



For the Greater Glory of God

XAVIER UNIVERSITY BHUBANESWAR (XUB)

ADMISSION BULLETIN 2017



- XAVIER INSTITUTE OF MANAGEMENT (XIMB)
- XAVIER SCHOOL OF HUMAN RESOURCE MANAGEMENT
- XAVIER SCHOOL OF RURAL MANAGEMENT
- XAVIER SCHOOL OF SUSTAINABILITY
- XAVIER SCHOOL OF COMMERCE
- XAVIER SCHOOL OF COMMUNICATIONS

XAVIER UNIVERSITY BHUBANESWAR

MASTER'S PROGRAMS DOCTORAL PROGRAMS

XAVIER INSTITUTE OF MANAGEMENT (XIMB)

- **MBA-BM:-** Two-Year Master's Program in Business Management;
- **MBA-Global:-** Two-Year Master's Program in Global Management;
- **Executive MBA:-** One-Year Master's Program in Business Management for Executives.

XAVIER SCHOOL OF HUMAN RESOURCE MANAGEMENT

- **MBA-HRM:-** Two-Year Master's Program in Human Resource Management.

XAVIER SCHOOL OF RURAL MANAGEMENT

- **MBA-RM:-** Two-Year Master's Program in Rural Management.

XAVIER SCHOOL OF SUSTAINABILITY

- **MBA-SM:-** Two-Year Master's Program in Sustainability Management;
- **Integrated MBA-SM:-** Five-Year Integrated Master's Program in Sustainability Management.

XAVIER SCHOOL OF COMMUNICATIONS

- **MA-MC:-** Two-Year Master's Degree Program in Mass Communication;
- **PGD-FTV:-** One-Year Postgraduate Diploma Program in Film & TV Production;
- **PGD-BCJ:-** One-Year Postgraduate Diploma Program in Broadcast Journalism.

PROGRAMS IN URBAN MANAGEMENT AND GOVERNANCE

- **MBA-UMG:-** Two-Year Master's Program in Urban Management & Governance.

DOCTORAL PROGRAMS

- **Integrated PhD:-** Integrated Doctoral Program
- **PhD:-** Doctoral Program

BACHELOR'S DEGREE PROGRAMS OF XAVIER UNIVERSITY

- **BCom:-** Three-Year Bachelor's Degree Program in Commerce;
- **BBM:-** Three-Year Bachelor's Degree Program in Business Management;
- **BSc-MC:-** Three-Year Bachelor's Degree Program in Mass Communication.
- **BSc-HD:-** Three-Year Bachelor's Degree in Human Development & Health;
- **BSc-SD:-** Three-Year Bachelor's Degree Program in Sustainable Development;
- **BSc-SST:-** Three-Year Bachelor's Degree Program in Sustainability Science & Technology.

RECOGNITION

Xavier University Bhubaneswar (XUB) consists of six schools: Xavier Institute of Management (XIMB), Xavier School of Human Resource Management (XaHR), Xavier School of Rural Management (XSRM), Xavier School of Sustainability (XSOS), Xavier School of Commerce (XSOC), and Xavier School of Communications (XCOMM).

XIMB was established in 1987, and it was offering PGDM, PGDM-HRM, PGDM-RM (all awarding diplomas), and FPM programs. These programs were introduced over a period of time. With the formation of Xavier University, Bhubaneswar (XUB), various Schools of Management have been created and these earlier programs have been renamed as MBA-BM, MBA-HRM, MBA-RM & PhD Programs, since XUB as an University can award degrees. It is expected that by receiving degrees in-place of diplomas, our graduating students will be more acceptable in India and abroad and the students will not have to produce any diploma-equalization or degree-equivalence certificate. In terms of quality, content, duration, delivery etc., the MBA programs remain identical to the PGDM programs, which were earlier awarded accreditation from National Board of Accreditation (NBA) and South Asian Quality Assurance System (SAQS) for management education by the Association of Management Development Institutions in South Asia (AMDISA). The Institute is also a member of AACSB and is on track for being awarded the AACSB Accreditation. The MBA programs are as per the academic standards set by the NBA and UGC for the Masters and Postgraduate Programs.

We have been offering the industry and society, change agents, transformation leaders, and corporate citizens.

Xavier University Bhubaneswar (XUB)

Xavier Institute of Management (XIMB) Campus, Xavier Square, Bhubaneswar - 751 013, India

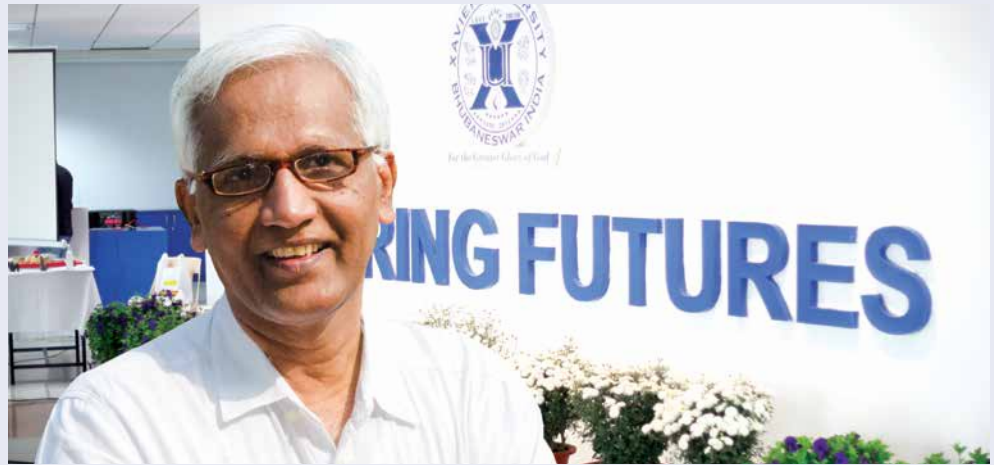
Phones: 0674 - 6647777 (Pilot No.), 30 lines; 0674-6647806 (Admissions Office)

Fax: 91- 674 – 2300995, Email: admisn@ximb.ac.in; Web Site: <http://www.xub.edu.in>, <http://www.ximb.ac.in>

Xavier City Campus: Plot No. 12A, Nijigada, Kurki, Harirajpur-752050, Phones: 0674 – 2377700; Fax: 91- 675 – 8239694

MESSAGE FROM VICE-CHANCELLOR AND DIRECTOR

— be a
LIGHT
FOR THE
WORLD



My dear Students, My dear Executives:

If you are planning for a lifetime of experience, we welcome you to XAVIER UNIVERSITY and its constituent Schools Xavier Institute of Management Bhubaneswar (XIMB), Xavier School of Human Resource Management (XaHR), Xavier School of Rural Management (XSRM), Xavier School of Sustainability (XSoS), Xavier School of Commerce (XSoC), and Xavier School of Communications (XCOMM). Just as beauty speaks for itself, goodness speaks for itself, truth speaks for itself, and XUB speaks for itself as a light for this world unfolding before us in this 21st Century. Xavier University is created with XIMB as a part of it, to offer superior degree conferring ALMA MATER for future generations of students, to broaden their horizon of learning experience to encompass variety and depth in areas of management and leadership in the knowledge space of higher education. Students are expected to distinguish themselves at the top end of learning and be the light for our world.

XIMB celebrates 29 years of eventful existence, transforming itself from a budding Institute in 1987 into a value-based, high quality, top-ranked, world class professional Business School of India within a short span of time. Other constituent Schools of the University share the same spirit of excellence in education in the unique Jesuit tradition. Our internationally acclaimed faculty, state-of-the-art and world

class infrastructure, technology-enabled learning environment, rich academic resources and high intellectual capital base, 24x7 library accesses, on campus residences, provide the right ambience and the perfect platform for developing bright young minds into dynamic and socially conscious professional leaders of the 21st century globalized world, who are able to successfully connect business and society, and work for the greater good.

We, at Xavier University believe in the spirit of Magis to dream more, to have a great vision and to be more as a whole person for others. We nurture thought leaders, who manage from their hearts, to create better leaders for a better and sustainable world. XIMB is widely known as an “Institute with a human face”. This is because of our successful endeavours to develop and impart “the human touch” to each student of this Institute. It is the “human touch” that helps the students to become ethical custodians and responsible leaders of their organizations.

The time you would spend at Xavier University will be an unforgettable experience of rediscovering yourself and your development as a responsible global leader. Make this destination the most meaningful journey of your lifetime.

Prof. Dr. Fr. Paul Fernandes, S.J.
Vice-Chancellor

— be a
THOUGHT
LEADER

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XAVIER UNIVERSITY BHUBANESWAR (XUB)



MISSION

Education in the
spirit of Magis

VISION

Enabling
people to live
extraordinary
lives, and be
the light
for the world

“

*A Digital University, A Research University, A Jesuit University,
An Innovative University, A University with a Vision.*

”

Xavier University is a private unitary university located in the state of Odisha. The University has been established in accordance with The Xavier University, Odisha Act, 2013. The University is a private self-financing institution of higher learning for imparting professional and technical education. Xavier Institute of Management (XIMB), a 29 year old autonomous B-School of the Xavier University is the flagship school of the Faculty of Management of the same University. XUB has set up other Schools of higher learning in areas like Sustainability, Commerce, and Communications, and proposes to set up other schools in areas like Humanities & Social Science, Computer Science, Innovation & Entrepreneurship, and Education, and Centres of Research in Public Policy & Corporate Governance.

FACULTY OF MANAGEMENT XAVIER UNIVERSITY BHUBANESWAR



XAVIER INSTITUTE OF MANAGEMENT (XIMB)

XAVIER SCHOOL OF HUMAN RESOURCE MANAGEMENT (XaHR)

XAVIER SCHOOL OF RURAL MANAGEMENT (XSRM)

▲ NETWORK PARTNERS-FACULTY OF MANAGEMENT



XAVIER INSTITUTE OF MANAGEMENT, BHUBANESWAR (XIMB)



Connecting Business & Society

VISION

Enabling
people to live
extraordinary lives,
and be the light
for the world

Xavier Institute of Management, Bhubaneswar (XIMB) owes its origin to a "Social Contract" between the Government of Odisha and the Odisha Jesuit Society in 1987. It is acknowledged internationally as a world class business school which provides quality management programmes and develops futuristic managers with strong ethics and values. XIMB not only imparts management education but also implements socio-economic development projects in collaboration with international agencies and the Government. The Institute creates opportunities for the growth and development of the local entrepreneurs, maximises management research and brings about the overall industrial development of India through various innovative consulting projects. The Management of the Institute is in the hands of a Board of Governors, consisting of representatives of the Jesuit Society, Government of India, Government of Odisha, and eminent industrialists and educationists.

XAVIER SCHOOL OF HUMAN RESOURCE MANAGEMENT (XaHR)



VISION

Enabling
people to live
extraordinary lives,
and be the light
for the world

XAVIER SCHOOL OF RURAL MANAGEMENT (XSRM)



VISION

Enabling
people to live
extraordinary lives,
and be the light
for the world

CAMPUS INFRASTRUCTURE

▲ THE XIMB CAMPUS

The Institute is located on 20 acres of verdant campus on the Nandan Kanan Road at Xavier Square. The entire Wi-Fi enabled campus houses the faculty residences, office complex, library and computer centre complex, class room complex, auditorium complex, residences for gents, ladies, and executive programme participants, CENDERET office complex, Management Development Centre (MDC) and Studio Apartments. In addition, the Institute has a floodlit basketball court, two floodlit tennis courts, indoor badminton court, gymnasium, and playgrounds for cricket and soccer.



▲ THE NEW “XAVIER CITY” CAMPUS

The University campus is located on 35 acres of land, surrounded by natural beauty and it is a digitalized campus with Wi-Fi and with state-of-the-art facilities. This campus is at Kurki-Najigarh under Pipli Tahsil, situated at a distance of 20 km from our existing campus (12 km from the Bhubaneswar Biju Patnaik International Airport). It was inaugurated on 7th July 2014 by Shri Naveen Patnaik, the honourable Chief Minister of Odisha. The students of MBA-RM, MBA-HRM, MBA-UMG, two sections of MBA-BM, MBA-SM, Under-graduate courses of Xavier School of Sustainability, Xavier School of Commerce and Xavier School of Communications stay there and attend the classes. This campus has all the facilities that are available in the XIMB campus.



▲ LIBRARY

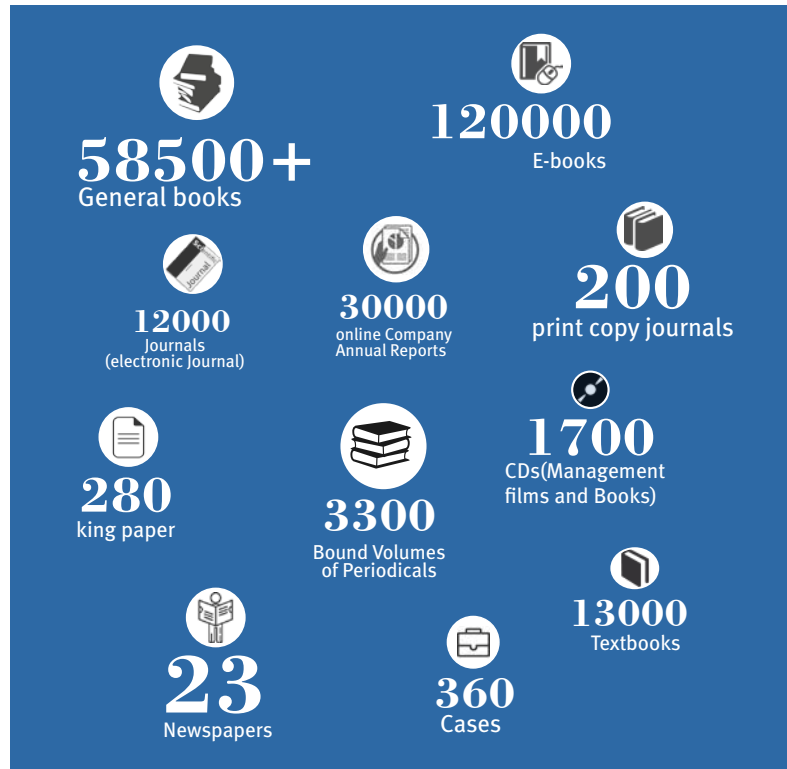
The XUB, XIMB Libraries, as one of the key resources for the budding managers, practicing professionals and world class faculty, occupies a place of honor in the campus. From its inception, it had an enviable collection of text books, reference materials, electronic data bases and professional journals from all over the world. Over the years, it has acquired other resource materials, such as, audio visuals, working papers, annual reports, and summer projects.

Besides the print materials, XUB, XIMB Libraries have various electronic resources in the form of Corporate and Economic databases (Indian/International) like EBSCO (Business Source Complete), ABI Inform Complete, Taylor & Francis, Elsevier (Science direct), JSTOR, Emerald Management Xtra, Sage Database, J-gate, ISI Emerging Market database, CMIE, and Indiatat. Library is also subscribing to BLOOMBERG database.

The Library Information System is accessible to its users both from within and outside the campus. The libraries at both the campuses remain open from 0800 hours to 0500 hours. A detailed information about the library services can be accessed through the library websites <http://www.xub.edu.in/about-1/library> or <http://www.ximb.ac.in/library/>. Some highlights of the Library are :-

▲ COMPUTING FACILITIES

The Computer Resource Centre (CRC) provides IT resources to the students, faculty and staff. The University provides notebooks and workstations to all faculty and staff. All the computers are connected to the Campus LAN/ Wi-Fi, which is supported by Fibre Optic backbone. In addition, wireless



hotspots are spread all across the campus making it possible to remain connected anywhere in the campus, all the time. The campus network covers the University academic block, class rooms, library, hostels and faculty residences. All members on the intranet have access to the internet 24X7 through 300 MBPS leased lines.

The CRC has designed, developed and implemented many software applications in the University and outside. These include open source Academic Information System (HIBISCUS), HR System, Alumni Information System, Library Information System (LIS), Project-based Accounting Information System (PAMIS), Inventory Management System, Pay Roll System, Leave Accounting System, File Management System, Office Automation System, Examination On-Line (EOL) and I-Survey. Furthermore, a state of the art n-tier web enabled application to suit the needs of the transforming university -XUB ELVIS is being designed based on the Open Source platform as part of the Digital University mission. XUB ELVIS will facilitate student learning across the world on a 24X7 basis via multiple modes for the greater good of the society.

XUB is a member of the University Alliance Programme of SAP and has access to SAP ERP and BW systems with courses leveraging the SAP software. XUB is covered under Microsoft's Campus License program, giving the students the option to run a selection of products, and any upgrades or downgrades of those products. Microsoft has partnered with Xavier University in their vision towards developing the student's skill base and adoption of new technologies by setting up Xavier Microsoft Phoenix Lab, the first of its kind in India to prepare the students for the new cloud enabled world. XUB also hosts massively empowered classroom with access to all Microsoft content and certification tracks.

Xavier IT Backbone Network Infrastructure work has been carried out by IBM supporting Juniper Networks devices for data and Astra (previously Ericson) for voice IPBX devices. The fibre backbone network is high capacity network with a 10G speed, scalable up to 192Gbps and supports integration of data, voice and video. The architecture is scalable to support 10000+ users. Campus citizens can access resources from anywhere, and from any devices – mobile, tablet, or notes.



Xavier University has set up their own data centre with in-house DNS system on the Xavier cloud and secured the websites through SSL certificates. It has the capability to host multiple websites with DMZ zone configuration of web servers and firewall policies in place. Xavier University uses Zimbra Email Collaboration, providing the end users full synchronization between all their devices to offer a world-class, open source collaboration software consumable for the University.

▲ CLASS ROOM COMPLEX

The Class Room Complex includes air-conditioned lecture halls, seminar rooms, syndicate rooms, multi-media hall, computer labs and an executive class rooms. The class rooms are equipped with educational audio/video equipment; tablet PCs, computers with large monitors, LCD projectors and network connections. While most classes are held in the lecture halls, some prefer the lawn adjacent to the classroom complex for education with the soulful touch of nature.

▲ MANAGEMENT DEVELOPMENT CENTRE

The Institute has set up a Management Development Centre (MDC) on campus with all modern facilities. It has 3 suites, and 34 twin-sharing, air-conditioned rooms with round the clock internet connection along with a mess managed and run by the Institution. The MDC has four training halls with the latest training aids. In addition to all these, the Institute has built a hi-tech air-conditioned auditorium which can seat 850 people.

▲ RESIDENTIAL FACILITIES

With academic activities round-the-clock, students are required to live on the campus. There are separate Residences for gents and ladies. All the rooms have 24-hour Internet connectivity through the latest Wi-Fi technology. With the installation of laser printer and photocopying machines, round-the-clock printing and copying facilities are available to the students. The Residences also house the Multi-purpose

Hall, Cooperative Store and a Book Club. All the Residences are equipped with washing machines, water coolers, geysers, telephones, televisions, and indoor games like carom and table tennis. We also have facilities for undisturbed power supply to all the Residences during power failure.

The Mess is managed by a students' committee and serves both vegetarian and non-vegetarian meals. The X-cafe provides a variety of fast food to the students who work till late in the night.

The residential facilities at XIMB campus for Executive MBA has 48 air-conditioned and self-contained single rooms attached to a mess managed and run by the Institute. The Studio Apartments have 12 self-contained, air-conditioned flats and 5 family quarters for faculty, 48 self-contained, non-air-conditioned, twin-sharing rooms for regular MBA students, and 48 self-contained, air-conditioned, well furnished, single and double sharing rooms for MBA-Global Management students and for Management Training Programs. Mother Teresa Residence and Russi Modi Residence house 175 ladies in 164 rooms. CENDERET Residence, Fr. Bogaert residence and Fr. Gnanarethinam Residence have 328 rooms accommodating 362 gents.

A doctor is available for consultation in the XIMB campus from 6.00 p.m. to 7.00 p.m. every day except on Sundays. A driver stays in the campus to reach any body to hospital in emergency.

Xavier City Campus (XUB) provides residential facilities both single and double sharing rooms for 1700 students with all basic amenities. A dispensary is set up in the University Campus where the doctor is available from 5.00 p.m. to 7.00 p.m. every day except on Sundays. An ambulance is available for 24x7 for any emergency. Two fulltime nurses are available to help the residents for consulting any health concerns.

