industry Ethics Research.

The Sir Jehangir Ghandy Medal for Industrial & Social Peace

The Sir Jehangir Ghandy Medal, was instituted by XLRI in 1966, in honour of Late Sir Jehangir Ghandy, former Chairman of the Board of Governors, XLRI. One of the oldest medals in the Indian industry circuit, it is presented during XLRI's Annual Convocation Ceremony, to recognise outstanding contributions to industrial and social peace in the country. The names of the 47 distinguished recipients of the medal are given below:



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

The Board of Governors of XLRI

	<p>CHAIRMAN T V Narendran Managing Director, Tata Steel Ltd. Jamshedpur</p>	
<p>SECRETARY Pranabesh Ray Dean [Academics] XLRI Jamshedpur</p>	<p>VICE CHAIRMAN E Abraham, S.J. Director, XLRI Jamshedpur</p>	<p>TREASURER C L George, S.J. Rector Loyola School, Jamshedpur</p>
<p>E A Augustine, S.J. Director XITE, Gamharia Jamshedpur</p>	<p>MEMBERS Subodh Bhargava Chairman Tata Communications Ltd. New Delhi</p>	<p>Jaspal Bindra Group Executive Director & CEO Asia Standard Chartered Bank Hong Kong</p>
<p>Jerome Cutinha, S.J. Financial Controller XLRI Jamshedpur</p>	<p>George Fernandes, S.J. President Jamshedpur Jesuit Society Jamshedpur</p>	<p>Paul Fernandes, S.J. Director XIM Bhubaneswar</p>
<p>S George, S.J. Dean [Administration] XLRI Jamshedpur</p>	<p>Rajive Kaul Chairman NICCO Corpn.Limited Kolkata</p>	<p>Leena Nair [Ms] Global Senior Vice President Unilever London</p>
<p>Vineet Nayar Founder, Sampark Foundation and Former CEO of HCL Technologies, Noida</p>	<p>Jose Parayanken Chairman & Managing Director Mozambique Holdings, Maputo Mozambique</p>	<p>Varkey Perekatt, S.J. President Delhi Jesuit Society Delhi</p>
<p>R K Premarajan Professor XLRI Jamshedpur</p>	<p>A P Singh, IAS Secretary Disaster Management Government of Jharkhand, Ranchi</p>	<p>Ranaveer Sinha Managing Director Tata Hitachi Construction Machinery Co.Ltd. Jamshedpur</p>







Admission Office

XLRI Jamshedpur

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Jharkhand, India

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