

XAVIER INSTITUTE OF MANAGEMENT BHUBANESWAR (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 Program 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 Program.

ADMISSION PROCEDURE

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

- A three-year Bachelor's degree (or equivalent) in any discipline with at least 55% marks in aggregate, from a recognized University;
- 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;
- Age limit: Completion of 23 years as on 01.07.2016.
- Sponsorship or No objection certificate from the employer for pursuing this course at XIMB.

Application Procedure: Applicants have to apply online for the XIMB 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: The eligible candidates will be called for Personal Interview session at Bangalore, Bhubaneswar, Chennai, Delhi, Hyderabad, Kolkata or Mumbai. Candidates will have to meet their own travel /stay expenses for attending the interview. The final selection will be based on the candidate's performance in the XAT/CAT/GMAT/X-GMAT & Personal Interview (which factors in the past academic record and relevant work experience). Selected candidates will be informed by mail by April 2016.

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 2016. 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 sixty days of classroom sessions. The choices of electives have to be indicated at the time of admission itself. One need 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 15 core (compulsory) courses of either two or three credits each, and 22 elective courses of two or four credits (where 1 credit is equivalent to 10 contact hours) each. The entire Program includes 85 credits (850 contact hours). The 15 core courses are offered during the first two terms. 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 85 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.

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

Term-I (Core Courses)

- Team Building & Leadership
- Micro Economics for Managers
- Quantitative Methods for Business Decisions
- Financial Reporting & Analysis
- Marketing Management
- Business Law
- Enterprise Information & Digital Transformation
- Managerial Communication

Term-II (Core Courses)

- Strategic Human Resources Management
- Operations Management
- Financial Management
- Ethical Behaviour and Social Responsibility
- Strategic Management
- Cost & Management Accounting
- Macro Economics and Policy

Term-III (Elective Courses) (A&F)

- Financial Markets
- Financial Investments
- Corporate Accounting Practices in India
- Risk Management
- Valuation
- Corporate Restructuring
- Corporate Tax Planning
- Options, Futures and Swap
- Strategic Management Accounting
- International Finance
- Infrastructure Finance & Risk Management

Elective Courses (Marketing)

- Consumer Behaviour
- Product and Brand Management
- Sales and Distribution Management
- Services Marketing
- Business to Business Marketing
- Marketing Research
- Sustainability Marketing
- Strategic Marketing
- International Marketing
- Integrated marketing communication

Term-IV Elective Courses (OB & HR)

- Industrial Relations
- Employment Relations
- Performance Mgmt
- Learning & Development
- Compensation Management
- International HRM
- Transformational Leadership
- Managing Creativity
- Dynamics of Personal Growth & Development
- HRDI
- 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 & Simulation

Immersion course

- Exploring Groups & Individuals
- Transactional Analysis
- Sustainability Marketing
- International Finance
- Business Analytics

XAVIER INSTITUTE OF MANAGEMENT BHUBANESWAR (XIMB)

EXECUTIVE MBA- BM (PT)

TWO-YEAR PART-TIME MASTER'S PROGRAM IN BUSINESS MANAGEMENT FOR WORKING EXECUTIVES

This two-year part-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 Master Degree 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 two-year part-time Program curriculum is structured similar to, and is as rigorous as, the regular two-year full-time MBA Program. There will be six Terms spread over 24 months, each term shall be of about 17 days duration.

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 Program 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 Program.

ADMISSION PROCEDURE

Eligibility: The minimum requirements for admission to the two-year part-time Executive MBA Program are:

- A three-year Bachelor's degree (or equivalent) in any discipline with at least 55% marks in aggregate, from a recognized University;
- 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;
- Age limit: Completion of 23 years as on 01.07.2016.
- 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 3 January 2016, or b) CAT to be conducted by IIMs in November 2015, or c) GMAT taken in 2014 or 2015 (minimum score for applying 550), or d) X-GMAT - an online test to be held on 10 January 2016. Applying for XAT or CAT or GMAT is a prerequisite for applying to XIMB, if not opting for X-GMAT Test.