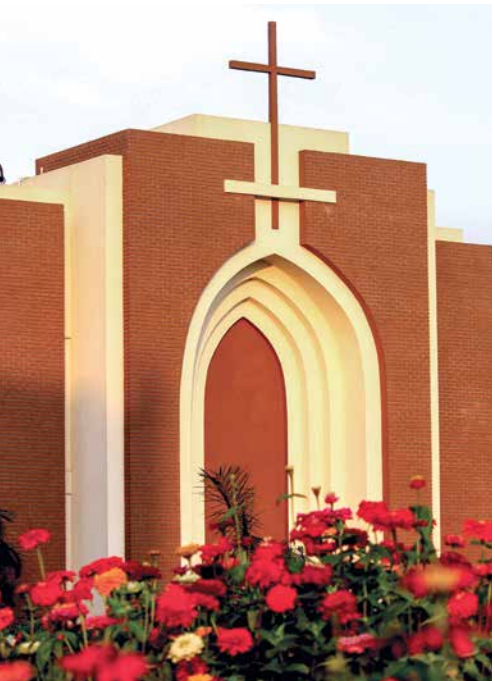
The gated campus has security guards to safeguard and to stop any unauthorized outsiders entering into the residences. CCTVs have been fixed in administrative building, Library building, academic building and students' residences at XIMB and Xavier City Campus, XUB to monitor any irregularities and anti-social elements.



▲ XAVIER STUDIOS

Xavier Studios, which is housed at Xavier School of Communications, has the following facilities:

- P2HD Cameras (8)
- Panasonic 4K Camera (1)
- TV Studio Floor – 1200 Sq. Ft.
- Online TV Production control room with Online Switcher, digital recorders, P2HD recorder, & talk-back system for a professional TV production
- Steadycam
- Professional lights like spot lights, babies, Multi-20, Multi-10, Soft lights (2-3-4 banks)
- Professional Audio Studios using Presonus 24-input audio console using Studio 1 Pro software
- Variety of microphones ranging from professional Condenser microphones to Dynamic ones.
- Teleprompter
- Green Mat studios
- Light grids
- Mac Edit suites using Final Cut Pro 7.0 (10)
- Dell Work Stations (15) for Adobe software (10)
- Track & Trolley for shooting video & film
- Still Photography Studios with strobe lights
- Canon 5D Mark II & Nikon D7000 DSLRs
- Master edit suites for both Final Cut Pro & Avid Media Composer 5.5
- Pedestal for online TV production
- YouTube Live telecast equipment
- 4C+ and QuarkXPress for Print Adobe Creative Suite software



▲ SPORTS AND FITNESS FACILITIES

XUB prepares students for the corporate world by providing the best sports facilities. The fitness enthusiasts can experience body-mind balance by working out in the well-equipped gymnasium and jogging tracks. Basketball, Badminton, Cricket, Football, Tennis, Table Tennis and Volleyball are the popular campus sports. The students participate in the sports meet called 'Valhalla' at XLRI, Jamshedpur in the last academic year and were the runners-up of the whole sports event. Periodical sports events are organized by the sports committee to add relaxation for the physique as well as to revitalize from intellectual fatigue. Besides sports events, the Student Executive Council (SEC) takes initiatives in arranging cultural events and intellectual programmes.

INTERNATIONAL COLLABORATIONS



INSPIRING THE STUDENTS TOWARDS A GLOBAL FOCUS

Xavier University – Bhubaneswar (XUB), located in Odisha, is India’s first Jesuit University. XIMB is one of India’s best business schools, as reflected in its rankings. XIMB has developed an extensive international network for collaboration with many international business schools. The Xavier University has network partners around the world in other disciplines & areas as well.

We have already entered into formal, collaborative arrangements with the following institutions and are rapidly exploring various similar opportunities with many more:

- Antwerp Management School, Belgium (www.antwerpmanagementschool.be)
- Fordham University, New York, USA (www.fordham.edu)
- Eastern Michigan University, United States of America (www.emich.edu/)
- Fordham University Gabelli School of Business, New York (www.fordham.edu/business)
- Sellinger School of Business & Management, Loyola University, Baltimore, USA (www.loyola.edu/sellinger-business)
- San Diego State University, California (www.sdsu.edu)
- IESEG School of Management, Lille, France (www.iesege.fr/en/)
- Universidad Del Pacifico, Quito, Ecuador (www.hupacifico.edu.ec/web/)
- Thunderbird School of Global Management, USA (<http://www.thunderbird.edu>)
- W.P. Carey School of Business, USA (<https://wpcarey.asu.edu>)
- HHL-Leipzig Graduate School of Management (<http://www.hhl.de/>)
- College of Management Law & Languages, Siauliai, Lithuania (<http://www.studyinlithuania.lt/en/institutions/>)
- University of Stellenbosch Business School, Cape Town, South Africa (www.usb.ac.za/)
- Global Compact Network India (GCNI), Indian arm of United Nations Global Compact (UNGC) - Life Member (www.globalcompact.in/)
- UniversitaCattolica Del SacroCuore, Italy (www.ucsc.it/)
- London School of Hygiene & Tropical Medicine (www.lshtm.ac.uk)
- Universidad Loyola Andalucia, Spain (www.uloyola.es)
- Warsaw School of Economics, Warsaw, Poland (www.sgh.waw.pl/)
- Magellan Institute, Paris, France (www.magellan-institute.com)
- Facultad de Economia, IQS, Barcelona, Spain (www.iqs.url.es/)
- University of San Francisco, California (www.usfca.edu)
- Hanken School of Economics, Finland (www.hanken.fi/sv)
- Institute of Higher Education in Management, Casablanca, MOROCCO
- Loyola University, CHICAGO (<http://www.luc.edu/>)
- Pontifical Universidade Catholic of Parana, PUCPR, BRAZIL (<http://www.pucpr.br/en/>)
- Maastricht School of Management, NETHERLAND (<https://www.msm.nl/>)
- Loyola University, MARYLAND
- Manhattan Institute of Management, USA (<http://www.mimusa.edu/>)
- Graduate School of Business Economics, Warsaw, POLAND

- International executive development/training programs based on emerging topics or research outcome;
- International Consulting Projects in joint collaboration with our international business school partners;
- Developing International Course Modules jointly for both XIMB as well as the partner business schools.

We have already initiated several activities and are in the process of expanding its domain further. Some of the activities are:

- Student exchange programmes;
- Faculty exchange programmes;
- Joint Research work on areas of mutual interest;
- Exchange of specific term/module of a diploma or certificate program or even offering a joint diploma, certificate program;








ADMISSION PROCEDURE FOR MBA PROGRAMS AND INTEGRATED PhD (1ST STAGE)

ELIGIBILITY

The minimum requirement for admission to the program is three-year Bachelor's degree (or equivalent) in any discipline, with at least 55% marks in aggregate (60% for MBA-UMG), from a recognised University. Candidates who expect to complete the final part of their degree examinations by June 15, 2017 can also apply. Offers of admission to such candidates, if made, will be provisional and will be automatically cancelled in the event of their failing to complete all the requirements for obtaining degree before June 15, 2017. A student after joining a program in this University will not be permitted to sit for any examination of any other institution or agency.

ADMISSION TEST

Applicants are required to take any one or more of the following Admission Tests:

-  a) XAT to be conducted by XLRI, Jamshedpur, on **8 January 2017**, or
-  b) CAT to be conducted by IIMs on **4 December 2016**, or
-  c) GMAT taken in 2015 or 2016 (minimum score for applying 550), or
-  d) X-GMT - (Xavier General Management Aptitude Test) an online test to be conducted by XUB on 29 January 2017.
-  e) NMAT to be conducted by GMAC during October - December 2016, for MBA-HRM, MBA-RM, MBA-SM and MBA-UMG only.

GATE scores can be accepted for MBA-UMG only.

Applicants opting for XAT/CAT are required to refer to the respective XAT/ CAT advertisements in news papers, and follow the instructions therein. Applying for XAT or CAT or GMAT or NMAT is a prerequisite for applying to XUB, if not opting for X-GMT Test. XUB uses XAT/CAT/GMAT/X-GMT /NMAT scores for short listing candidates for its Master's Degree Programs in Management. XLRI/ IIMs have no role either in the selection process or in the conduct of the programs.

For the MBA-RM and the MBA-UMG, candidates who have secured the 1st, 2nd or 3rd position in their undergraduate program can apply directly, without a CAT/XAT/GMAT/X-GMT /NMAT score. The application must be accompanied by a Certificate from the Head of the Institution stating their position. They will, however, be required to attend the Personal Interview.

ONLINE APPLICATION PROCESS

Applicants have to also fill up the online application form separately for the XUB program, by logging on to <http://www.ximb.ac.in> or <http://www.xub.edu.in>. Upon successfully filling up the online application form and paying the required application fee through the payment gateway, the applicant would receive the confirmation by email.

SELECTION PROCESS

Section-wise cut-off scores as well as total cut-off scores will be used for short-listing candidates who will be called for Writing Ability Test (WAT) and Personal Interview (PI). WAT & PI will be held in Bangalore, Bhubaneswar, Chennai, Delhi, Hyderabad, Kolkata and Mumbai. Candidates will have to meet their own travel/stay expenses for appearing in the X-GMT (if applicable), WAT & PI. The final selection will be based on the candidate's performance in the XAT/CAT/GMAT/X-GMT /NMAT, Writing Ability Test & Personal Interview, past academic record and relevant work experience. The selected candidates will be informed through mail by the first week of April 2017.

There may be separate sets of cut-off marks on the XAT/CAT/GMAT/X-GMT/NMAT score and the WAT & PI score for the candidates who are residents of the state of Odisha.

ADMISSION

Candidates who are selected for admission to the program must indicate their acceptance of the admission offer and all related conditions by paying the first instalment of fees as detailed in the letter of admission before the date stipulated therein. The regular MBA programs will begin by the middle of June 2017 for the first year students. At this time, the students will be given a Manual of Policies and Regulations, which will be binding on them, till the successful completion of the program.

Admission procedure for PhD, MA- Mass Communication, and PG Diplomas in Communication, and additional requirements for Executive programs, MBA-UMG and MBA-Global can be referred on subsequent pages which provide details of the respective programs.

XAVIER INSTITUTE OF MANAGEMENT BHUBANESWAR (XIMB)

MBA-BM

Two-Year Full-Time Master's Program in Business Management

This residential program leads to the MBA degree of Xavier University, Bhubaneswar. While the program is based on the standard model of management education as practised by top ranking institutions, this programme is distinguished by its rigour and discipline.

Program Objectives: This two-year program is designed to develop competent men and women into accomplished professionals, capable of working in various organisations in the private as well as the public sectors.

This MBA Program is designed to develop holistic perspective about an organization and gain knowledge of various business functions and skills. They would also learn to work in teams and effectively communicate in oral and written form. The program aims to develop strong analytical skills among the students coupled with awareness of social and ethical responsibility.





▲ ACADEMIC SYSTEM

Program Design: The Program consists of core course-credits and elective course-credits totalling 105 credits. A course can be of 1.5, 2, 3 or 4 credits. One credit is equivalent to 10 contact hours. In the first year, the students are exposed to the core courses only. These are certain basic and functional area courses. The objective is to expose the students to the social and economic environment within which businesses operate in India.

At the end of the first year (during the summer vacation), the students are required to spend a minimum of eight weeks in an organisation doing a project on some significant aspect or management problem to be given by the host organisation. The objective of the summer project is to provide the students with an opportunity to observe an organisation in operation and to relate what they have learnt to actual practice. The student is required to submit the project report to the guide in the organisation and also to the faculty guide at the Institute for evaluation. This is a compulsory requirement to be eligible for the award of the Degree.

▲ ELECTIVES

Every year, each Area announces the list of electives to be offered. In an effort to continually update the syllabus, keeping with the faculty interests and industry requirements, elective courses can be added or deleted from the list. Currently, around fifty-three electives are being offered from the various functional Areas which is one of the highest amongst B-schools in the country. Only core courses from the OB and HR area offered to MBA-BM students. Electives from the OB and HR are generally not available for students of MBA-BM. Electives will be offered in groups of subjects and students would be required to choose one elective from each group, subject to a minimum and maximum.

Academic Calendar: The academic year consists of three terms, each of approximately three months' duration. The first term extends from June to September, the second from September to December and the third from December to March. The full-time residential program involves an average of 14 class

sessions a week, each of 90 minutes' duration. The students' workload, including class sessions, required readings, term papers, project work and field visits, is expected to require about 70 hours of work per week.

Practical Exposure: Over and above the regular courses offered in the program, senior executives from industry are also invited regularly to offer Immersion Courses for the students with an objective of providing insightful discussions on specific topics, which are normally not covered in the regular course curriculum. Moreover, project assignments, seminars by eminent scholars and executives, and summer training in industry help the students acquire practical knowledge about the technical and human problems in organisations. The students are thereby enabled to observe the prevailing methods and practices in organisations, and relate them to the knowledge gained in the class room lectures. These immersion courses, seminars and projects aim at generating and evaluating alternative solutions to management issues. The students are thus prepared to face with confidence, the problems they may encounter in their professional career.

Student Exchange: The institute has students exchange program under which students from XIMB are sent to Universities in Europe. Similarly, students from Europe visit XIMB and undergo course work along with the MBA Students at the institute. For the work done in different places, the students get credit transfer. Our students have done their exchange program courses in EUROMED Marseille Institute of Management, France, IESEG School of Management, Lille Catholic University, Lille, France and REIMS Management School, Reims Cedex-France, etc.

Extra-curricular Activities: As a policy, the Institute encourages students to develop citizenship qualities in addition to academic accomplishments. The Institute encourages students to understand the community in terms of their problems, difficulties, way of living, livelihood systems, interface with the market, etc. Enough scope also exists in the campus for other extra-curricular pursuits such as sports, social service, book club, music, debates, quizzes, contests, etc. through area-specific, voluntary student associations.

▲ DEGREE

The Xavier University awards the MBA in Business Management to the students who have successfully completed the course work equivalent to 105 credits, fulfilled the prescribed academic standards, and have done the summer project as per the prescribed requirements. The Degree is awarded at the Annual Convocation which is usually held in the month of March/April.

▲ CORE COURSES

– ACCOUNTING AREA

- Accounting for Decision Making

– FINANCE AREA

- Financial Institutions & Markets
- Financial Reporting & Analysis
- Financial Management

– ECONOMICS AREA

- Microeconomics for Managers
- Macroeconomic Analysis and Policy
- Economic Environment of Business

– COMMUNICATION AREA

- Communication

– GENERAL AND STRATEGIC MANAGEMENT AREA

- Cross-Functional Analysis of Firms
- Strategic Management
- Business Law
- Social Research Methods
- Business Ethics
- STM-II-Capstone Project
- Sustainable Development & Corporate Sustainability

– INFORMATION SYSTEMS AREA

- Managerial Computing
- Business Information Systems

– MARKETING AREA

- Marketing - I
- Marketing - II
- Marketing - III

– ORGANISATIONAL BEHAVIOUR AREA

- Organisation Structure & Design
- Organisational Behaviour

– HUMAN RESOURCE MANAGEMENT AREA

- Human Resource Management
- Employment Relations for Managers & Professionals

– OPERATIONS MANAGEMENT AREA

- Operations Management-I
- Operations Management-II

– DECISION SCIENCES AREA

- Business Statistics
- Operations Research



▲ ELECTIVE COURSES

– FINANCE AREA

- Advanced Financial Institutions and Markets
- Commercial Banking
- Security Analysis & Portfolio Management
- International Finance
- Entrepreneurial Finance
- Financial Services
- Banking Risk Management
- Project Appraisal & WCM
- Fixed Income Securities Markets
- Options, Futures & Swaps
- Valuation and Investment Banking
- ALM in Commercial Banks
- Financial Analysis with Modeling in Excel

– ACCOUNTING AREA

- Corporate Taxation and Strategy

– ECONOMICS AREA

- Dynamics of International Trades
- International Business
- Economics of Strategy
- Economics of Benchmarking
- Energy Policy
- Managing Infrastructure Business

– GENERAL AND STRATEGIC MANAGEMENT AREA

- Firms, Markets & Global Dynamics
- Advanced Methods of Data Analysis
- Non Competitive Strategy
- Principles of Management
- International Business Ethics
- Transition Strategies for Sustainability
- Sustainable Business Management
- Visionary Leaders

– COMMUNICATION AREA

- Corporate Image Building
- First Impression

– INFORMATION SYSTEMS AREA

- IT Strategy Design & Implementation
- Enterprise Resource Planning



- IT Risk Management
- Business Process Reengineering & Automation
- Knowledge Management Strategy Design and Implementation
- Social Networking Strategy for Business
- IT Governance
- Planning IT Enabled Organisation

– MARKETING AREA

- Integrated Marketing Communication
- Services Marketing
- B2B Marketing
- Sales and Distribution Management
- Qualitative Marketing Research
- Marketing to Consumers at the BoP
- Product and Brand Management
- Consumer Behaviour
- Customer Relationship Management

- Stakeholder Marketing
- Digital Marketing
- International Marketing
- Strategic Marketing
- Selling and Negotiation
- Retail Management

– OPERATIONS MANAGEMENT AREA

- Project Management
- Services Operations Management
- TQM & Six Sigma
- Supply Chain Management
- Global Sourcing and Lean Materials Management
- Business Logistics

– DECISION SCIENCES AREA

- Business Analytics with R
- Quantitative Methods for Business Decisions

XAVIER SCHOOL OF HUMAN RESOURCE MANAGEMENT (XaHR)

MBA-HRM

Two-Year Full-Time Master's Program in Human Resource Management

The two-year full-time MBA-HRM program will be offered by the Xavier School of Human Resource Management (XaHR), one of the first three Schools of Xavier University, Bhubaneswar (XUB). Since its inception in 1987, XIMB has offered a functional specialisation in HRM in the PGDM program. Finding that there was a need for a specialised program in HRM, a full-fledged two-year PGDM-HRM program was launched in 2011. Since 2014, this is offered as the flagship program of the Xavier School of HRM as MBA-HRM. The program is offered from the new Xavier University campus, at Kurki, Bhubaneswar, located approx 12 kms south of the Bhubaneswar airport.

HRM in XIMB and now XaHR has a long history, and today those alumni who specialised in HR, are at very senior positions in industry. With the formation of a separate School for HR, the program now has more focus, renowned faculty, better infrastructure, more resources and greater industry interface. XaHR has the vision of being the school of choice, in the domains of Human Resource Management and Organizational Behaviour, for students, academicians, and practitioners.

ACADEMIC SYSTEM

Program Objectives:

The achievement of sustained competitive advantage in any organization largely depends on the effective management of human resources. Technological, financial, and operational resources and capabilities provide only short-term competitive advantage. Moreover, faced with the challenges of increasing globalisation and competition, organisations are rapidly expanding. They are facing ever increasing complexities ranging from environmental issues to cross-cultural and geo-political issues. In this context, the conceptualisation and implementation of effective human resource management practices to attract, develop, motivate and retain a highly competent and diverse knowledge workforce is imperative. This also requires highly competent human resource professionals who possess holistic understanding of business, society and government and are well-equipped in all aspects of Human Resource Management.



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The MBA-HRM is a two-year full-time residential program with a sharp focus on “People Management”
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The MBA-HRM is a two-year full-time residential program with a sharp focus on “People Management” in the emerging knowledge economy. It is designed to develop highly competent human resource professionals by imparting the knowledge, skills and experience essential for managing human resources in an organization.

▲ CURRICULUM DESIGN

Academic Calendar: The MBA-HRM program is spread over six terms, each of approximately three months duration. An academic year consists of three terms. The first term extends from June to September, the second from September to December and the third from December to March. Students complete a minimum of 109 credits over the six terms, with 73 core course-credits and a minimum of 36 elective course-credits. One credit is equivalent to 10 teaching/contact (classroom) hours plus another 10 hours of academic work to be utilized outside the classroom in reading, research, assignments and/or activities related to the course, as specified by the Faculty. The program involves an average of 16 class sessions a week, each of 90 minutes duration. The students’ workload, including class sessions, required readings, term papers, project work and field visits, is expected to require about 70 hours per week.

Core courses: The students are exposed to 25 core courses during the first four terms i.e. three terms in the first year and the fourth term in the second year. Each core course is of 2 or 3 course-credits. The core courses are designed to provide wide exposure to the participants in Organisational Behaviour, Human Resource Management, Employment and Industrial Relations disciplines. The students also go through core courses from other management areas like Accounting, Communication, Decision Sciences, Economics, Finance, General & Strategic Management, Information Systems, Marketing Management, and Operations Management, in order to develop a holistic and complete understanding of the complexities of business environments and business organizations with ethical and social sensitivity.

Electives: Electives for the MBA-HRM program commence from the fourth term in the second year. The students are required to take electives having credits equivalent to not less than 36. Although more number of electives would be offered from OB/HR/IR areas, the students are encouraged to take electives from other Areas as well to gain an all-rounded

understanding of business management and acquire cross-functional skills. Every year each Area announces the list of electives to be offered during the second year. In an effort to continually update the syllabus, keeping with faculty interests and industry requirements, elective courses can be added or deleted from the list.

Summer Internship: At the end of the first year, the students are required to undergo a summer internship in an organisation for a period of six to eight weeks. They are to carry out a project on some significant aspect of a human resource management problem. The objective of the summer internship is to provide the students with an opportunity to observe and study an organisation in operation and to relate what they have learnt through concepts, theories and projects to actual practice. This is a compulsory requirement to be eligible for the award of the MBA-HRM degree.

Independent Research Projects (IRP): The program encourages and provides students with an opportunity, to pursue Independent Research Projects (IRP) in their second year. These build on the interest and willingness of students to learn about a specific topic and develop their research skills. The IRP comprises a research project carried out over a period of one or two terms. It contributes to a deeper understanding of the human resource management discipline. IRPs are customized offerings and are optional in the second year of the program.

Immersion Courses: HR leaders are invited to offer Immersion Courses for the students with an objective of providing insightful discussions on specific topics, which are normally not covered in the regular course curriculum. The students are provided with an opportunity to take up Immersion Courses, taught by thought leaders and professionals in their areas of interest. The invited faculty provide exposure to and understanding of upcoming areas in the industry and new initiatives in the field of HRM. This unique educational innovation enables the students to broaden their horizons, learn about the cutting-edge developments in their field and explore newer opportunities. Over the years immersion courses have included topics like HR analytics, Appreciative Inquiry, and HR Audit to name a few.

Industry Interface and Exposure: Over and above the regular courses offered in the program, students are exposed to industry practices through talks that are conducted by senior executives and industry leaders. Moreover, project assignments, seminars by eminent scholars and executives, and summer training in industry help the students acquire practical knowledge about human resource problems in today’s organisations. These Immersion Courses, Seminars and Projects aim at generating and evaluating alternative solutions to management issues. The students are thus prepared to face with confidence the problems they may encounter in their professional career through blended learning.

Student Exchange: Students have the opportunity to spend one term, during the second year, at Universities in Europe through the student exchange program. For the work done in different places, the students get credit transfer. Our students

have done their exchange programme courses in EUROMED Marseille Institute of Management, France, IESEG School of Management, Lille Catholic University, Lille, France and REIMS Management School, Reims Cedex-France.

Extra-curricular Activities: As a policy, the Institute encourages students to develop team skills and citizenship qualities in addition to academic accomplishments. Enough scope exists in the campus for extracurricular activities through participation in interest-specific, voluntary student associations and other pursuits such as sports, social service, book clubs, music, debates, quizzes, contests, etc.

▲ DEGREE

The Xavier University awards the MBA-HRM degree to the students who have successfully completed the course work equivalent to 109 credits, fulfilled the prescribed academic standards, and have done the summer internship as per the prescribed requirements. The degree is awarded at the Annual Convocation which is usually held in March/April.

CORE COURSES

– HUMAN RESOURCE MANAGEMENT AREA

- Human Resource Planning
- Recruitment, Selection & Hiring
- Learning & Development
- Performance Management
- Wage and Salary Administration
- Employment Relations for Managers and Professionals
- Industrial Relations
- Labour Law-I
- Labour Law-II
- Labour Law-III

– ORGANISATIONAL BEHAVIOUR AREA

- Individual in Organisation (OB-I)
- Group Dynamics & Team Building (OB-II)
- Organisation Structure & Design (OB-III)

– ACCOUNTING AREA

- Financial Reporting & Analysis

– COMMUNICATION AREA

- Communication Skills for Manager

– DECISION SCIENCES AREA

- Quantitative Methods

– ECONOMICS AREA

- Microeconomics for Managers
- Macroeconomic Analysis & Policy

– FINANCE AREA

- Financial Management

– GENERAL MANAGEMENT & STRATEGIC MANAGEMENT AREA

- Social Research Methods
- Business Ethics & Corporate Social Responsibility
- Strategic Management

– INFORMATION SYSTEM AREA

- Human Resource Information Systems

– MARKETING MANAGEMENT AREA

- Marketing Management for HR Professionals

– OPERATIONS MANAGEMENT AREA

- Operations Management



ELECTIVE COURSES

– HUMAN RESOURCE MANAGEMENT AREA

- Competency Mapping and Assessment Centre
- Talent Management
- Compensation & Reward Management
- Human Resource Development
- Strategic Human Resource Management
- International Human Resource Management
- HRD Instruments
- Managing Diversity and Inclusion
- People, Interactions and Processes
- Labour Law Applications
- Social Legislation for Indian Managers
- Industrial Jurisprudence

– ORGANISATIONAL BEHAVIOUR AREA

- Dynamics of Personal Growth & Development
- Coaching, Mentoring & Beyond for Leadership
- Conflict Management & Negotiation Skills
- Organisational Change & Development
- Transformational Leadership
- Power & Politics in Organisations
- OB/HR Research
- Cross Cultural Management
- Personal Identity & Career Management
- Neuroscience of Leadership
- Employee Counseling & Work-Life Interface

– COMMUNICATION AREA

- Corporate Image Building
- Soft Skills for Global Managers

– ECONOMICS AREA

- Economics of Strategy

– GENERAL MANAGEMENT & STRATEGIC MANAGEMENT AREA

- Managing Creativity

– INFORMATION SYSTEM AREA

- Enterprise Resource Planning-Human Capital Management
- Knowledge Management Modeling in Organisations

– MARKETING MANAGEMENT AREA

- Sales Force Management

– OPERATIONS MANAGEMENT AREA

- Project Management



XAVIER SCHOOL OF RURAL MANAGEMENT (XSRM)

MBA-RM

Two-Year Full-Time Master's Program in Rural Management

The 2-year full-time Program in Rural Management of XIMB is now the MBA-RM, the flagship Program of the Xavier School of Rural Management (XSRM). The Rural Management Program of XIMB was incepted in 1995 and the MBA-RM continues the management-plus education it developed, to build multi-dextrous professionals with the understanding and expertise to work in rural communities, markets, businesses and development programs. Its diverse aspirants - fresh graduates and post-graduates, experienced and in-service candidates, and returning alumni – are prepared to apply management science for rural transformation. Formation of the RM School has enabled more faculty, better infrastructure, greater industry interface and expansion in the Program offerings; from the new XUB Campus in Nijigarh, Kurki, 12 kms from the airport.

The MBA-RM Program equips the students with managerial competencies and rural understanding. The Ph.D programs, supported by research and policy engagements of XSRM faculty, prepare knowledge leaders and academics to expand the frontiers of change. XSRM welcomes students interested in making a real difference, passionate not just about profits but also about developing sustainable, equitable and profitable organizations and communities.

MBA-RM Program is ranked 2nd in India in the Agribusiness category of Eduniversal Masters Ranking, 2015-16.



PROGRAM LEARNING GOALS

The MBA-RM, an “MBA-plus” program, provides a robust management education plus an extensive understanding of the rural context, communities, markets and opportunities. Students are equipped with functional management knowledge and skills, to -

- *understand, analyse and address complex problems in rural markets*
- *develop and implement livelihood development and social change strategies, and*
- *design, incubate and nurture social enterprises*

Students learn to analyse managerial and developmental problems and develop insightful, practical and innovative solutions to meet comprehensive bottom-lines. The curriculum helps them decipher the complex and go beyond the obvious; the hallmarks of our graduates are discipline, versatility and creativity.

PROGRAM FOCUS

Rural management encompasses a range of substantive areas and organizational contexts, and in addition to the functional core of management courses, the MBA-RM program offers students the opportunity to focus their learning in one or more of these areas through their choice of elective courses.

- Agribusiness and Rural Marketing, useful for a career in marketing agri-inputs and outputs, food products, consumer goods and crafts and services. Capabilities are built for developing rural markets and value chains and catalysing market access for and by rural households. Electives include Supply Chain Management, Value Chain Analysis, Sales & Distribution management, Agri-input & Output marketing, Procurement Management and Warehousing and Market Research.
- Rural and Inclusive Finance electives provide specialized understanding of rural financial markets, and institutions, products and services necessary for extending financial services to the underserved, financial intermediation



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The MBA-RM is a management-plus program with a sharp focus on rural development.
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processes and building viable architectures for sustainable rural financial delivery. Courses include Microfinance Management, Commercial and Development Banking, Commodity Derivatives and Insurance & Risk Management.

- Livelihoods and Development Management courses offer an understanding of livelihood development models and approaches, issues and challenges confronted in building sustainable livelihoods and national and international experiences. Options for development of agri-based, livestock-based and natural resource-based livelihoods, understanding of development policies and programmes in various sectors (Health, Education, WASH, Food Security and Nutrition), micro and decentralized planning and participatory local governance are covered, with an overarching rights-based approach to development.
- Social Entrepreneurship courses enable students with innovative social-business ideas to develop their own enterprises, and to work with startups and social businesses. Understanding of producer companies and social enterprises, the trends of social impact investing

and measurement of social impacts are covered. Social entrepreneurs in the XUB network offer internships with their social businesses, and students may opt out of the placement process, access venture funds and start their own enterprises.

▲ PROGRAM STRUCTURE

The MBA-RM Program comprises coursework and other learning segments carrying 120 credits, of which one-third comprise elective courses in the second year. Each credit requires 10 hours of classroom contact or its field equivalent, and an expected 10 hours outside the classroom for preparatory reading and assignments. The core courses provide the conceptual and theoretical fundamentals of management and development, and the analytical frameworks and tools for field learning. These are augmented by field experience, management traineeship, seminars and colloquia.

Core Courses cover the management functional areas - Accounting, Finance, Organization Behaviour, Human Resources, Operations, Marketing, Strategy – and development

functions such as Community Mobilization and Institution-building, Microplanning, Societal Analysis, Participatory Rural Appraisal, Development Program Management, Development Finance and Rural Project Financing, Microfinance, Gender, Governance and Social Entrepreneurship.

Elective Courses offered in the second year provide advanced learning in specific areas of the student's interest, termed as concentrations. Electives are offered in the management functional areas, and in others such as Agriculture Input and Output Marketing, Consumer Behaviour, Transformational Leadership, Corporate Social Responsibility, Natural Resource Management, Disaster Management, Relief and Rehabilitation and Development Training.

Rural Living and Learning Experience (RLLE) is a mandatory segment. MBA-RM graduates must have the willingness, capacity and drive to learn from and about the lives of people in their area, and students are therefore attached for six weeks to a development organization, and live in a project village. They complete a live project, and systematically study and analyse village society, economy and polity and the difficulties faced by communities. They are often placed in underserved rural areas, and their research and documentation conveys the local situation to the outside world, adding value to the communities and organizations which host them. The Participatory Rural Appraisal exercises, and micro research and field application projects included in other courses also develop understanding of rural realities.

Management Training segments include the RLLE, and the Summer Internship Program (SIP) in which the students work during for six to eight weeks with reputed organizations. The SIP enables experience of the working environment and managerial practices. In the live assignment in the organization, students apply the development management concepts, theories and frameworks learnt in the classroom, and get the opportunity to learn the nuances.

Seminars and the National Colloquium in Rural Management are core requirements, and feature eminent speakers from the rural management field to discuss the field's development, issues and future directions. In the Development Ethics Seminar, students discuss the ethical responsibilities and dilemmas of a development manager, and learn of ways to make principled choices and decisions.

Immersion Courses are taught by thought leaders and professionals in the industry and social sectors, and enable students to broaden their horizons, learn of cutting-edge developments and explore emerging opportunities. Students must take at least two of these non-credited courses. Immersion topics have included Geographical Information Systems, Business Planning for Social Enterprises, Product and Brand management, Commodity Trading, ICT for Governance, Human Rights and Social Justice, Renewable Energy Management and Quality Certification systems.

▲ Industry Interface & Practical Exposure

The MBA-RM students organize and conduct a number of events and activities, geared to design and develop their managerial and team-work capabilities and also increase their involvement with local communities and with industry segments. A flagship event is the Gramotsava, a weekend of rural and social marketing fairs organized in villages in the region. Students undertake live projects in partnership with sponsoring organizations, and collaborate with the village leaders and the community to organize the events. In the RLLE mela at the end of their village stay, students share the details of the village, their experience and the projects undertaken with the students, faculty and visitors of XUB. The RMax – the association of the RM students – organizes Abhivyakti, the annual Rural Management Conclave, with senior leaders from industry and sector organizations; it also publishes Dhvani, the rural management magazine and organizes case-writing competitions during the year. Leadership Talks are also a regular feature, bringing business and social leaders to campus to interact with students.

▲ Academic Calendar

The MBA-RM academic year comprises three terms of approximately 12-14 weeks. The RLLE segment is part of Term II in the first year, and the SIP is scheduled for 6-8 weeks between terms III and IV. The weekly schedule typically has 16-20 sessions, which include classroom sessions and time for other segments such as the NCRM and the DES. The Gramotsava, Abhivyakti, RLLE Mela and some other co-curricular events are scheduled on working days, while Leadership Talks and Immersion courses are often organized over some weekends.

▲ Extra-curricular Activities:

XSRM encourages students to develop team skills and citizenship qualities through participation in interest-specific, voluntary student associations and other pursuits such as sports, social service, book clubs, music, debates, quizzes, contests, etc. A large number of Student Committees and Associations promote student engagement in co-curricular activities.

▲ DEGREE

The Xavier University awards the MBA in Rural Management Degree to students who successfully complete all curricular requirements equivalent to 110 credits, and fulfil other prescribed requirements of the MBA-RM Program. The Degree is awarded to qualifying students in the Annual Convocation, usually in the month of March/April.

▲ CORE COURSES

- Accounting for Decision-making
- Community Mobilization and Institution Building
- Ecosystem and Sustainability Management
- Financial Management
- Financial Reporting and Analysis
- Human Resource Management
- Individual and Group Behavior
- Introduction to Marketing
- Macro-economic Analysis for Rural Society
- Management Information Systems
- Managerial Analysis
- Managerial Computing
- Managerial Economics
- Micro planning
- Operations Management
- Organizational Communication
- Quantitative Methods
- Rural and Inclusive Marketing
- Rural Development Administration
- Rural Financial Institutions and Markets

- Rural Production and Livelihood Systems
- Societal Analysis and Development Alternatives
- Social Research Methods
- Strategic Management

CORE FIELDWORK AND SEMINAR COMPONENTS

- Design Ethics Seminar
- National Colloquium on Rural Management
- Participatory Rural Appraisal
- Rural Living and Learning Component

▲ ELECTIVE COURSES

- Advanced Methods of Data Analysis
- Agriculture Input Marketing
- Agriculture Output and Food Marketing
- Commercial Banking for Rural Management
- Commodity Markets and Derivatives
- Consumer Behaviour in Rural Markets
- Cooperative Management
- Corporate Social Responsibility

- Development Induced Displacement and Rehabilitation
- Development Training
- Disaster Management
- Gender Issues in Development
- Globalization and Development
- Governance for Development
- Healthcare Management
- ICT & e-Governance for Development
- Independent Research Project
- Insurance and Risk Management
- Microfinance Management
- Procurement Management and Food Retailing
- Project Monitoring and Evaluation
- Qualitative Research Methods
- Rural Marketing Communication
- Rural Marketing Research
- Sales and Distribution Management
- Social Entrepreneurship
- Supply Chain Management
- Transformational Leadership



XAVIER INSTITUTE OF MANAGEMENT (XIMB)

MBA-GLOBAL

Two-Year Full-Time Master of Business Administration (Global)

- Learning from unique global management program and developing skill in three major and diverse global economies.
- Creating responsible Global Business Leaders for successful engagement in multi-cultural environment.
- Enabling personal development and building strong network by interacting with international students and faculty members.

The MBA (Global) is a high-value management programme for exceptional individuals who want to fast track their careers in a global environment. This programme provides a unique composition of vigorous management theory instruction, interaction with cutting-edge business knowledge specialists and hands-on experiential learning - a winning combination that puts budding talent into real-world context.

The program helps graduates become effective decision-makers and communicators, and gain essential qualities for today's leaders in the international business scenario. The curriculum is taught by world-class faculty. They use an engaged-learning approach in which the classroom functions as a business laboratory.

The Programme will give the graduates the power to transform business performance by arming them with knowledge and skills in finance, marketing, strategy and people management that can be directly applied to any business issue. The prospect to network on a truly global scale, integrating experience, attitudes and conditions of business in Europe, Asia and USA as well as augmenting leadership skills that will inspire growth and development towards global management responsibilities.

The Major Goals of the programme:

Top global organisations want global executives who thrive in a multicultural environment, who have experience of other cultures and can manage across boundaries. There will be opportunities to:

- *Get you out of your comfort zone from day one and encourage you to think, question and find solutions. Strategic thinkers with commercial flair, global understanding and excellent people skills are always in high demand - make yourself indispensable.*
- *Learn from an internationally renowned team of academics, industry experts and business leaders.*
- *Develop professional leadership skills embedded throughout the programme to move up or change career.*
- *Afford a diversity of team working environments via Global study teams and Regional study teams.*



MBA (Global) courses are taught in an interactive experiential setting by an internationally diverse faculty. Some things can't be taught. They have to be learned through experience around the world.

The idea behind our Global MBA degree hinges on three simple values. The focus is first and foremost on personal development. Second, by interacting with an international group of fellow students, being engaged by an international faculty and personal coaches and being paired to local high level alumni mentors in three very different environments, students will not only take away beneficial management insights, but grow as individuals as well. Third, each student will follow an individual learning trajectory with a personalized evaluation, revealing personal talents, new skills and capabilities and paving the way for a smart career choice.

▲ MBA PROGRAMS – GLOBAL EXPOSURE

Thunderbird/W.P.Carey Model:



XIMB's MBA-Global Programme is a two-year full-time residential program, which is a dual-track degree program with the world's best global management school, Thunderbird School of Global Management, and W.P Carey School of Business, Arizona State University, New York.

These MBA Global students will do their first year with MBA-BM or MBA-HRM students, at XIMB, Xavier University Bhubaneswar and Second Year would be at Thunderbird / W.P.Carey. In the first year, the students are exposed to the core courses only. At the end of the first year, those who have an average/cumulative QPI (grade) of 7.5 are eligible to attend the 2nd year at Thunderbird School of Global Management & W.P Carey School of Business.

The following criteria are required to have been fulfilled by the student in order to attend the 2nd year course at Thunderbird School of Global Management & W. P. Carey School of Business.



- Students who are going to Thunderbird school of Management should have minimum 4 to 6 years work experience. However, for W.P Carey School of Business does not require any work experience.
- A student would undertake his/her first year at Xavier University and the second year at Thunderbird/W.P.Carey School of Business, ASU, USA.
- He/She needs to have a Grade Point of at least 7.5 on a scale of 10 at the end of his/her first year at Xavier University to be eligible to undertake the second year at Thunderbird/ W.P.Carey School of Business, ASU, USA.
- Apart from the above mentioned requirement, he/she would also need to have a minimum score of 550 TOEFL/ IBT TOEFL 80 or IELTS 6.5.
- Additionally he/she would need higher level of language proficiency for admission to Thunderbird.

In case he/she does not meet the minimum requirements mentioned above for taking admission in Thunderbird or W.P.Carey, he/she would be provided with additional options to undertake international programs with our other partner universities / institution.