Application Procedure: Applicants have to apply online for the XIMB 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: The eligible candidates will be called for Personal Interview session at Bangalore, Bhubaneswar, Chennai, Delhi, Hyderabad, Kolkata or Mumbai. Candidates will have to meet their own travel /stay expenses for attending the interview. The final selection will be based on the candidate's performance in the XAT/CAT/GMAT/

X-GMAT & Personal Interview (which factors in the past academic record and relevant work experience). Selected candidates will be informed by mail by April 2016.

Admission: The candidates who are selected for admission to the two-year part-time 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 2016. 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 six Terms, i.e., on-campus sessions (OCS) and includes 15 courses [ten(10) core (compulsory) courses and thirteen (13) elective courses] of either two or three credits (where 1 credit is equivalent to 10 contact hours) each. The entire Program includes 82 credits (820 contact hours).

The ten core courses are offered during the first two terms, each term (except the sixth) consisting five courses. The last term consist of three elective courses. A three credit course will have fifteen class room sessions, whereas a two credit course will have ten class room sessions, and each class room session is of two hours duration.

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.

Program Structure: The Program has six on-campus sessions (OCS) spread over a total duration of about two academic years. The on-campus sessions in the six terms are of seventeen days'

duration each. The dates of the OCSs for the academic year are scheduled in the academic calendar, which is provided to the participants along with the admission offer letter. This is intended to facilitate the participants to plan their leave accordingly in advance.

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.

<p>Term-I (Core Courses)</p> <ul style="list-style-type: none"> • Team Building & Leadership • Micro Economics for Managers • Quantitative Methods for Business Decisions • Business Law • Financial Reporting & Analysis 	<p>Term-II (Core Courses)</p> <ul style="list-style-type: none"> • Macro Economics and Policy • Marketing Management • Enterprise Information & Digital Transformation • Strategic Management • Managerial Communication 	<p>Term-III (Core Courses)</p> <ul style="list-style-type: none"> • Strategic Human Resources Management • Operations Management • Financial Management • Ethical Behaviour and Social Responsibility • Cost & Management Accounting
<p>Term-IV (Elective Courses)</p> <ul style="list-style-type: none"> • 5 electives each from Marketing and Accounting & Finance Area. (students can opt for either Marketing or Finance area for specialization) 	<p>Term-V (Elective Courses)</p> <ul style="list-style-type: none"> • 5 electives each from OM&DS and OB & HR Area (students can opt for either OM&DS or OB & HR for specialization) 	<p>Term-VI (Elective Courses)</p> <ul style="list-style-type: none"> • 3 electives from Areas like Economics, Sustainability, IT, RM and Strategy



Degree: The Xavier University will award the Executive MBA – (Part-Time) to participants who have successfully completed course work equivalent to 82 credits, and fulfilled 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.

XAVIER SCHOOL OF RURAL MANAGEMENT (XSRM)

EXECUTIVE MBA-RM

ONE-YEAR FULL-TIME MASTER'S DEGREE PROGRAM IN RURAL MANAGEMENT FOR WORKING RURAL AND DEVELOPMENT MANAGERS

The Executive MBA-RM program is designed specifically for practitioners and professionals who have worked for at least three years in the rural space, in social sector organizations, government programs and/or businesses, and who are aspiring for managerial responsibilities and leadership positions. This program offers the opportunity for practitioners to pursue a Master's Degree Program in Rural Management, without interrupting their current professional career. Participants are expected from various sectors and parts of the country, and with different levels of experience, and the structured learning from the program would be enriched by the cross-learning from one another.

The EMBA-RM Program is designed to build on their experiential learning and help them relate it to the conceptual and theoretical frameworks in management, from an organizing and organizational perspective. The curriculum is structured to provide the full range of functional knowledge and skills as in the two-year full-time MBA-RM, and as rigorously, to enable participants to assume middle and top management responsibilities in their organizations. The courses and activities are designed to provide exposure to all aspects of managing organizations and programs, and train them to take managerial decisions in an integrated, cross-functional perspective.