▲ PROGRAMMES AT THUNDERBIRD SCHOOL OF MANAGEMENT:

- **MGM Programme:** <http://www.thunderbird.edu/degree-programs/programs/master-global-management>
- **MAGAM Programme :** <http://www.thunderbird.edu/degree-programs/programs/ma-global-affairs-management>

▲ FEE STRUCTURE (THUNDERBIRD SCHOOL OF GLOBAL MANAGEMENT):

Name of the Degree	Course Fee *	
	1st Year (XIMB)	2nd Year TB (USA)
Master of Global Management	Rs. 8,50,000	\$ 70,000
M.A. in Global Affairs and Management	Rs. 8,50,000	\$ 60,000
An additional one-time Development Fee has to be paid along with acceptance of offer by each student at the time of admission.	Rs. 1,00,000	

▲ PROGRAMS AT W. P. CAREY SCHOOL OF BUSINESS:

- **Master of Science in Business Analytics:** <https://wpcarey.asu.edu/masters-programs/business-analytics>
- **Master of Science in Global Logistics:** <https://wpcarey.asu.edu/masters-programs/global-logistics>
- **Master of Science in Finance:** <https://wpcarey.asu.edu/masters-programs/finance>

▲ FEE STRUCTURE (W. P. CAREY SCHOOL OF BUSINESS):

Name of the Degree	Course Fee	
	1st Year (XIMB)	2nd Year (WPC, USA)
Master of Science in Business Analytics	Rs. 8,50,000	\$49,850
Master of Science in Global Logistics	Rs. 8,50,000	\$49,850
Master of Science in Finance	Rs. 8,50,000	\$49,850
An additional one-time Development Fee has to be paid along with Acceptance offer by each student at the time of admission	Rs. 1,00,000	

Fees are indicative in nature and may vary at the time of admission

For OTHER FEES AT XAVIER UNIVERSITY (Thunderbird & WP Carey Programmes), please refer to the fee structures of MBA-BM/MBA-HRM.

▲ ANTWERP MODEL

This is another dual-track degree program with Antwerp Management School (AMS), Antwerpen, Belgium



The autonomous management school of the University of Antwerp

This MBA-Global Program, a two-year, full-time residential program, uses a dual degree mode. The student can study the first year degree program from a specified list of programs offered by our partner universities. For the first year study, the students are awarded a degree from an international partner business school of Xavier University, Bhubaneswar and the credits of the first year are transferred as the credits of the first year of MBA-Global program. After completion of the first year, students would come back to XIMB (Xavier Institute of Management – Bhubaneswar) to continue their second year.

Antwerp Management School is offering the following five programs:

- **Master of Finance:** <http://www.antwerpmanagementschool.be/en/our-programs/masters-for-recent-graduates/master-of-finance-%28mof%29>
- **Master of Global Management (MGM):** <http://www.antwerpmanagementschool.be/en/our-programs/masters-for-recent-graduates/master-of-global-management-%28mgm%29>

- **Master of Global Supply Chain Management:** <http://www.antwerpmanagementschool.be/en/our-programs/masters-for-recent-graduates/master-of-global-supply-chain-management-%28mgscm%29>
- **Master of Innovation & Entrepreneurship (MIE):** <http://www.antwerpmanagementschool.be/en/our-programs/masters-for-recent-graduates/master-of-innovation-entrepreneurship-%28mie%29>
- **3Continent Master in Strategic Marketing (3C MSM):** <http://www.antwerpmanagementschool.be/en/our-programs/masters-for-recent-graduates/3continent-master-in-strategic-marketing-%283c-msm%29>



▲ FEE STRUCTURE (ANTWERP MANAGEMENT SCHOOL):

Name of the Degree	Course Fee (To be Paid at XIMB)	
	1st Year	2nd Year
Master of Global Management (MGM)	Rs.1,00,000 + € 10,950	Rs. 8,50,000
Master of Finance (MOF)	Rs.1,00,000 + € 10,950	Rs. 8,50,000
Master of Innovation & Entrepreneurship (MIE)	Rs.1,00,000 + € 11,750	Rs. 8,50,000
Master of Global Supply Chain Management (MGSCM)	Rs.1,00,000 + € 11,750	Rs. 8,50,000
3 - Continent Master in Strategic Marketing (3CMSM)	Rs.1,00,000 + € 29,000	Rs. 8,50,000

Fees are indicative in nature and may vary at the time of admission

For OTHER FEES AT XAVIER UNIVERSITY (Antwerp and Manhattan programs), please refer to the fee structures of MBA-BM/MBA-HRM.

“

The program helps graduates become effective decision-makers and communicators, and gain essential qualities for today's leaders in the international business scenario.

”

MANHATTAN MODEL



[The Manhattan Institute Of Management](http://www.mimusa.edu)

There is another dual-track degree program with **Manhattan Institute of Management**, New York (For more information kindly visit the link <http://www.mimusa.edu>)

Manhattan Institute of Management is offering one year International MBA with EAE Partnership Programme. The one year duration consists of 15 courses and a thesis project at the end. Students for the one year Period can study at MIM on either an M-1 visa, which means unpaid In-Company Training Program (ICTP) or a J-1 visa, which can mean a paid internship. At the end of the 1st year MBA Global students would come back to Xavier Institute of Management, Xavier University to continue their 2nd year elective courses with MBA-BM students.

FEE STRUCTURE: The tuition fee for one year program at MIM is \$24,000. For the second year, it is Rs.8,50,000, at XIMB. (Fees are indicative in nature and may vary at the time of admission).



There is another dual-track degree program with **Maastricht School of Management**, Netherland (<https://www.msm.nl>). **Maastricht School of Management** is offering one year MBA Program. The one year duration consists of **70 ECTS** credits including course works and Master Thesis or Business Consultancy Project.

At the end of the 1st year students would come back to Xavier Institute of Management, Xavier University to continue their 2nd year elective courses with MBA students.

FEE STRUCTURE: The tuition fee for one year program at MSM is € 14,250. The tuition fee does not include housing and living costs for the Netherlands, nor the textbooks or any other study materials. (Fees are indicative in nature and may vary at the time of admission). The tuition fee for the second year program at XIMB is Rs.8,50,000.



CAREER ADVISORY SERVICES

All the students can avail of the University's Career Advisory Services at the end of their second year study at XIMB. Students who opt for second year study abroad will not be able to avail of these services.



ELIGIBILITY (MAASTRICHT)

- Candidates must have a Bachelor's degree or equivalent from a recognized institution
- Candidates must have at least three years of work experience at managerial level
- Candidates must have a thorough command of written and spoken English
- Applicants whose native or predominant language is not English, or whose previous education has been in a language other than English, must provide evidence of English proficiency by achieving the minimum TOEFL, IELTS, TOEIC, etc. test results.
- Applicants from India, who have studied in English, are exempted from this requirement.
- Leveling courses: any applicant who does not have GMAT >600 or the GRE equivalent is required to take four leveling courses (currently offered by Peregrine Academic Services).
- Applicants can be denied entrance to the MBA program if they have not scored higher than 600 in GMAT (or the equivalent GRE score), or if their results in one or more of the leveling courses are considered insufficient by the Admissions Department.

MBA-UMG

Two-Year Full-Time Master's Program in Urban Management and Governance



The world is already predominantly urban, and India and other developing countries are urbanizing rapidly; in two decades, more than half of the Indian population will live in cities. Patterns of urban development and management of infrastructure and services have large-scale public and environmental consequences. To ensure citizen-centric, just and ecologically sustainable development, city managers versed in the complexities of city design and their economic, social and spatial development, and equipped with functional management capabilities are urgently required. In view of the urgent need for specialized expertise to plan and manage cities and their hinterlands, XUB offers a set of unique programs to create professionals, thought leaders and researchers of sustainable and humane habitats – The Masters in Urban Management and Governance is specifically designed to prepare such industry-ready graduates. The Ph.D Programs prepare urban researchers for consulting, policy work and academia.

▲ TWO-YEAR FULL-TIME MASTER'S PROGRAM IN URBAN MANAGEMENT AND GOVERNANCE

The MBA-UMG is designed to build multi-dextrous professionals with the spatial and systemic understanding of urban areas and functional management knowledge and expertise. The combination of a spatial imagination and abilities and management skills endows unique combination of competencies which prepares them to work in urban development and planning organizations, urban local bodies, consulting organizations working with state, national and local authorities and businesses involved in urban development. The MBA-UMG is suitable for graduates in all disciplines' geographers, planners, architects and civil engineers will find it adds enormous value to their careers. The MBA-UMG is offered at the new XUB Campus in Nijigarh, Kurki, 12 kms from the airport.

ACADEMIC STRUCTURE

Program Learning Goals

The MBA-UMG is a combination of a management education with spatial design and public administrative capabilities. Students are equipped with functional management knowledge and skills, to -

- understand, analyse and address complex urban conditions
- develop and implement urban infrastructure, livelihoods, development and other related projects

Students learn to analyse managerial issues in urban contexts and develop insightful, practical and innovative solutions. The curriculum helps them decipher the complex and go beyond the obvious; the hallmarks of our graduates are discipline, versatility and creativity.

PROGRAM FOCUS

Urban Management encompasses a range of substantive areas and organizational contexts, and in addition to the functional core of management courses, the MBA-UMG program offers students the opportunity to focus their learning in one or more of these areas through their choice of elective courses and a thesis project. Areas of specialization include –

- Water Management, – Waste Management, – Transport and Communication Systems,
- Affordable Housing, – Local Economic Development & Livelihoods, – Smart Urban Systems, – Urban Environmental Management

PROGRAM STRUCTURE

The MBA-UMG Program comprises coursework and other learning segments carrying 120 credits. Each credit requires 10 hours of classroom contact or its field equivalent, and an expected 10 hours outside the classroom for preparatory reading and assignments. The core courses provide the conceptual and theoretical fundamentals of management, urban analysis and spatial development, and the analytical frameworks and tools for field learning. These are augmented by Urban Practicum and Studios, Urban Management Internship, Immersion Courses, seminars and colloquia. Elective courses offer the students a variety of topics for building their competence in the specialized areas listed above. A Masters thesis on a live urban project or important theme is a capstone requirement in their areas of specialization.

The courses offered are grouped to provide essential and advanced managerial and organizational skills, functional management competencies and capabilities for Urban and Regional Analysis, substantive understanding of urban aspects and issues and build strategic perspectives.

Content Group	Areas covered	Core Credits
Foundations	Organizational Communication, Quantitative Techniques, Managerial Computing, Spatial Computing (GIS), Social Research Methods, Economics, Macro-Economic Analysis, Managerial Analysis & Design Thinking	18
Management Functions	Financial Reporting and Accounting, Cost Accounting, Financial Management, Organization Structure and Functioning, Operations Management, Project Management, Management Information Systems, Human Resource Management, Basics of Marketing/ Social Marketing, Strategic Management, Transformational Leadership	33 (plus electives)
Urban & Regional Analysis	Settlement Structure and Production Systems, Regional Economic Impact Analysis, Spatial Justice, Urban Competitiveness & Resilience, Decentralized Local Governance, Safe Cities, Urban Informal Sector. Sustainable Urbanization	18 (plus electives)
Urban Management & Governance	Spatial Planning & Land Use, Decentralized & Micro Planning, , Urban Governance and Administration, Legal Environment and Urban Law, Urban Policy, Urban Development Finance, Urban Systems Practicum, Disaster Management, Land Management, Water & Waste Management, Transport and Communication Systems, Affordable Housing, Local Economic Development & Livelihoods, Smart Urban Systems, Energy,	30 (plus electives)
Advanced Skills	Qualitative Research Methods, Advanced Method of Data Analysis, ICT and e-Governance, Smart Systems	
Perspectives on Habitat Planning & Development	Theoretical Foundations of Sustainable Urban Management, Colloquium on Urban Management and Governance Practice, Public Practice Ethics	9

The credit distribution noted here is approximate as some courses cover content from two or more fields.

Urban Internship Program enables students to work during for six to eight weeks with organizations in the urban sector, and experience the working environment and managerial practices. In the live assignment in the organization, students apply the urban management and governance concepts, theories and frameworks learnt in the classroom, and get the opportunity to learn the nuances.

Seminars and the Colloquium in Urban Practice features eminent speakers from urban planning and management field to discuss contemporary issues and innovations. In the Development Ethics Seminar, students discuss the ethical responsibilities and dilemmas of a urban manager, and learn ways to make principled choices and decisions.

Immersion Courses are taught by thought leaders and professionals in the industry and enable students to broaden their horizons, learn of cutting-edge developments and explore emerging opportunities. Students must take at least two of these non-credited courses. Immersion topics can include advanced Geographical Information Systems, ICT for Governance, Human Rights and Social Justice, Green Cities, Renewable Energy Management and Quality Certification systems.

▲ INDUSTRY INTERFACE & PRACTICAL EXPOSURE

The MBA-UMG students organize and conduct a number of events and activities, geared to develop their managerial and team-work capabilities and also increase their involvement with urban communities and organizations. Leadership Talks are also a regular feature, bringing urban development leaders to campus to interact with students.

▲ ACADEMIC CALENDAR

The MBA-UMG academic year comprises three terms of approximately 12-14 weeks in the first year and two terms in the second year. The 5th term is an extended term which provides the students to undertake their thesis. The UIP is scheduled

for 6-8 weeks between terms III and IV. The weekly schedule typically has 16-20 sessions, which include classroom sessions, Studio courses and time for segments such as the UMGP and the DES. Leadership Talks and Immersion courses are often organized over some weekends.

▲ ADMISSIONS

Candidates can seek admission to the Program in the following ways –

- Through the regular admission processes of XUB, as applicable to all MBA programs. UMG applicants can provide GATE scores in lieu of CAT/XAT. Those appearing for the X-GMT may be required to complete the UMAT section in the test.
- Candidates who have secured the 1st, 2nd or 3rd position (i.e., any of the top three ranks) in their undergraduate program can apply directly, without a CAT/XAT/X-GMT/GATE /NMAT score. The application must be accompanied by a certificate from the Head of the Institution stating their position. They will however, be required to attend the Personal Interview, if called.

▲ EXTRA-CURRICULAR ACTIVITIES:

XUB encourages students to develop team skills and citizenship qualities through participation in interest-specific, voluntary student associations and other pursuits such as sports, social service, book clubs, music, debates, quizzes, contests, etc. A large number of Student Committees and Associations promote student engagement in co-curricular activities.

▲ DEGREE

The Xavier University awards the MBA in Urban Management and Governance Degree to students who successfully complete all curricular requirements equivalent to 120 credits, and fulfill other prescribed requirements of the MBA-UMG Program. The Degree is awarded to qualifying students in the Annual Convocation, usually in the month of March/April.



XAVIER SCHOOL OF SUSTAINABILITY (XSOS)



MISSION

Sustainability
Education in the
spirit of Magis

VISION

Enabling people to
live extraordinary
lives, and be the
light for the world

MBA-SM

Two-Year Full-Time Master's Program in Sustainability Management



Xavier School of Sustainability offers a Value-Based Two Year Master's Program (MBA) in Sustainability Management.

Drawing inspiration from the Jesuit tradition of learning to care for environment, human development and sustainable communities and societies, the Xavier University in keeping with its vision and mission hopes to promote values of greater environmental justice and peace and thus create enlightened innovative programme to bring about change in the way corporate business is carried out in our Society and Economy. This programme offers unique opportunity to specialize in one of the functional areas of management and also to specialize in Sustainability offering its students a competitive advantage and a global advantage to their careers.

Building on XIMB's cutting-edge programmes in business and rural management and its uncompromising spirit of connecting business and society, Xavier University Bhubaneswar (XUB) has decided to respond to the global call and cry to promote the cause of sustainability. The School of Sustainability is established in XUB to fulfil this indispensable mission. You can be part of the mission of creating a sustainable future for all. We have a distinguished Strategic Academic Advisory Board (SAAB) to guide and inspire the school. The SAAB members constitute of leaders from Industry, Academic Institutions, Civil Society, Government and Research institutions, UN and Bilateral Agencies and International Monitoring and Reporting Agency. Our curriculum provides in-depth knowledge and skills in core sustainability competencies and how to apply them in the business and social environment for competitive advantage.

PROGRAM FOCUS

- Human Development
- Climate Change and Natural Resources Management
- Sustainable Energy
- Policies, Laws and Governance
- Sustainability Leadership and Entrepreneurship

PROGRAM STRUCTURE

In the first year, students will learn general management courses and some courses in the above mentioned domains and in the second year, they will have the opportunity to specialize in Sustainability and one of the functional areas such as Accounting and Finance, Human Resource Management, Information Systems, Marketing, and Operations Management.

The total number of credits that a student has to earn is 105 credits in two years. Total number of credits for the core segment is 65 credits. The total number of credits in the specialization on Sustainability is 20 credits. The total number of credits in the specialization in a functional area is 20 credits.



"The new agenda is a promise by leaders to all people everywhere. It is an agenda for people, to end poverty in all its forms – an agenda for the planet, our common home." On 2030 Agenda for Sustainable Development



- Ban Ki-moon

United Nations Secretary-General

“

“Even as the environment and development crisis intensifies, you the students and youth are living in privileged times. You, perhaps like no generation before, have the tools, enthusiasm and opportunities to make a real difference. Don't squander it.”

”

-Aditya Batra

*Programme Director, Centre for
Science & Environment*

▲ PEDAGOGY

The Core segment will use multiple teaching methods, including interactive lecture sessions, case analysis, group discussions, interaction with experts and practitioners and use of videos, documentaries and films related to sustainability. The core segment will also have the following practical components. The students will have opportunities to engage in sustainability activities

Sustainability Discovery Programme (SDP) - (3 credits) is an additional component to equip the student get ready for a sustainable world and to contribute to creating such a world on a broader scale. The discovery programme enables the students to explore and witness various sustainability programmes and activities engaged by corporate, governments and NGOs and implemented at community level in rural, tribal and urban settings to promote sustainability and sustainable development both in India and in Asia-Pacific Countries. The Sustainability discovery programme depends on students' interest and capacity to meet the additional cost. The maximum duration of this discovery programme is four weeks.

Summer Internship Programme (SIP): Students will spend eight weeks in various organisations to learn and experience how sustainability is being mainstreamed in both organisations and the community. One of the important elements of SIP is conducting a Sustainability Audit of the host organisation. The SIP intends to equip the students focus on sustainability challenges in industry, government and civil society, and participate in the analysis and the problem solving process.

Independent Research Project (IRP) or Capstone Project (CP) - (4 Credits): As mentioned earlier, in order to specialize in a particular area, each student can either opt for an independent research or undertake a capstone project. Capstone Projects are usually more “experiential” projects where students take what they've learned in the class and apply it to examine a specific idea in the form of an action project and write his/her learning and experiences which can add to development of knowledge, skill and behavioral change. Independent Research Projects are micro studies, either desk based or desk and field based on a topic of current interest.

Immersion Courses: Immersion courses involve thought leaders and professionals who provide inputs to the students on upcoming areas in the field sustainability and sustainable development. This unique academic innovation at XUB enables the students to broaden their horizons into uncharted territories and provide intellectual stimulation.

Degree: The Xavier University will award the MBA in Sustainability Management to the students who successfully complete classroom and field learning equivalent to 105 credits, including SDP, and fulfil all the prescribed academic requirements of the programme. The degree is awarded at the Annual Convocation which is usually held in the month of March /April.

SDP Organisations: Our SDP partners for year 2015-2017 were significant organisations like CSE , PRADAN, Chilika Development Authority, Biomie, UN Global Compact India, Wetland International South Asia, Vikramshila, Auroville, GRI India, Senergy, Harrison Malayalam



SIP Organisations: Our first MBA SM batch of 25 students have successfully completed SIP in following reputed companies: Accenture, ACC Limited, Aditya Birla, BLP-Statkraft , Dr. Reddy's Laboratories, Endeavour Malaysia, Enking International, Nordson India, ESAF Microfinance, GVK Group (Mumbai International Airport), Freight Investor Services, IIM Bangalore, ITC Limited, Mahindra Reva, Safex Fire Services Limited, UNGC, Tata Sustainability Group, Think-step Consulting, Trucost, World Resource Institute.

“*Sustainable Development is the Holistic Integration of Economic, Social, and Environmental Objectives in an Approach to Scientific Analysis, Governance, Problem Solving, and Human Action.*”

”
- Prof Jeffery Sachs
Earth Institute

CORE COURSES (65 CREDITS)

SUSTAINABILITY FOCUS (30 CREDITS)

Human Development

- Human Development and Sustainable Development Goals
- Frontiers of Human Development: Economic Growth, Equity, Rights, Freedom, Peace, Gender and Security

Climate Change and Natural Resources Management

- Society, Science, Technology and Environment
- Natural Resource Management: Protection, Preservation and Promotion

Sustainable Energy

- Energy System, Society and Sustainability
- Renewable Energy: Policies, Planning and Management
- Policies, Laws and Governance
- International Environmental Law and Institutions
- Governance and Management of Natural Resources
- Sustainability Leadership and Entrepreneurship
- Sustainability Leadership and Social Entrepreneurship
- Designing Organisations for Sustainability and Change

GENERAL MANAGEMENT COURSES (20 CREDITS)

- Managerial Communication
- Social Research Methods
- Natural Resources Economics
- Decision Modelling
- Sustainability Behaviour and Team Building
- Quantitative Analysis and Environmental Statistics
- Transition Strategies in Sustainability

FUNCTIONAL AREA CORE COURSES (15 CREDITS)

One subject each from five functional areas of 3 credits each viz., Accounting and Finance, Human Resource Management, Information Systems, Marketing, and Operations Management.

- Financial Reporting, Analysis & Financial Management
- Overview of Human Resource Development
- Information Systems for Sustainability
- Marketing Management
- Operations Management

SUSTAINABILITY DISCOVERY PROGRAMME (3 CREDITS)

SPECIALISATION/ELECTIVE COURSES: (33 course-credits + 4 Independent Research Project/Capstone Project credits=37 credits)

For specialisation, the students have to select 6 courses (18 credits) either from Cluster A or from Cluster B, and 6 courses (18 credits) from the list of electives offered by any one of the functional areas, viz., Accounting and Finance, Human Resource Management, Information Systems, Marketing, and Operations Management. Those who wish to specialize in any one of these areas, need to take at least 5 courses (15 credits) in that area only. The remaining 4 credits are either from IRP or from CP.



The list of elective courses offered by the functional areas can be referred on page 16 under list of courses for MBA-BM, and on page 20 under list of courses for MBA-HRM.

The four focus areas of the programme have been divided into two clusters. The following table presents the cluster specific courses.

CLUSTER A	CLUSTER B
Human Development <ul style="list-style-type: none"> Poverty, Deprivation and Human Development Agriculture, Food Security, Vulnerability, Adaptation and Livelihoods Political Ecology of Food and Agriculture Development Induced Displacement and Rehabilitation GIS, Spatial Planning and Sustainable Communities 	Climate Change and Natural Resources Management <ul style="list-style-type: none"> Land, Water, Forest and Sustainability The Earth’s Climate System: Mitigation, Modeling and Life Cycle Analysis Green Accounting and Carbon Finance Greenhouse Gas Emissions: Measuring and Minimising Carbon Footprint Environmental Risk and Impact Analysis
Sustainability Leadership and Entrepreneurship <ul style="list-style-type: none"> Community Mobilisation and Campaigning for Sustainability Corporate Social Responsibility Conflict Resolution and Peace Building Designing and Management of Innovative Business Models for Sustainability Sustainability Consulting and Networking 	Sustainable Energy <ul style="list-style-type: none"> Energy Markets and Innovations Renewable Energy Resources and Technologies Green Building and Sustainable Urban Development Geo-Politics of Minerals, Petroleum and Energy Energy Analysis and Energy Based Enterprise Development

“

"It is both a challenge and opportunity for the business sector to make the existing unsustainable models of planet earth redundant. To do this will require a radically innovative vision backed by deep commitment for the long term. My congratulations and best wishes to XUB for taking this pioneering step of giving young minds new eyes to see and engage with the issues that matter the most, not just for today but for future generations as well".

”

-P S Narayan
Vice President & Head of Sustainability at Wipro Ltd.

Extra-curricular Activities: As a policy, the Institute encourages students to develop citizenship qualities in addition to academic accomplishments. The Institute organises exposure visits and leadership talks to provide a holistic learning platform to the students. Enough scope also exists in the campus for other extracurricular pursuits such as sports, social service, book club, music, debates, quizzes, contests, etc., through area-specific, voluntary student associations.

Sustainability Summit: Sustainability Summit is an initiative to enhance engagement with different stakeholders of sustainability management. Sustainability Summit is an annual event. This is a congregation of great minds from Industry, Academic Institutions, UN and bilateral Agencies, NGO's, Government and Research Agencies and Social Sector Institutions representing different sustainability leadership stakeholders.



XAVIER INSTITUTE OF MANAGEMENT (XIMB)

EXECUTIVE MBA-BM

One-Year Full-Time Master's Program in Business Management for Working Executives

This one-year full-time Executive MBA program is specifically designed for working executives and practicing managers, who are aspiring to become business leaders of tomorrow. This program provides an excellent opportunity for professionals, with the potential to assume senior management responsibilities, to pursue a Postgraduate Program in Management, without interrupting the current professional career. The participants shall be from various parts of the country and they shall share a spectacular diversity in their respective academic and industry background, which shall provide an exciting prospect for learning from one another, and to assimilate the theoretical concepts taught in the light of their collective experience.

The one-year full-time program curriculum is structured similar to, and is as rigorous as, the regular two-year full-time MBA program. There will be four Terms spread over 12 months. Working professionals are encouraged to take one year leave /sabbatical / lien from their current organisations and return to the same organisation after completing the program and obtaining the Executive MBA Degree.

The program is intended to develop among the participants a generalised perspective of integrated cross-functional responsibilities, and specialised technical and managerial skills. Such skills and expertise are necessary to assume middle and top management responsibilities. Academic inputs provided during the programme shall bring out the inter-relationship among various functional areas as well as familiarise the participants in the techniques in functional areas including those in which the participant may have experience. The participants shall also get trained in technical and functional skills such as communication, accounting, finance, marketing, and operations and shall be helped to develop their analytical and integrative skills so that they can define complex problems with clarity and adopt a methodology best suited to deal with them.

The Institute encourages organizational/institutional sponsorship for the participants to pursue this program and appreciates a commitment from the organisation's part to defray the expenses incurred by their executives on education and training. Full or partial sponsorship minimises the financial liability of the participant to pursue the programme.

ADMISSION PROCEDURE

Eligibility: The minimum requirements for admission to the one-year full-time Executive MBA program are:

- 01 A three-year Bachelor's degree (or equivalent) in any discipline with at least 55% marks in aggregate, from a recognized University;
- 02 At least three years of experience in executive capacity in an organisation of repute in the public, private or non-governmental sector. Self-employed persons with minimum 5 years experience after obtaining qualifying degree can also be considered;
- 03 Age limit: Completion of 23 years as on 01.07.2017.
- 04 Sponsorship or No objection certificate from the employer for pursuing this course at XIMB.

Admission Test: Applicants are required to take any one or more of the following Admission Tests: a) XAT to be conducted by XLRI, Jamshedpur, on 8 January 2017, or b) CAT to be conducted by IIMs in December 2016, or c) GMAT taken in 2015 or 2016 (minimum score for applying 550), or d) X-GMT - an online test to be held on 29 January 2017. Applicants opting for XAT/CAT are required to refer to the respective XAT/ CAT advertisements in news papers, and follow the instructions therein. Applying for XAT or CAT or GMAT is a prerequisite for applying to XIMB, if not opting for X-GMT Test.

Application Procedure: For application procedure, admission test and selection process, please refer to page no.13

Admission: The candidates who are selected for admission to the one-year Executive MBA Program will have to indicate their acceptance of the admission offer and all related conditions, by paying the first instalment of the fees as stipulated in the letter of admission. The Program will begin around the first week of July 2017. At this time the students will be given a Manual

of Policies and Regulations, which will be binding on them till the successful completion of the program.

▲ ACADEMIC SYSTEM

Program Design: The program consists of four Terms spread over a total duration of about one academic year (two Terms of core papers and two Terms of electives with dual specialisation). Each Term ordinarily consists of seventy days of classroom sessions. The choices of electives have to be indicated at the time of admission itself. One needs to choose one set of electives for Term III as well as for Term IV (for Term III one has to choose either Accounting & Finance or Marketing as the area of specialisation, and for Term IV one has to choose either OM&DS or OB&HR as area of specialisation.)

The program includes 47 credits of core (compulsory) courses of 1.5, 2 or 3 credits each, and 36 elective courses

of 1.5, 2 or 3 credits (where 1 credit is equivalent to 10 contact hours) each. The entire program includes 83 credits (830 contact hours). The core courses are offered during the first two terms & one core course of 2 credits is offered at the end of 4th Term. The elective courses are offered in the third and fourth terms.

Each functional area offers a rich variety of elective courses every academic year. The set of electives get updated through regular revision of the curriculum taking into account recent developments in specific functional areas.

The faculty members' primary role in the program is to facilitate and guide the students to develop a clear understanding of the theories and practices of management and to help acquire skills and expertise necessary for a successful career in the corporate sector. The pedagogy varies from course to course depending upon the content of the course, the objectives of the

course and the pedagogical style of the instructor. Apart from the regular classroom lecture sessions the teaching methodologies include case studies, group discussions, simulation games, role-playing, and laboratory exercises. Evaluation components include assignments (individual and group), term projects, quizzes, mid-term and end term tests. The term projects are generally focused on the respective organizations of the participants and enable them to appreciate the real-life significance of the concepts covered in the classrooms.

Degree: The Xavier University will award the Executive MBA degree to participants who successfully complete course work equivalent to 83 credits, and fulfil the academic requirements as listed in the Manual of Policies. The degree is awarded at the Annual Convocation, which is usually held during last week of March or first week of April, every year.

“ This program provides an excellent opportunity for professionals, with the potential to assume senior management responsibilities, to pursue a Postgraduate Program in Management, without interrupting the current professional career. ”



▲ TERM-I CORE COURSES

- Financial Reporting and Analysis
- Marketing Management
- Organisational Behaviour
- Enterprise Information Systems
- Micro Economics for Managers
- Communication
- Business Law

▲ TERM-II CORE COURSES

- Business Ethics
- Cost and Management Accounting
- Financial Management
- Strategic Management
- Operations Management
- Business Statistics
- Human Resource Management
- Macro Economics and Policy

▲ TERM-III ELECTIVE COURSES (A&F)

- Strategic Management Accounting
- Financial Markets
- Corporate Restructuring
- Corporate Tax Planning
- Business Valuation
- Security Analysis & Portfolio Management
- Risk Management
- Commercial Banking
- International Finance

▲ ELECTIVE COURSES (MARKETING)

- Consumer Behavior
- Product and Brand Management
- Sales and Distribution Management
- Services Marketing
- Business to Business Marketing
- Marketing Research
- Strategic Marketing
- Integrated Marketing Communication
- Sustainability Marketing

▲ TERM-IV ELECTIVE COURSES (OB & HR)

- Industrial Relations
- Employment Relations
- HRP & Talent Acquisition
- Learning & Development
- Compensation & Reward Management
- Performance Management
- Organisational Structure and Design
- HRDI and Psychometric Testing
- HR Analytics
- Fundamentals of Labour Law

▲ ELECTIVE COURSES (OM & DS)

- Quality Management
- Project Management
- Quantitative Methods for Business decisions
- Supply Chain Management
- Strategies for Manufacturing Services
- Business Analytics

▲ IMMERSION COURSES

- Exploring Groups & Individuals
- (HR Immersion)
- (Marketing Immersion)
- (Fin. Immersion)
- (OM DS Immersion)

Career Advisory Services (CAS): CAS including placement shall solely be a student driven activity. The CAS office will only provide guidance and share relevant information for placement. No campus interviews will be organized.



XAVIER SCHOOL OF COMMUNICATIONS (XCOMM)



MISSION

Communication
Education
in the spirit of
Magis

VISION

Enabling
people to live
extraordinary
lives, and be the
light for the world

Xavier Studios, XCOMM has the state-of-the-art facilities. It houses a professional audio studio that uses Studio Pro with Presonus. The studio has online Video Production facilities along with professional lights and grids. The school possesses Panasonic P2HD (5) and Panasonic 4K cameras besides a Steadicam for Film & TV production. The media lab has 15 workstations and 10 mac edit suites. The lab has registered Adobe suite (academic version) for imaging and graphic design besides Final Cut Pro and Avid Media Composer for real time Film & Video Editing. Many more facilities are created at XCOMM to make the student experience of learning a fruitful one.

Xavier School of Communications (XCOMM) is established on July 2, 2015 to train students as media professionals in India. XCOMM has specialized studios like professional audio studios, studio floor, online TV Production set-up, Edit suites lab and professional training in top high-end software in the industry like Final Cut Pro, Avid Media Composer, Adobe Photoshop, Illustrator, Premiere Pro, Dreamweaver and InDesign besides offering training in 4C+ and Quark XPress.

The idea behind establishing a school like XCOMM is basically aimed at training students for the media industry on professional lines using a well-equipped studio of XCOMM.

Another specialty of this school is that the equipment is given to the students. The students use high-end cameras like Panasonic P2HD PX 270 cameras and Canon 5D and Nikon D7000 for their production. Professional lights, Steadicam and professional tripods enhance the productions.

The edit suits lab which houses 10 apple Mac Mini and 10 Dell workstations give students ample chances to practice what they learn in class rooms and professional editing of video is done on all the 20 systems using Final Cut Pro (10) and Adobe Premiere Pro (10).

Audio is an important component of film and television production. Professional audio studios are part of the studios. The studios use the latest registered software Presonus Studio One Professional with a midi keyboard. Another Presonus hardware uses Pro Tools LE.

Faculty for XCOMM is drawn from both academics and industry. The visiting faculty is basically from the media industry coming from different disciplines of Film, Television, Journalism, Advertising and Public Relations. XCOMM faculty has experience and expertise.

The School of Communications conducts International Conference every year in collaboration with OTV (Odisha

Television) in the month of November. Besides the school also conducts “Vikalp” – The performing arts festival in October. MIFF (Mumbai International Film Festival) screening will be done once in two years at Xavier City campus. Film festival of the University will be conducted once in two years starting from 2017.

▲ ACADEMIC SYSTEM

Academic System of XCOMM follows semestral pattern. Each semester will have a minimum of 25 credits and a maximum of 36 credits. 50% of the courses are practical and a student has hands-on experience with all the equipment at Xavier Studios.

LIST OF PROGRAMS

MA - Mass Communication (Two Years – 4 Semesters)

PG Diploma in Film & TV Production (One Year – 2 Semesters)

PG Diploma in Broadcast Journalism (One Year - 2 Semesters)

BSc - Mass Communication (Three Years – 6 Semesters)

▲ ADMISSION PROCEDURE:

Applicants are required to fill-up the application form online at: www.xub.edu.in or at: www.ximb.ac.in. The eligible candidates will have to appear for an admission test and/or personal interview during May/June 2017. Final selection of the candidates will be on the basis of academic performance, and admission test score and/or personal interview.



MA IN MASS COMMUNICATION

The program offers hands-on approach that allows students to experience the full range of technical expertise, conceptual skills and artistic expression that are required to become accomplished practitioners of the electronic media and teachers.

Through a comprehensive education in extensive production skills (in Photography, Radio, T.V. and Film) and theoretical knowledge, the program encourages the students to adopt creative, professional and scholarly approach to media practices. The graduates of the Xavier University could distinguish themselves in a diversity of media related careers as television producers, feature film directors, documentary filmmakers, reporters, editors, camerapersons, production designers, scriptwriters, teachers, and scholars.

It is also recommended that each student make provisions to have access to or purchase as SLR camera on their own for the still photography module.

LIST OF COURSES

SEMESTER-1

- Mass Communication Theories
- Screen Writing
- Film Studies
- Television Studies
- Digital Photography
- Basic skills in Journalistic writing
- Script for Television
- Film & TV Studies
- Introduction to Journalism
- Digital Video Editing
- Computer Applications in Media
- Cinematography
- Social Media & Online Journalism
- Non-Fiction Film (Projects)

SEMESTER-2

- Mass Media Research
- Aesthetics
- Management of Electronic media
- Media Laws

- Reporting & Editing for the Print
- Television Production
- Communication Theories
- Interview Techniques
- Computer Applications in Media
- Short Fiction Film (Projects)
- Ad film
- Argumentation
- Documentary Film making (Theory & Practical)

SEMESTER - 3

- Media, Culture & Society
- Anchoring
- News Reporting for TV
- Media Ethics
- The Media Business
- Radio Production
- Current Affairs
- Communication & Social Justice
- Public Relations vw
- Industry Readiness & Etiquettes
- News Magazine-Print (Project)

SEMESTER - 4

- Dissertation
- Internship

Note: The students will have a 3 - 4 month long internship at the industry. They would also prepare the dissertation side by side with their guides and submit the same by April first week for evaluation. The mode of working on dissertation will start from second semester with the paper on "mass media research".

MODE OF DELIVERY OF THE PROGRAM

The Program has 12 to 14 core subjects and 4 specialized subjects. There are seven projects that would give them skills in direction, cinematography, and script writing. For every credit, which is 10 hours, the student is expected to put in 10 hours of pre-course and 10 hours of post-course. In addition, there will be film screening and workshops/guest lectures scheduled as per availability of the resource person. Sufficient prior intimation will be provided.



PG DIPLOMA IN FILM & TV: DIGITAL VIDEO PRODUCTION

This program aims to provide an integrated overview of film and television with emphasis on Film & TV content production. Value additions will be in terms of appreciation of this medium through hands-on, film screening, workshops, field trips and guest lectures. Sound theoretical subjects will put the students on a solid ground with regard to practical that she or he would encounter in future.

While the emphasis will be on the art and craft of audio-visual production [direction, scripting, cinematography, editing, sound and special effects) the course will also attempt to provide students with an opportunity to look at a range of

classical and contemporary cinema in order to read and understand films in the changing social milieu of the new digital age.

Practical hands-on training forms the core of the learning process. The personal and group video productions will make the students competent to handle pressures as well as the quality of producing creative content for the media industry. Their abilities will be channelled and their skills sharpened and honed through multiple approaches, constant guidance and supervision by qualified instructors- practicing professionals in their areas of expertise.



CORE SUBJECTS

- Mass Communication Theories
- Mass Media
- Script Writing for Television
- Television Production
- Television Studies
- Still Photography
- Documentary Film Studies
- Management of Electronic Media
- Editing Video using FCP & Adobe Premiere
- Digital Audio Production
- Aesthetics
- Media Laws & Ethics

PG DIPLOMA IN FILM & TV (SPECIALIZATION)

- Film Studies
- Screen Writing

- Cinematography
- Directorial Practices

PRACTICALS (STUDENT'S PROJECTS)

- Documentary Film Making
- Online TV Production
- Still Photography
- Non-Fiction Film
- Internship
- Ad Filmmaking
- Short Fiction Film
- Master Project

MODE OF DELIVERY OF THE PROGRAM

The program has 12 core subjects and 4 specialized subjects. There are seven projects that would give them skills in direction, cinematography, and script

writing. For every credit, which is 10 hours, the student is expected to put in 10 hours of pre-course and 10 hours of post-course. In addition, there will be film screening and workshops/guest lectures scheduled as per availability of the resource person. Sufficient prior intimation will be provided.

FACILITIES

XComm has a fully equipped air-conditioned studio, a soundproof control room, a sound studio, cameras and lights to enable students to prepare productions that will simulate real life work situations. XComm has a HDTV studio with professional lights and all that go with professional Film & TV production.

PG DIPLOMA IN BROADCAST JOURNALISM

Broadcast Journalism is a subject that covers a few areas of mass communication like Journalism, Television Production, Argumentation, Mass Communication Theories, Reporting for TV, Editing Video and Scripting for Radio & TV. Other related subjects that augment broadcast communication too would make a student a professional broadcast journalist. The student will be taught to provide truthful and intelligent account of the news, to serve as a forum for the exchange of comment and criticism, to present an accurate picture of constituent groups in society, to circulate and clarify goals and values of society and to gain full access to information through inputs and the practical projects that he/she would undertake using the high-end equipment provided at Xavier University, Bhubaneswar. The professional software such as FourC+, Quark XPress, and adobe software will give that cutting edge to students who want to work in the electronic print and TV industry.