Program Structure: The Program has a curricular requirement of at least 80 credits, to be completed within a period of 12 months. Each credit comprises 10 contact hours or its equivalent, and an equal time to be spent in preparatory reading and assignments. Documentation and analyses drawn from the prior

experience of the participant is used to assess the field competencies developed during their work period. The Curriculum includes this analytical documentation, classroom teaching, organizational assignments and Seminar/ Colloquium segments, of which the last two segments are also mandatory. Courses are of two types – core courses which are mandatory and elective courses which the participants can select, depending on their area of interest. Core courses provide the basic foundational skills such as managerial communication and analysis, computing skills and economic analyses, and also the thorough understanding of functional areas of management. Elective courses provide advanced knowledge and build expertise in any of the four focal areas of the program which the participant selects. Courses include classroom teaching and assignments, and are evaluated through quizzes, presentations/ reports and end-term examinations.

Program Design: The Core components of the Program are to be undertaken in the first two terms, and comprise courses and other segments designed to develop the essential functional knowledge and skills such as in Accounting, Finance, Organization Behaviour, Human Resources, Operations, Marketing and Strategy, Development Theory and Perspectives, Decentralized Planning and Governance, Financial Inclusion, Disaster Management, Development Training and other development functions. Elective courses are offered in the subsequent terms, and enable candidates to develop advanced expertise in any of the following four concentrations.

Agribusiness and Rural Marketing, which provides additional expertise in

developing rural markets and value chains for rural products, as well as marketing agri-inputs and outputs, consumer services and crafts marketing.

Rural and Inclusive Finance courses provide specialized understanding of rural financial markets, institutions, products and services, and the financial intermediation processes. This develops capabilities required for building viable architectures for sustainable rural financial delivery and inclusion of the currently underserved.

Livelihoods and Development Management courses provide a deeper understanding of various livelihood approaches, and the nuances of developing viable and sustainable business models. The skills required for managing large-scale development programs in various sectors are also further developed.

Social Entrepreneurship courses enable participants to start up social enterprise initiatives in their organizations or, to work on innovative ideas to develop their own enterprises. A fuller understanding is imparted of newer forms of organisations such as producer companies, the emerging domain of social impact investing and the intricacies of managing social enterprises.

Admission Requirements: Candidates meeting the following criteria, and at least 24 years old on 1.7.2016 are eligible to apply –

Bachelors Degree from a recognized University, with a minimum of 55% marks (or CGPA of 7 on a 10-point scale),

At least three years of work experience in any reputed organization in the public, private or non-government sector are



eligible to apply. Certification must be provided to support the duration of work experience. Self-employed persons with a minimum of 5 years' experience after their graduation can also apply.

A letter from the employer agreeing to (1) grant leave of absence for the classroom components, and (2) enable completion of organizational assignments which are mandatory segments of the curriculum.

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 3 January 2016, or b) CAT to be conducted by IIMs in November 2015, or c) GMAT taken in 2014 or 2015 (minimum score for applying 550), or d) X-GMAT - an online test to be held on 10 January 2016. Applicants 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-GMAT Test.

Application Procedure: Applicants have to apply online for the XIMB 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: The eligible candidates will be called for Personal Interview session at Bangalore, Bhubaneswar, Chennai, Delhi, Hyderabad, Kolkata or Mumbai. Candidates will have to meet their own travel /stay expenses for attending the interview. The final selection will be based on the candidate's performance in the XAT/CAT/GMAT/X-GMAT & Personal Interview (which factors in the past academic record and relevant work experience). Selected candidates will be informed by mail by April 2016.

ADMISSION

Candidates selected for admission will have to indicate their acceptance of the admission offer and all conditions thereof by paying the first instalment of fees by the date indicated in the Admission Offer Letter. Classes will begin in the first week of July 2016. On registration, the program participants will be given the Manual of Policies for EMBA-RM 2016-17, which will be binding till they complete all requirements of the Program.

Placement shall solely be a student-driven activity. The Career Advisory Services office shall provide only guidance and share relevant information. No campus interviews will be organized.