PROGRAM OBJECTIVES

- To prepare a broadcast journalist with skills in broadcasting
- To expose the students to the latest technologies
- To make the students to understand the working of theories in action
- To get professional training with hands-on at Xavier School of Communications
- To give the students the glimpses to the world of broadcasting

CORE SUBJECTS

- Mass Communication Theories
- Mass Media
- Script Writing for Television
- Television Production
- Television Studies
- Still Photography
- Documentary Film Studies
- Management of Electronic Media
- Editing Video using FCP & Adobe Premiere
- Digital Audio Production
- Aesthetics
- Media Laws & Ethics

PG DIPLOMA IN BROADCAST JOURNALISM (SPECIALIZATION)

- Human Rights, Public Issues, Globalization
- News Reporting for Visual Media
- Anchoring
- Argumentation
- Radio Production

- Journalism & Reporting News for Print
- Computer Applications in Media
- Social Media
- Online Journalism
- Basic Writing Skills
- Media & Socio Cultural Change
- History of Broadcasting
- Practicals (Students Projects)
- News feature Programming
- Online TV Production Projects
- Video Documentary Production
- Electronic News Gathering (ENG)
- Blogging
- News Magazine (Print)
- Master Project

MODE OF DELIVERY OF THE PROGRAM

The program has 12 core subjects and 12 specialized subjects. There are seven projects that would give them skills as broadcaster, editor, writer, documentary filmmaker, anchor, online journalism, and print. For every credit, which is 10 hours, the student is expected to put in 10 hours of pre-course and 10 hours of post-course. In addition to these, there will be field reporting, electronic news gathering and workshops/guest lecturers scheduled as per availability of the resource person. Sufficient prior intimation will be provided.

FACILITIES

XCOMM has a fully equipped air-conditioned studio, a soundproof control room, a sound studio, cameras and lights to enable students to prepare productions that will simulate real life work situations. XCOMM has a HDTV Studio with professional lights and all that go with professional Film & TV Production. The studio has facilities like professional Panasonic HD cameras; edit suites, online switcher which can handle 8-inputs, and a teleprompter.

ELIGIBILITY

- Any graduate in Arts, Mass Media, Science or Commerce, with at least 50% marks in aggregate.
- Working persons are not eligible.

Attendance is compulsory for all the lectures, film screenings, workshops and other group activities in order to graduate and receive the diploma. As the course is physically demanding, absenteeism because of ill- health may disqualify a student.



DISCOVERING NEW HORIZONS: DOCTORAL PROGRAMS



MISSION

Doctor of Philosophy
Education in the
spirit of Magis

DOCTOR OF PHILOSOPHY (PhD) PROGRAM

The Doctoral program is designed to prepare students for professional leadership in the field of management, communications, and commerce. The objective of the PhD program is to facilitate research entrepreneurial skills and orientation of doctoral scholars. It is designed to promote the culture of research entrepreneurship wherein researchers are encouraged to explore themselves, ask questions, actively seek peers' feedback, build conviction in their ideas, share their ideas with peers in specific and society in general. At a broader level Ph.D. program aims at contributing towards XUB's endeavour towards Sustainability, Entrepreneurships and Analytics (SEA) by understanding those issues which are fundamental to the research enquiry, and have a linkage with organizations, institutions, economy, society, and environment.

Eligibility: Master's degree (or equivalent) in any management/ communications/ architecture/planning related discipline from a recognised University, with at least 55% marks. In case the score is available on a letter-grade system, the Institute expects a minimum cumulative score of 5.5 on a 10-point scale.

Alumni of the one-year Post-Graduate program in Rural Development earlier offered in XIMB are also eligible if they have at least 8 years of relevant work experience.

▲ HOW TO APPLY:

Interested applicants can fill up the application form online at: <http://www.ximb.ac.in> or <http://www.xub.edu.in>, latest by February 14, 2017.

▲ SELECTION PROCESS:

Candidates will be shortlisted on the basis of their academic records and SOPs. The shortlisted candidates will be required to appear for Xavier Research Aptitude Test (X-RAT), and Personal Interview. UGC-NET qualified candidates will be exempted from appearing for the X-RAT.

The course work for the selected candidates will commence from July 2017.

▲ DURATION OF THE PROGRAM:

The approximate duration to complete the program is 4 to 7 years. The first year of the program will be spent for course work, and the remaining years for completing subsequent steps leading to the doctoral thesis. The maximum duration allowed to complete the Ph.D. is 7 years.

▲ COURSE- WORK AND REGISTRATION:

After the successful completion of course-work and related pre-decided steps such as a no. of review seminars, the student is supposed to give a thesis topic registration seminar. After the successful completion of this seminar, the student's PhD topic will be registered with Xavier University, Bhubaneswar (XUB).

▲ INDICATIVE AREAS OF RESEARCH

- Accounting
- Business Communication
- Business Ethics
- Business Information Systems
- Climate Change and Natural Resources Management
- Commerce
- Customer Relationship Management
- Decentralized Planning and Governance
- Decision sciences
- Development Program Management
- Development Policy and Strategy
- Economics
- Employment Relations
- Film Studies
- Finance
- Gender & Equity
- Human Development & Health
- Human Resource Management
- ICT and E-Governance
- International Marketing
- IT Governance
- Journalism
- Knowledge Management
- Labour Laws
- Media effects
- Media Ethics
- Operations Management
- Organisational Behaviour
- Product and Brand Management
- Rural Finance
- Rural Marketing
- Rural Technology and Operations
- Service Marketing
- Social Media & Online Journalism
- Strategic Management
- Supply Chain Management
- Sustainable Business Management
- Sustainable Energy
- Sustainable Livelihoods
- Sustainability Leadership and Entrepreneurship
- Urban Management & Governance



▲ PhD LEVEL COURSES

- Philosophy of Science
- Exploratory Research Methodology
- Experimental Research Methodology
- Descriptive Research Methodology
- Quantitative Research Methods
- Qualitative Research Methods
- SPSS Lab
- Modeling with Excel
- Teaching Lab
- Research Communication
- Area Specific Seminar
- School/ Area Specific Courses

▲ PROGRAM FEE:

Officially Sponsored Candidates / Self Sponsored Candidates:
In case the organization supports the student's Ph.D. or the students decide to sponsor themselves, the fees for this four year program will be as follows:

- Rupees three lakhs in the first year; and
- Rupees one lakh each in the second, third, and fourth year, respectively.

Partially Sponsored Candidates (Partial Scholarship Category):
In this category of candidates (If found suitable), the applicable fees for the four years will be:

- Rupees one lakh fifty thousand in the first year; and
- Rupees fifty thousand each in the second, third, and fourth year, respectively.

c) Full Scholarship category:

In case of deserving full-time student, the academic fee will be waived.

▲ ACCOMMODATION:

The students will be provided accommodation on campus. The residential expenses will have to be paid by the students separately as per the prevalent rate and mess expenses as per actual. Students can also choose to stay off-campus.

▲ INTEGRATED PhD PROGRAM

Xavier University Bhubaneswar (XUB), India offers integrated Ph.D. program, leading to dual degree – MBA-BM/MBA-HRM/ MBA-RM/ MBA-UMG/ MBA-SM (1st stage, as applicable) and PhD (2nd stage). The admission process, academic system, and fee structure for the first stage are same as that of XUB's full-time MBA-BM/MBA-HRM/MBA-RM/ MBA-UMG/ MBA-SM programs.

▲ ADMISSION PROCEDURE

Admission into First Stage (MBA) will be as mentioned on page 13.

▲ SECOND STAGE (PhD)

Eligibility: Those candidates, who secure a minimum cumulative score of 6.5 on a 10-point scale in their MBA

▲ SCHOLARSHIPS AND OTHER SUPPORTS

During their final year of MBA, students are required to write X-RAT/UGC-NET test. Those who qualify for JRF shall be provided Junior Research Fellowship from the University Grants Commission. For further details, kindly visit <http://ugcnetonline.in/notification.php>. Limited number of fellowships may be provided by XUB.

At XUB we encourage our research scholars to participate in teaching assignments, research projects and consultancy.

▲ DURATION OF THE PROGRAM:

The minimum time period required to complete the program is three years after MBA from Xavier University Bhubaneswar. Broadly this is divided into two parts, the first year for the course work, and remaining two years for writing the doctoral thesis. The maximum duration allowed to complete the Ph.D. is seven years. Maximum possible extension to submit thesis after six years is 12 months.

▲ COURSE WORK AND REGISTRATION:

After the successful completion of course the candidate is supposed to give a thesis proposal seminar. After the successful completion of seminar, the candidate's PhD topic will be registered with XUB.



INSTRUCTION METHODOLOGY AND ACADEMIC EVALUATION

The faculty's main objective is to assist the student to develop qualities and internalise values, which are required for effective leadership of organisations. As this involves more than a mere learning of specific theories and tools, different teaching methods (appropriate to the skills to be developed), such as case studies, simulated games, group discussions, small group seminars, and "laboratory" exercises are used. The student's attendance and participation in class are essential.

While class room interaction aims at developing a wide knowledge base, the students are encouraged to analyse, anticipate, innovate and otherwise prepare themselves for a challenging professional career.

The major objective of the University's evaluation system is to motivate all students towards excellence. The system seeks this objective primarily by keeping students continually informed of their performance in relation to the required standards of academic achievement. The responsibility of performance however, is entirely up to the student.

Apart from the end-term examination, a student's performance is continually assessed on the basis of class participation, presentations, projects, mid-term tests and quizzes. The evaluation system attempts to synthesise a continuous process of assessment. The University uses the following system for indicating the levels of achievement:

Performance	Failure	Unsatisfactory		Average		Good		Excellent		Outstanding
Grade	F	D	D+	C	C+	B	B+	A	A+	O
Quality Point	0-0.49	0.5-1.74	1.75-2.99	3.0-4.24	4.25-5.49	5.5-6.74	6.75-7.99	8.0-8.74	8.75-9.49	9.5 - 10.00

Other evaluation symbols used at the University are: I=Incomplete course work; and P = Pass for a non-credit course. Minimum performance standards are specified in the Manual of Policies to qualify a student for promotion to the next year and award of the degree.

AWARDS AND ACCOLADES

Based on Performance, the following gold medals are awarded to outstanding students in the programs:

- The Odisha Jesuit Society Medal for Social and Ethical Perspectives in Management is awarded to the student who secures the highest Cumulative Quality Performance Index (CQPI) in the Business Ethics course.
- The Faculty Council gold medal for Academic Excellence is awarded to each of the top eight/two rank holders of the graduating classes according to their CQPI.
- Odisha Jesuit Society Gold Medal is awarded to the 1st rank holder of the RM class.
- C.M. Kandoi Gold Medals for Academic Excellence is awarded to the top two rank-holders of the graduating class along with a cash award of Rs 10,000 / - to the first and Rs 5,000 / - to the second rank holder.
- Leeta Misra-Ankalkoti Gold Medal is awarded to the top rank holder among the ladies in the MBA-BM class.
- NTPC Gold Medal is awarded to each of the lady toppers of the graduating classes.
- Fr. M.V.d. Bogaert Gold Medal is awarded to the topper in the SER course of the MBA-RM class.
- Ravi Sharma-Arsha Vidya Gold Medal, sponsored by Swamini Atmaprajnananda Saraswati of the Sri Medha Dakshinamurty Trust, Bhubaneswar, is awarded to the best all rounder of the graduating class.

STUDENT ACTIVITIES

STUDENT EXECUTIVE COUNCIL

The Student Executive Council (SEC) is the apex student body at XUB. It oversees the functioning of the various committees, presides over all student elections and acts as a liaison between the student body and the administrative authorities of the institute. The body is led by the General Secretary and consists of the Treasurer, Cultural Secretary, HRM Secretary, RM Secretary, Coordinators of the core, and functional committees, mess and hostel secretaries and the class representatives from BM, RM and HRM. This council is the forum for discussion with the Director, Dean (Academics), Dean (Administration) on issues affecting the student body in general. The primary function of the SEC is to facilitate the smooth functioning of all the student activities at XUB.

ILLUMINATIX (MEDIA & PR CELL OF XUB)

The Media and PR Cell of XUB strives to bring XUB to the fore and reinforce its image as one of the premier management institutes in the country. IlluminatiX ensures that every event at XUB, big or small, gets adequate coverage both at the local as well as the national level. Towards this end, it cultivates partnerships with electronic, print and television media houses. IlluminatiX enjoys strategic alliances with newspapers like "The Financial Express" and "Business Standard", magazines like "Business World", and websites such as "www.pagalguy.com" and "www.coolavenues.com". In addition, the cell has also tied up with TV channels like ETV and BBC. Moreover, IlluminatiX leverages national youth platforms such as MTV, Channel [V] and Big FM for publicity of the annual cultural fest of XUB, Xpressions. Furthermore, the cell understands that maintaining cordial relations with other premier B-Schools is of immense importance, and strives to achieve the same.

ALCOM, ALUMNI COMMITTEE

We believe the alumni are the treasured trove of our institute. AlCom, the alumni committee of XUB, strives to foster the relationship between the Institute and the alumni, with an aim to bridge the gap between the budding managers and the corporate world. The committee successfully conducts SANIDHYA, the annual alumni meet held in major cities to strengthen the bond with the esteemed alumni, current students and aspirants. The alumni remain well-informed about the happenings in the institute through X-POST, the monthly newsletter and UNNAYAN, the annual magazine of XUB. The committee acts as an interface between the current students and the illustrious alumni through X-ALMA program which facilitates in providing mentorship to

students undergoing their summer internship from alumni who are spread across different domains and industries. The alumni committee has also been instrumental in introducing innovative ways to reach out to the prestigious alumni through PRAYAAG, the cultural event during Xpressions and ENIGMAX, an online treasure hunt for the alumni and corporates. The Alumni committee continuously strives for maintaining and further enhancing the bond with the alumni.

IRC (INTERNATIONAL RELATIONS COMMITTEE OF XUB)

Knowledge is power. And this power extends beyond boundaries – testing its limits every day, breaking new ground and challenging the set order of things that attempt to define us. The world is a dynamic market place and is throwing up new business challenges with every passing moment. The International Relations Committee, XUB is directly responsible for harnessing this power through the Student Exchange Program it coordinates with the partner institutes of XUB across the world – especially around the USA and the EU. International conferences graced by renowned speakers from the corners of the world constantly aim to challenge the students' understanding of the cross functional dynamics of firms in the international marketplace. IRC takes care of the foreign exchange students as they step foot in India, ensuring a holistic experience for them. IRC periodically publishes blogs, articles, brochures and flyers - keeping abreast of the developments in the world, as well as branding XUB to the world. With its dominant presence in social media, IRC understands the significance of collaborating with its partner institutes and is looking to build on that through extensive alumni programs. IRC plans to extend the unique foreign exchange experience to the entire student community through innovative and interactive video and postal journals.

RM ALUMNI COMMITTEE

Alumni define an institute and propel it too. With over more than 900 alumni spread across the globe, the XUB RM Alumni committee works to build the relationship of the alumni with their alma mater. The RM Alumni committee endeavours to promote and maintain healthy relations with the illustrious alumni. In this regard various events that promote interaction between students and alumni are held. The prominent events include Sanidhya, Reunion, Alumni-mentorship program, Alumni talks, Anubhav and many others. To keep an update of all the activities on campus, monthly X-Post is published along with an annual magazine Unnayan. The committee also conducts a film making Challenge known as Dighir Ganguly Memorial Film Making Challenge & promotes Social Marketing in rural areas in association with RMAX during Gramotsava.



▲ X-FIN (FINANCE ASSOCIATION OF XUB)

It was said that Literature was an art and Finance a trade, but today it is the other way round. At X-Fin, there are a group of artists who are devoted to taking the art of finance to greater heights. X-Fin is a group of Finance enthusiasts devoted towards igniting the passion of finance among the student community and establishing a forum for lively discussions and debate amongst the fin-enthusiast. To mention a few activities undertaken by X-Fin include Finomics (Panel Discussion on contemporary topic held in the finance capital of India), Trade Wars (in-house stock simulation game), Lucratif (Portfolio designing and investment valuation game), Bizzdom (Finance quizzes), Budgetwiser (Budget Analysis Competition), Financius (Finance Article writing competition), Finesse (Weekly Newsletter), Immersion Courses and Workshops. X-Fin prioritises to increase Industry interaction by conducting Talks and Seminars with wide participation from regulators, and financial institutions.

▲ X-SYS (THE SYSTEMS ASSOCIATION OF XUB)

X-Sys is a wholly student managed body with an emphasis on promoting systems related activities on campus. Its activities spill over from the arena of academics into practical training in the systems area. X-Sys makes its presence felt by several systems based games, quizzes, periodical seminars, talks, panel discussions and paper presentations. It maintains a knowledge repository containing news, articles and papers related to the world of IT. Based on the student community's requirements and current industry trends, it proposes elective subjects and helps the students in opting for appropriate electives. It facilitates the immersion courses for students by eminent industry experts.

▲ MAXIM (MARKETING ASSOCIATION OF XUB)

MAXIM with its motto of "Taking Marketing to the Masses ~ since 1989" aims at providing a practical perspective to the

courses taught as part of the Marketing curriculum. This is achieved through live independent consultancy projects on Market Research, Advertising & Sales Promotion Planning, Digital Marketing, New Product Testing and providing customized marketing solutions to clients. As an active student consultancy wing, its distinguished clientele include Reckitt Benckiser, Tata Steel, ABN Amro, SBI, Heinz, Hutch, AVI, Panacea Biotech, Marico, Reliance, Aircel, OSCB, Godrej, Dabur, Dazzle Mineral Water etc. Besides these, MAXIM takes up various knowledge building initiatives for the students such as immersion courses on emerging marketing trends, seminars and CEO talks focused on contemporary issues in marketing, corporate and dealer interface programs, media planning games, quizzes, sessions on MR tools and sales strategy workshops. Each year MAXIM conducts a disguised market research for its clients, solving real-life business problems, through a thorough analysis of primary and secondary market data.

▲ CONSTRAT (THE CONSULTING AND STRATEGY CONSORTIUM OF XUB)

The Consulting and Strategy Consortium of XUB is a student body which provides a platform for students, faculty and industry professionals to interact and learn from each other in the fields of Consulting and Strategy. It aspires to bridge the academia-corporate skill gap specific to the Professional services/Consulting domains. CONSTRAT also organizes multiple events for XUB students as well as students from business schools across India. Some of them are Cognizant Maven: CONSTRAT's flagship strategy and consulting competition, Stratonomics: Consulting and Strategy Business Conclave, Consilium: A national level white paper competition and Conquest: Intra-college event held for first year students to give them an initial crack at B School competitions which tests their analytical thinking and problem solving abilities. CONSTRAT facilitates activities aimed at increasing the overall business acumen of the students while benefiting the industry through guest lectures and workshops, sector analysis and live projects.

▲ X-OPS (OPERATIONS ASSOCIATION OF XUB)

XOPS aims to increase the awareness, interest, and knowledge of students in Operations Management beyond classroom studies. It educates the students about the vital role of operations management in industry. It conducts industry tours, paper writing contests, e-discussions, alumni talks, knowledge sharing sessions, workshops, and quizzes to generate students' interest in the area. XOPS keeps its members updated about the operations industry through OpSession, its monthly magazine. Apart from this, the major events conducted by XOPS are Ashwamedh and Nirnay. Ashwamedh is the flagship event organised by XOPS. It is an Annual National Seminar in the field of Operations wherein a panel of experts from the industry deliberates on a chosen theme of the seminar. A paper writing contest is also a part of Ashwamedh in which participants from all top B-schools take part. Nirnay is a simulation game and its dynamic nature tests the conceptual foundations and real time decision making ability of the participants.

▲ XIMAHR (XUB ASSOCIATION FOR HUMAN RESOURCES)

XIMAHR is a student body which seeks to serve as a platform through which the students take a leap in learning and thought sharing on various issues related to the world of HR. Consistent with its vision to provide a strong impetus to learning and achieving academic excellence, XIMAHR conducts various workshops and industry seminars. It also strives to enhance the academic environment in XUB, by means of introducing new courses and working closely with the faculty members as well as the alumni network. XIMAHR organises two national events like HR Summits and Case In Point with a view to strengthen the Institute-industry interface, and Prativaada - an event designed to increase the level of social awareness among the students and propose solutions to issues that are relevant to both society as well as the

management discipline. It is actively involved in industry consultancy assignments in the area of HR, thereby providing rich learning experience to the students and bridging the gap between the class room and the corporate. True to its caption "People First", XIMAHR also organises personality development and self-enhancement sessions.

▲ RMAX (RURAL MANAGERS' ASSOCIATION OF XUB)

As an association of the MBA (RM) students, the focus of RMAX is to tap the untapped potential of the rural sector. Its flagship event, Gramotsava, has proven to be an excellent platform for leading organizations from different sectors to market their products and services. In addition to this, RMAX also plays host to a range of workshops, seminars, case studies and contests round the year. RMAX also helps the students in taking up projects with esteemed organizations - Action Aid International, HUL, Britannia, Cavin Kare, Cholayil, ICICI Bank, ICICI Lombard, ITC, PPL, POSCO, DFID, UNDP, UNICEF, UNIDO - to name a few. It is here that the managerial qualities of budding rural managers are expressed at their best. The aftermath of these activities is the learning which the students attach proudly to their insignia.

▲ SPORTSCOM

The Sports Committee of XUB has the clear intention of enhancing the level of commitment for sports from an extra-curricular perspective by organising various sports events wherein they can showcase their sporting prowess. Sports Committee goes beyond academic pursuits in putting XUB in the national spotlight. It organizes and facilitates various sports initiatives to build the passion of sportsmanship among the student fraternity. XUB's Pan India Sports Festival, ATHLOS, is one of biggest Sports extravaganza of Eastern India which brings together teams from different B-Schools across India and XUB Alumni team. The event fills palpable excitement and energy in the air. Spread over 3 days, this event brings about the sportsman spirit and talent in the potential managers of tomorrow. Apart

from this, X-Sports which is conducted to give a flavour of the sporting culture of XUB to the new batch and TBX which enables the best sporting talents to stretch to their limits are organized by SPORTSCOM so as to keep the students engaged round the year.

▲ XPRESSIONS

Xpressions is an inter-collegiate cultural extravaganza organized by the Student Executive Council in November every year. The fields of XIMB are transformed into a rich anthology of talent. The campus is resplendent with glitterati from top-notch Business schools. There are contests galore, both serious and zany, to suit all palates. Xpressions brings with it a wide spectrum of activities like cultural events, quiz, B-plan competitions, arts village, concerts, fashion shows, literary events, panel discussions, paper presentations, IT fair, marketing warfare, financial festival, HR panorama, etc. Spread over 3 days, the event brings out the organizing capabilities in students. The thrust is on students, who themselves manage every aspect of the mega event.

▲ SPIC MACAY

The Society for the Promotion of Indian Classical Music and Culture Amongst Youth, often known by its initials (SPIC MACAY), is a voluntary youth movement which promotes Indian classical music, Indian classical dance, and other aspects of Indian culture. It is dedicated to enriching education through the spread and appreciation of India's classical heritage and the aesthetics of the Indian classical milieu, especially those of the performing arts. Its aim is to inculcate the spirit of India's classical music and art among youth by organizing concerts, workshops and demonstrative lectures on India's classical music and art, all year round. Since its inception, SPICMACAY XUB Chapter has been valued and supported by the institute and the SPICMACAY Orissa Chapter. XUB is one of the most active members of the Orissa SPICMACAY chapter and gets the choicest of concerts held by SPICMACAY, Orissa. Last academic year we had organized Talk by Sri Kiran Seth Ji, founder of SPICMACAY followed by Kavita Dwibedi's Odissi Dance Performance. We also organized

“
XLENS does not create just photographs, it provides memories for life. The photography services are available for all students and student bodies at XUB.
 ”

Pottery Workshop, Pratibimb-Face Painting Competition, Viraasat-Classical Competition, Odissi Dance Concert by Sujata Mohapatra, Paint@XIMB and Mime show by Arusam Madhusudan

▲ LIT-SOC (THE LITERARY SOCIETY OF XUB)

Team Lit-Soc stands for creativity and provides a platform to the entire XUB fraternity to express themselves. It organizes numerous events and competitions-creative writing, storytelling, JAM’s, books launches etc which help XUB’ians express and realize their literary potential. It also maintains a Literary Blog, where it posts articles written by our students on a variety of themes. Also, Lit-soc comes out with an official annual magazine-Literati published towards the end of the

academic calendar. It encompasses articles across all genres - sports, fiction, fashion, food recipes, movie reviews, book reviews, politics, poetry et al with contributions from the entire batch. This year we have ventured into tie ups with publishing houses and online blogging sites to find out the creative talent on campus and give them the platform to consider writing as a career.

▲ QUIZZITE (THE KNOWLEDGE COMMITTEE OF XUB)

Quizzite is not just the Quizzing Association, but also the knowledge committee of XUB. It has always been the endeavor of the committee to promote a quizzing culture in the college and sustain it. XUB students have proven themselves in the various quizzes conducted not only in Bhubaneswar, but also in national quizzing events. XUB is the defending champion of the Bhubaneswar round of Tata Crucible and has won it for three years running now. It has also won the Bhubaneswar round of the Mahindra Auto Quotient for the past two years and was the runners up in the East zone last year. The Committee conducts the annual quizzing event Inquizzitive during Xpressions. The Committee also facilitated the conduct of the Mahindra Auto Quotient and Quizzicus Indica (by Orissa Quizzing Association). Xquizzite conducts quizzes all year round – fortnightly informal sessions and formal quizzing sessions like the Independence Day Quiz, Annual Sports Quiz , The Last Stand Quiz to name a few. The informal sessions cover different genres from entertainment to etymology. Xquizzite also has an eponymous facebook page where questions are regularly posted.



▲ X-STAGE

For XUB, an institute which is known for its rich cultural calendar, X-stage is a cardinal committee and responsible for a big basket of events. It is the only committee that allow a student to loosen up and relax after a long tiring day. Be it through a karaoke session with a bunch of friends or a salsa dance workshop. Students don't work in this committee, they discover their passion. The academic year starts with a fabulous ice-breaker talent hunt, X-Capade for identifying the talents of the new batch. Xpressions, the annual cultural flagship fest of XUB, is driven primarily by X-Stage which conducts all the mega events like Carnival de Vogue (fashion show), Decibelz (War of bands), Thirkan (Dance), Goonj (Song), Aaghaz (Street play), and so on . Apart from this, X-STAGE also conducts events like comedy nights (stand up sessions), Karaoke Night, Movie screenings and Theatre and Dance Workshops round the year. A member of this committee, hence, not only pursues his passion but also sharpens his ability to plan and conduct events smoothly.

▲ SPEAKUP!

SpeakUp! The oratory committee of XUB much like its name strives at bringing out the orator in each XUBian. The increasing emphasis being laid by the recruiters on the interpersonal skills of the candidates and their ability to address crowds effectively is one of the major reasons which formed the genesis of this relatively new committee. Though

only 4 years old, SpeakUp has been proactive in making its presence felt through numerous events such as "VAANI"- The public speaking forum, "Sailing my intern-ship"- where interns from senior batch share their experiences with the juniors and placement oriented mock GD/PI sessions . These events are chapter/session wise events which are "round the year". The other event which is bi-annual in nature is "Speak-a-thon" which is a 3 daylong event. The annual events include Leadership Talks, Turncoat and Xansad- the parliamentary debate competition. In what could be considered as a landmark event, this year the committee has decided to organize Model United Nations (MUN) at a large scale inviting brightest minds to participate from elite b-schools across the country during 'Xpressions', the annual fest of XUB.

▲ XLENS

The photography committee of XUB envisages to hold the essence of life at XUB captured within a moment of time. XLENS does not create just photographs, it provides memories for life. The photography services are available for all students and student bodies at XUB. XLENS organises many events and workshops on photography and post processing all through the year in order to provide a platform of enriching learning experience for the interested. This year XLENS is attempting to collaborate with professional photographers, reputed camera manufacturers, alumni and faculty to take XLENS forward with workshops, free demonstrations, live projects etc. It's not work, it's passion that fuels the dedication of every photographer of XLENS to believe that the person or thing he's clicking is the most important image of his life.



CENTRES OF EXCELLENCE



▲ CENTRE OF EXCELLENCE IN FISCAL POLICY AND TAXATION (CEFT)

Finance Department, Govt. of Odisha has established a Centre of Excellence in Fiscal Policy and Taxation (CEFT) in collaboration with Xavier University Bhubaneswar (XUB). The establishment of the CEFT signifies the commitment of the State to institutionalize the process of implementing the Fiscal Responsibility and Budget Management Act, 2005 and successive recommendations of Finance Commissions in letter and spirit. CEFT envisages serving the larger purpose of making research on the overall fiscal policies of the State, providing assistance to the Finance Department of the Government of Odisha for budgetary activities, providing analysis on fiscal & taxation issues.

During the year, 19 study reports and 6 Ongoing Study Reports were prepared by the CEFT team.

▲ NABARD CHAIR UNIT AT XAVIER UNIVERSITY

National Bank for Agriculture and Rural Development (NABARD) has granted approval for setting up of a NABARD Chair Unit at Xavier University Bhubaneswar (XUB) and we have executed an MoA in this regard. The NABARD Chair Unit at XUB became operational. Prof. Amar KJR Nayak has been selected as NABARD Chair Professor. Two research studies are underway. The Chair has provided advisory role on Producer organisations to NABARD, Govt. of India as well as Govt. of Odisha.

CENTRE FOR RESETTLEMENT, REHABILITATION AND CORPORATE SOCIAL RESPONSIBILITY (CRRCSR)

Outreach Activities

- Invited to UNDP webinar on 'Creating dialogue networks in global extractive industries' on 16th September, 2015
- Invited discussant and session chair in UNEP- TERI workshop on sustainable consumption, September 18, 2015, New Delhi.
- CRRCSR contributed to the Sustainability Summit organized by School of Sustainability through initiating and facilitating participation of leading scholars from Russia and Japan.
- CRRCSR invited by UNDP Head Office at New York for stakeholder consultation on Sustainable Development Goals (SDG)
- CRRCSR invited by US based Newmont Corporation, one of the world's largest gold mining company, to study the CSR and sustainability practices at its Ghana operations.
- Invited to UN- PRME Asia Forum- November, 2015.



ALUMNI, INDUSTRY INTERFACE & PUBLICATIONS

ALUMNI

All students of the University are members of the Alumni Association of the Xavier University (XUBAA). Each School has its own Alumni Association within the larger umbrella of XUBAA.

Members prior to the formation of the University, continue to be members of XIMB Alumni Association and going forward the Faculty of Management students are free to be members of the XIMB Alumni Association.

The XIMB, XUB is proud of its alumni who carry its spirit of courage, dedication, and excellence in various walks of life. Through their talent, experience, and specialised education, some of them have come to occupy leadership positions in their chosen fields of work. Today they are spread throughout the globe, contributing as professional managers, entrepreneurs, researchers, and other specialists. Many of the XIMB alumni have made us proud by distinguishing themselves through their extraordinary achievements in their chosen fields, their contributions to society and the nation as a whole.

In a way, our alumni community today stands for what the Institute has achieved ever since it came into being in 1987. Several of our alumni are currently occupying high positions such as CEOs, Sr. VPs, etc., in reputed companies and some have succeeded as entrepreneurs

in India and abroad. Our alumni strength so far is over 6500.

SOME NOTABLE ALUMNI

Pritish Gupta (PGDM-BM 1987-89)
Founder, CEO, Reachout Consulting, Bhubaneswar

Charudutta Panigrahi (PGDM-BM 1987-89)
President, Forum For Integrated Development & Research (FIDR), Gurgaon & Director, LD Foundation, Gurgaon.

Satish Das (PGDM-BM 1987-89)
CSO and VP, Cognizant Technology Solutions, Bangalore

G. V. Kumar (PGDM-BM 1988-90) MD & CEO,
Megasoft, Hyderabad.

Biju Dominic (PGDM-BM 1988-90), Co-founder & CEO,
FinalMile Consulting, Mumbai

Pinaki Rath (PGDM-BM 1989-91),
Founder & Managing Director, GoldMatrix Resources, Singapore.

Vijay Menon (PGDM-BM 1989-91), Principal Consultant, VM Consulting,
Bangalore, Founder, Director, MobileNXT Teleservices P Ltd.

Pradeep Kr Thacker (PGDM-BM 1989-91),
Partner, ESSEN CONSTRUCTION, Bhubaneswar.

Rajendra Kr Mishra (PGDM-BM 1989-91),
Founder & CEO, Indea Capital, Singapore.

PNSV Narasimham, (PGDM-BM 1989-91)
Global Head HR, Cyient Technologies

Prof. D. P Dash (PGDM-BM 1989-91),
Head, Graduate Studies and Research, Education, Swinburne University of Technology, Sarawak Campus, Malaysia.

K. Srinivasan (PGDM-BM 1991-93),
Executive Vice President-Growth, Polaris, Chennai.

K. Prabhakar (PGDM-BM 1991-93),
Executive Director and Associate Professor, Russ Berrie Institute of Professional Sales, William Paterson University, New Jersey.

Ananth Ramachandran (PGDM-BM 1991-93)
Head of Banks, Financial Institutions, Asia at Westpac Banking Corporation, Singapore.

Sumit Sarkar (PGDM-BM 1992-94)
CEO, United Healthcare India (Pvt.) Ltd., Mumbai.

Sameer Sathpathy (PGDM-BM 1993-95)
CEO, Personal Care, ITC.

Vinay Chak (PGDM-BM 1995-97)
Founder & Managing Partner, 4 Minute Mile, Mumbai.

Debansmit Mohanty (PGDM-BM 1995-97)
CEO & Co-founder, StratLytics Pvt. Ltd., Bhubaneswar.

Deepak Agarwal (PGDM-BM 1995-97)
Associate Director, Learning & Development, Indian School of Business, Hyderabad.

Pratyush Kumar Panda (PGDM-RM 1995 – 96)
Vice President, CSR, ACC Ltd.

Subrat Beura (PGDM-BM 1996-98)
Director, Biz Ops/Planning, ITO-DO WW, Hewlett Packard, Bangalore.

Amit Singh (PGDM-BM 1996-98)
EXECUTIVE DIRECTOR, Avendus Capital, Bangalore.

RahulTaneja (PGDM-BM 1997-99)
HR Head, Jet Airways

Srikumar Mishra (PGDM 1998-01)
Founder a, MD &, CEO, Milk Mantra, Bhubaneswar.

Ravi Kumar S, (Batch of 1994-96)
President at Infosys

Joseph Hadrian Bosco (PGDM-PT 1993-96)
Independent Consultant and Advisor, at Independent Advisor, Mumbai.



Celebrating 25 years: Grand Homecoming Batch 1990.

Gopal Krishna GSS (PGDM-PT 1999-02)
Country Head – ION OSM, Tata Consultancy Services, Mumbai.

Amar Patnaik (PGDM-PT 1999-02) Principal Accountant General, Comptroller and Auditor General of India, Kerala.

Anirban Gupta (PGDM-RM 2002-04) Chief Executive Officer, Dhriiti Professional Services, New Delhi.

Inir Pinheiro (PGDM-RM 2004-06) Founder CEO, Grassroutes, Mumbai.

Sumant Dubey (PGDM-RM 2005-07) Director, PSI Energy, New Delhi



▲ MANAGEMENT DEVELOPMENT PROGRAMS (MDPs)

The University offers Management Development Programs, designed to provide training to enhance/upgrade knowledge in both the corporate and the social sectors. The focus of these Programs is to equip the professionals in the corporate and the developmental sectors with appropriate skills and attitudes which would add value to their optimal potential and help them achieve the organisational objectives, keeping in mind the societal needs.

The Management Development Programs encompass areas such as Organisation Management, Manufacturing, Finance, Marketing, HRD and Rural Management and Developmental Programs focused on the NGO Sector with the focus on the synergy between the participant's personal growth and the organisational development. The Training Programs are conducted by experienced faculty members of the Institute who have expertise both in the corporate and academic fields.

▲ IN-COMPANY TRAINING PROGRAMS (ITPS)

The University conducts In-company Training Programs based on the specific requirements of corporate organisations, Government and non-government organizations. In addition, modules from our regular programs are often customised to suit the organisational needs. These programs are either held in the campus or at a location chosen by the client.

Our client list includes organisations such as: NTPC, WBSEDCL, PPL, SBI Life Insurance, VEDANTA, Odisha Finance Service, VISA Steel, CIFT, JSPL, CTC, OTDC, UNDP, UNIDO, Concern Worldwide, OFSDP, Airtel, DRDO, NALCO, Ministry of Environment and Forest, IDCOL, Indian Oil Corporation, Govt. of Orissa (Panchayati Raj Dept.), Govt. of Odisha (Commercial Taxes Dept.) , Cord Aid, Reserve Bank of India, Navodaya Vidyalaya Samiti, Govt. of Odisha (Dept. of School & Mass Education), Govt. of Odisha (Agriculture dept.), RRL, L&T, India Post, CIFA, SCERT, NABARD, World Bank Institute, NetHawk Networks, OMC, ONGC, OSIL, Dept. of Science & Technology, BPR & D, JK Organisation (EZ), Axis bank, Max New York Life Insurance, ESIC and Infosys.

▲ RESEARCH

The University has provided a world-class environment to promote research by the faculty members and the students. Our library services, information and communication infrastructure, and various organisational mechanisms designed to encourage research activities constitute that environment.

To encourage the faculty members to devote time towards research activities, the Institute has implemented the following initiatives: (i) it has set up a Faculty Research Fund (which is used for meeting research project expenses, conference participation, dissemination of findings, etc.); (ii) it has limited the compulsory teaching requirement for each faculty-member to 12 credit equivalent (120 hours of classroom teaching) courses in an academic year; (iii) it has provided a research assistantship component as an incentive for the PhD students to help their guides and other faculty members in their research work; (iv) it has provided

funds to launch a Research Training Seminar series to promote discussions on research, involving internal and external scholars in a wide variety of disciplines and (v) it also has subscribed to one Bloomberg Terminal to facilitate teaching and research. The results have convinced us that we are doing the right thing in supporting research. While strengthening our efforts in this area, we also need to ensure that our research endeavours remain relevant to our environment and trigger a process of competence building within the Institute as well as in the organisations, communities, and professional groups with which we work.

▲ CONSULTANCY SERVICES

Consulting assignments are undertaken by the XIMB, XUB faculty as individuals/ teams on a selective basis to diagnose and solve industrial problems objectively in various functional areas of management.

▲ XIMB, XUB PUBLICATIONS

- **International Journal of Development and Social Research (IJDSR)** – Peer reviewed International Journal published bi-annually
- **VILAKSHAN** – Peer reviewed International Journal published bi-annually
- **Journal of Case Research (JCR)** – Peer reviewed On-line International Journal published bi-annually
- **Research World** – Open-access publication focused on research thinking and practices in management field, published annually.

MBA-BM AND MBA-HRM CAREER ADVISORY SERVICES

The Career Advisory Committee assists students in planning their career and facilitates their entry into jobs, which match their interest. It serves as a channel of communication between students and organizations to recruit students on campus. XIMB alumni are occupying senior positions in industries both in India and abroad. Our Alumni Associations in New York, Los Angeles, London and Singapore bear ample testimony to the global presence of our Alumni. Given below is an indicative list of organizations where our alumni are in leadership roles:

- | | | | |
|---|--|---|---|
| <ul style="list-style-type: none"> • A F Ferguson • A V Birla Group • AATCO • ABGHRLP • ABN Amro • AC Nielsen • ACC • ACG Worldwide • ACH Consultants • Accenture • Adani Group • Akzonobel • Altisource Business Solutions • Amazon • Ambuja Cements • American Express • Amrop • Apollo Hospitals • Aptivaa Consulting • Arvind Mills • Ashok Leyland • AtoS • Avalon Consulting • Axis Bank • Bajaj Auto Ltd • Bank of Baroda • Barclays Bank PLC • Barclays Technology • Berger Paints • BhartiAxa Life Insurance • Birla SunLife • Bluedart • Bluestar • Borges • Boston Scientific | <ul style="list-style-type: none"> • BPCL • Britannia • Cadbury's • Caggemini • Cargill • CavinKare • Cisco • Citibank • CitiFinancial • Coca Cola • Cognizant Business Consulting • Cognizant Tech. Solutions • Credit Analysis & Research • CRISIL • CTRAN Consulting • Daimler • DE Shaw • Dell International Services • Deloitte India • Deloitte US • Deutsche Bank • Development Credit Bank • Dr. Reddy's Laboratories • Edelweiss • Emami • EMI Mercados • Enhance Oman • Equity Master • Ernst & Young • Essar Group • Eveready Industries • Exilant Technologies • Facebook • FEDCO • Feedback Ventures | <ul style="list-style-type: none"> • Fidelity • Frost & Sullivan • Futures First • Future Generali • GAIL • GarwareWallropes • GE Group • General Mills • Genpact • Glenmark Pharmaceuticals • Godrej & Boyce • Godrej Consumer Care • Godrej Properties • Goldman Sachs • Goodyear • Grasim • Greenlam Industries • GroupM • Grow Talent • HCCBPL • HCL Technologies • HDFC Bank • HDFC Life • Hero Motocorp • Hewitt Associates • Hewlett-Packard • Hilti • Hindustan Unilever Ltd • Honeywell • HPCL • HP-ITO • HSBC • Hyundai • IBM • ICICI Bank | <ul style="list-style-type: none"> • ICICI Prudential • ICRA • IDBI Bank • Idea Cellular • IFCI • IFFCO • iGate Global Solutions • iKure • IMRB International • In2IT • Indian Oil Corporation Ltd. • IndusInd Bank • Infosys • Infosys BPO • IRIS Business • ITC • ITC Infotech • Jindal Steel & Power Ltd • JK Group • Johnson Controls India • JP Morgan Chase • Kadence International • KalingaSoft • Kanbay • Kellogg's • Kimberly Clark • Korn Ferry • Kotak Mahindra • KPIT Cummins • KPMG • L&T Finance • Larsen & Toubro • L'Oreal • Lowe Lintas • Ma Foi |
|---|--|---|---|



- | | | | |
|---|--|---|--|
| <ul style="list-style-type: none"> • Madura Fashion & Lifestyle • Magma Fincorp • Mahindra • Mahindra Comviva • Mahindra Finance • Manipal Group • Manpower • Marico • Maruti Suzuki • McKinsey Knowledge Centre • Mercedes Benz • Metro Cash & Carry • Microsoft • Milk Mantra • Mindtree • Mother Dairy • Mphasis • Murugappa Group • NALCO • National Commodities Exch. • National Stock Exchange • Nokia • Nomura • OCL India Ltd. • Olam International • OLA Cabs • Omaxe | <ul style="list-style-type: none"> • ONGC • Oriental Bank of Commerce • Oriflame India • Oyster Connect • Panasonic • PepsiCo India • Pidillite Industries Ltd • Pilkington • Polaris • PricewaterhouseCoopers • Procter and Gamble • Prudential ICICI • Punjab National Bank • Ramco Systems • Ranbaxy Laboratories • Randstad • Raymonds • Reckitt Benckiser • Reliance Industries Ltd • Religare Enterprises Ltd. • Renault Nissan India • Reserve Bank of India • Robert Bosch • Royal Bank of Scotland • RPG Group • SAB Miller • Saint Gobain | <ul style="list-style-type: none"> • SAR Group • SBI • SBI Capital Markets Ltd • SBI Mutual Funds • SEBI ShapoorjiPallonji • Shree Cements • Sierra Atlantic • SocieteGenerale - CIB • Sonata • Spark Minda • Spencers Retail Ltd • Starcom • State Bank of India • Steel Authority of India Ltd. • Sterling Investments • Tally Solutions • Tata Advanced Systems Ltd • Tata AIG General Insurance • Tata BSS • Tata Capital • Tata Consultancy Services • Tata Hitachi • Tata HRDP | <ul style="list-style-type: none"> • Tata Interactive Systems • Tata International • Tata Motors • Tata NYK • Tata Steel • Think Talent • Thomson Reuters • Trident Group • TVS Suzuki • UBS • United Breweries • United Spirits Ltd • Usha International • Vedanta Group • Verve Consulting • Virinchi Group • Vodafone • Voltas • Walkover • Wipro Consumer Care • Wipro Technologies • WNS Global |
|---|--|---|--|

The average salary for 2016 batch final placement was Rs.12.44 lakhs p.a. for BM, and Rs.11.5 lakhs p.a. for HRM.

MBA -RM CAREER ADVISORY SERVICES

The Xavier School of Rural Management provides campus placement facilities and the MBA-RM program (earlier the PGDM-RM) has consistently achieved a hundred percent placement track record in the last decade. This promising trend indicates the increased faith of industry in Rural Management graduates, and in this Program. The School is proud of its 19 batches of alumni who carry its spirit of courage, dedication and excellence to the diverse organizations they join. Their specialized education, talent and tenacity have carried many of them to leadership positions in their chosen field. We have witnessed their successes also in emerging new areas like CSR, Livelihood Programs, Branding and Advertising, E-Governance and others. Given below is an indicative list of organisations where our alumni are in leadership roles.

▲ CONSULTANCY & RESEARCH

- Access Livelihood Consultancy
- BASIX Consultancy
- Bergen Group
- CMF
- CTRAN Consultancy
- Deloitte
- ERM
- Ernst & Young
- FICCI
- Global Agri-Systems
- IFMR
- IMRB International
- Intellectap
- IPE Global
- Kadence International
- MART Rural
- NABCONS
- NASSCOM Foundation
- NCIS
- NRMC
- Pricewaterhouse Coopers
- Research International
- Sambodhi
- SREI-SAHAJ
- Srijan IDS
- TERI
- TNS Global
- TRA International
- Villgro
- Centre for Good Governance

▲ E-GOVERNANCE

- AISECT

▲ FINANCE

- Agricultural Finance Corp.

- Axis Bank
- Bajaj Allianz
- Birla Sun life Insurance
- Citibank N.A.
- FINO
- Future Generali
- HDFC Bank
- ICICI Bank
- ICICI Lombard
- ICICI Prudential
- IDBI Bank
- IFMR-CMF
- IFMR-RF
- M-CRIL
- MetLife
- Morgan Stanley Capital Int.
- NABARD Financial Services
- NCDEX
- Oriental Bank of Commerce
- SBI Life
- SIDBI
- SKS Micro Finance
- Spandana Sphoorthy
- Standard Chartered
- Ujjivan Financial Services
- United India Insurance
- YES Bank

▲ BUSINESS DEVELOPMENT & MARKETING

- Aditya Birla Retail
- Ameya Agritech Products
- AMUL- GCMMF
- Bartronics India
- BASF
- Bayer Bioscience

- Biostadt India Ltd.
- Birla Tyres
- CEAT
- Coromandel International
- Dabur India Limited
- Daimler India CV
- Dow Agrosciences
- DuPont
- DSCL
- Flipkart.com
- Future Group International
- Godrej Agrovet
- i9 Media
- Impact Communications
- Indian Oil
- ITC
- Linterland Rural Initiatives
- Mahindra & Mahindra - FES
- Manipal Group
- Monsanto
- Mother Dairy
- NAFED
- Paradeep Phosphates
- Perfetti Van Melle
- PI Industries
- SELCO
- Shailja's Organic
- Spring Health
- Syngenta
- Synthite Industries
- TAFE
- Tata Chemicals Ltd.
- Tata Docomo
- TATA Motors
- Tata Rallis
- Tata Tele Services
- TATA Tinplate
- United Phosphorus

- Usha International

▲ DEVELOPMENT

- Action Aid
- AIDMI
- BRLP (Jeevika)
- CARE India
- CGIAR-CIP
- CGIAR-ICRISAT
- Dr Reddy Foundation
- Foundation for MSME
- Greenpeace India
- IL &FS
- Indiabulls Foundation
- JSPL-CSR
- KGVK - CSR Usha Martin
- MPWCL
- Naandi Foundation
- OXFAM
- RBS Foundation
- Reliance Foundation
- Rural Innovation Network
- SERP- Govt of AP
- SEWA
- SGGPA
- SRTT
- UNDP
- UNICEF
- USAID (SARI/E)
- Water Aid

▲ DEVELOPMENT FINANCE

- Annapurna Microfinance
- NABFINS
- Satin Credit Care Network Ltd
- Suryoday Microfinance Ltd
- Svantantra Micro Finance

The average salary for the 2016 batch final placement was Rs 7.21 lakhs p.a., with the highest at 11.38 lakhs p.a.

FEE STRUCTURE

PROGRAM FEE (IN Rs.)

Programs	MBA-BM	MBA-HRM	MBA-RM	MBA-UMG	MBA-SM	EMBA-BM (Full-Time)	MA-MC	PGD -BCJ	PGD-FTV
First Year/Instalment	7,40,000	7,40,000	5,40,000	5,40,000	5,40,000	7,40,000	4,00,000	3,50,000	4,00,000
Second Year/ Instalment	8,00,000	8,00,000	5,60,000	5,60,000	5,60,000	4,00,000	4,00,000		
Third Instalment						4,00,000			
Total	15,40,000	15,40,000	11,00,000	11,00,000	11,00,000	15,40,000	8,00,000	3,50,000	4,00,000

ADDITIONAL EXPENSES (IN Rs.)

01. Development Fund: Rupees One lakh to be paid along with the first instalment of fee (one time)

02 a. Residence Expenses:

MBA-BM, MBA-HRM, MBA-RM, MBA-SM, MBA-UMG & MBA-Global (1st yr/2nd yr)	
Room rent per year (Single seated)	38,000
Room rent per year (Double seated)	28,000
Establishment Fee (per year)	12,000
Board per month (approximately)	4,000

EMBA-BM	
Room rent for one year (A/c)	2,00,000

02 b. Residence Expenses:

MA-MC, PGD-BCJ, & PGD-FTV	
Room rent per year (Double seated)	28,000
Establishment Fee (per year)	12,000
Board per month (approximately)	4,000

03. Other Expenses

MBA-BM, MBA-HRM, MBA-RM, MBA-SM, MBA-UMG, & MBA-Global		EMBA-BM
Course Material (per year)	30,000	
IT Expenses (per year)	15,000	15,000
Alumni Association Membership (life time)	10,000	10,000
Placement Assistance (one time)	40,000	Not applicable

MA-MC, PGD-BJ, & PGD-FTV	
Course Material & IT (per year)	10,000
Communication Studio	10,000
Alumni Association Membership (life time)	10,000
Placement Assistance (one time)	10,000

FIELD LEARNING:

Field Learning Expense: 25,000 (One time;
Only for MBA-RM, MBA-SM & MBA-UMG)

Learning Event Expense: 10,000 (MBA-HRM
only)

04. Refundable Caution Deposits

MBA-BM, MBA-HRM, MBA-RM, MBA-SM, MBA-Global, MBA-UMG, MA-MC, PGD-BCJ & PGD-FTV		EMBA-BM
Library	8,000	10,000
Residence	6,000	
Mess	6,000	6,000
Communication Lab (*Applicable for MA-MC, PGD-BCJ, & PGD-FTV)	6,000*	
Computer Lab		10,000

PAYMENT SCHEDULE

The first year/instalment fee is payable by the date specified in the admission offer letter. The second year fee is to be paid by the beginning of the second year. In the case of Full-Time EMBA-BM, the second and third instalments are to be paid as per the subsequent instructions.

The Governing Body reserves the right to make changes in any of the components of the above mentioned fee structure or scholarships to be provided.

INTELLECTUAL CAPITAL

INTELLECTUAL CAPITAL

The key intellectual resource of XUB consists of XIMB which has a distinction of consistently being rated on the criteria of intellectual capital amongst top Business Schools in the country. Faculty and research scholars have published their papers in reputed scientific journals like Journal of Finance, European Journal of Operational Research, Ecological Economics, International Journal of Production Economics, International Journal of Production Research, Omega: The International Journal of Management Science, Annals of Operations Research, International Journal of Systems Science, Production Planning and Control, Experimental Agriculture, Socio-Economic Planning Sciences, International Journal of Health Care Quality Assurance, International Journal of Quality and Reliability Management, Systems Research and Behavioral Science, Corporate Social Responsibility and Environmental Management, Journal of Economic Studies, Journal of the Operations Research Society of Japan, Systemic Practice and Action Research, Psychology and Developing Societies, International Journal of Green Economics, Comparative Economic Studies, Transforming Government: People, Process and Policy, Economic and Political Weekly, International Research Journal of Finance and Economics, International Journal of Electronic Government Research, Journal of Rural Development, Journal of Health Management, Journal of Research and Practice, Global Business Review, IIMB Management Review, International Journal of Rural Management, Psychological Studies,, etc.

The faculty of XUB has authored monographs, books published by Cengage, Macmillan, McGraw Hill, Oxford, Pearson, PHI, Palgrave Macmillan, UK; Routledge, UK; Springer, USA; Earthscan (Routledge Environment and Sustainability); Indian Institute of Advanced Studies, Shimla; Imperial College Press, London, Sage, Universities Press, etc.

CONFERENCES ORGANIZED IN THE RECENT PAST

- National Conference on Management of Workforce Diversity, XIMB, Feb 18-20, 2011.
- Conference on Rural Labourers in Neo-Liberal India, organized by us in collaboration with York University of Canada, Dec 18-19, 2010.
- International Conference on Demography, Culture, and Marketing (XIMB) 2010.
- International Conference on Decentralized Participatory Planning, March 25-26, 2011 held at Anand, Gujarat.
- 1st National Symposium in Rural Management, November 7-8, 2011.
- International Conference on “Universities and Intermediaries for Socially Inclusive Development” held on February 2-3, 2012 at Colombo, Sri Lanka.
- XIMB-TISS Conference on Corporate Social Responsibility, February 9-11, 2012.
- XIMB-XLRI- TISS Conference on Resettlement and Rehabilitation, April 10-12, 2012.
- 4TH International Conference on Integrating Spirituality and Organizational Leadership (Jan 12-13, 2013).
- 1st National Symposium on Rural Management, Nov 9-10, 2012.
- National workshop on Teaching Livelihoods Co-creating New Practices: Innovation in Livelihood Education during February 5-6, 2015.
- National workshop on Building Institutional Capacity for Mainstreaming Human Development, October 29-30, 2014.
- National symposium on Women Empowerment through Dairying during August 7-8, 2014.
- A Symposium on “Directions in Rural Management” was organized as a flagging off the National Colloquium in Rural Management 2015-16.



- The first-ever Development Ethics Seminar series in XIMB/XUB was inaugurated in XSRM by the Vice-Chancellor, XUB.
 - A summit on Sustainability Leadership was organized by the Xavier School of Sustainability (XSOS) during July 5-6 2015.
 - National conference on “Fiscal Policy & Taxation” was organized by Centre of Excellence in Fiscal Policy and Taxation (CEFT) on September 7, 2015 at XIMB.
 - International Conference on “Mass Mediated Culture and Trend Today: Challenges and Opportunities” was organized by the Xavier School of Communications (XCOMM) on November 7, 2015.
 - National Conference on “Make-In-India Initiatives and changing Paradigms of Industrial Relations” was organized by Xavier School of HRM (XaHR) during December 4-5, 2016.
 - 14th International Conference on Information Technology was organised by XUB in collaboration with Orissa Information Technology Society and IEEE during December 21-23, 2015.
 - National Conference on Jesuit Higher Education “Strategic Leadership in Higher Education: Options for the future” was held during October 22-25, 2015.
 - National Round Table Discussion of Farmer Producer Organization (FPO) & sustainable Agricultural System (SAS) during January 18-19, 2016.
 - Inclusive India Forum 2016 was organized jointly by the HBS Club of India and the Xavier University Bhubaneswar on January 22, 2016.
 - National Conference on “Commerce in the 21st Century: Innovations, Trends and Practices” was organized by Xavier School of Commerce (XSOC) on February 20, 2016.
- ### ▲ RANKING OF XIMB, XUB
- XIMB, XUB has been ranked in Super League 2 in the Indian Management Best Business School Survey 2015.
 - XIMB, XUB has been ranked 5th amongst top 10 Private B-Schools of Super Excellence in CSR - GHRDC B-School Survey 2015.
 - XIMB, XUB has been conferred with Certificate of Excellence as A+++ Category B-School of India, Year 2015 by Chronicle Best B-School Survey 2015.
 - XIMB, XUB has been ranked 11th among India’s Top 100 B-Schools for the year 2015 in the Outlook Management B-School Survey 2015.
 - XIMB, XUB has been ranked 14th in India Best B- Schools survey 2015 by Business Today - MDRA.
 - XIMB, XUB has been ranked 15th in the NHRDN B-School Ranking for the year 2016.
 - XIMB, XUB captures the 7th position of Top MBA colleges in India 2016 by Careers360 Survey.
 - Xavier University Bhubaneswar has been awarded as Asia’s Best Education Institute - 2014-15 by WCRC (World Consulting & Research Corporation).
 - XIMB, XUB has been awarded with “National A*** and OR A*** (Odisha) by CRISIL Business School Grading 2014.
 - XIMB, XUB has been ranked 9th in India by Business World Survey 2014.
 - XIMB, XUB has been ranked 14th among 60 Private B Schools 2015 in the country by digital Learning, Asia’s Premier Monthly Magazine on ICT in Education.
- ### ▲ AWARDS RECEIVED BY XIMB, XUB
- XIMB, XUB has been given a special recognition “PEAK OF SUCCESS” by the World Confederation of Business at Las Vegas, USA.
 - XUB has been awarded as World Business Leader by WORLDCOB for being a successful leader who works in an innovative, knowledgeable and systematic manner at Las Vegas, USA in 2015.
 - XUB has been recognised as Entrepreneurial Company by WORLDCOB at Las Vegas, USA in 2015.
 - XIMB has been awarded the Golden Medal for Quality & Service by the Worldwide Marketing Organisation in Paris, France in 2014.
 - XIMB has been selected for “Asia’s 100 Best & Fastest Private Educational Institute by World Consulting & Research Corporation (WCRC).
 - XIMB has been chosen as one of the most Outstanding Business School of our country for its display of excellence in Education by the World Confederation of Business – WORLDCOB.
 - XIMB has been awarded with 3 Stars for Excellent Business School with International influence by Asian Association of Schools of Business International (AASBI), Thailand.
 - XIMB received the “ABP NEWS National B-School Awards – 2014 for the Outstanding B-School (EAST) for the third time. The award is in recognition of leadership, development, marketing an institute and industry interface of Business school.
 - XIMB has been awarded “Bharat Excellence Award” and “Rashtriya Ratan Award” and Gold Medal (Certificate of Excellence) for the year 2014 by Friendship Forum, New Delhi.
 - XIMB has been awarded with “Indian Award for Excellence” and Gold Medal (Certificate of Excellence) (Certificate of Facilitation) for the year 2014 by Friendship Forum at New Delhi. The award was given in a National Level conference on “Economic Growth & National Unity”
 - XIMB has been awarded the “Indira Gandhi Excellence Award” by International Business council for the outstanding contribution to the society and nation in the contemporary social systems, services and quality achievements.
 - XIMB received “Global Education Excellence Awards, 2014 for the outstanding contribution in the field of Education. This was organized by Prime Time Research Media (P) Limited.
 - XIMB, XUB has been awarded with 3 Palmes by Eduniversal International Scientific Committee.
 - XIMB has been awarded with International Quality Crown Award (IQC) in the Platinum category in the year 2015 for commitment to Quality and Excellence by Business Initiative Directions (BID), London.
 - XUB, XIMB has again been awarded by Eduniversal the title of “Excellent Business School with reinforcing international influence” the “3 Palmes of Excellence” category in 2015.
 - XUB, XIMB has been awarded with “Peak of Success” by World Confederation of Business, Las Vegas, USA.
 - XIMB received Great Place to Study certification from Skiltree Knowledge Consortium.
 - XIMB, XUB has received 3 Palmes award by Eduniversal Masters Ranking in 2015-16, with the global rankings in the respective categories as: MBA (BM) - 11th, MBA (HRM) - 5th, MBA (RM) - 19th, and Executive MBA (BM) - 16th.

FACULTY

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* Work in progress ** On Leave



▲ PART TIME AND VISITING FACULTY

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M.A.: Communication
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PhD, Biodiversity IFS,
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MA Mass Communication,
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Creative Director & Producer,
Mumbai

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MA Communication
Film Critic & Script Writer

Amit Ranjan Tripathy

PhD
Reader Of Commerce
(Retired)

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PGDBM
Project Finance Advisor

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Dhriiti – The Courage Within

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MA Video Production, Loyola,
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TV Direction, Ahmedabad

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Bimal Rath

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