Admission Bulletin – 2016
BACHELOR’S, PG DIPLOMA, MASTER’S & DOCTORAL PROGRAMS

XAVIER INSTITUTE OF MANAGEMENT BHUBANESWAR (XIMB)
AN AUTONOMOUS SCHOOL OF XAVIER UNIVERSITY

Connecting Business & Society
XAVIER UNIVERSITY BHUBANESWAR

BACHELOR’S, PG DIPLOMA, MASTER’S AND DOCTORAL PROGRAMS

XIMB SCHOOL OF BUSINESS MANAGEMENT

- MBA-BM: Two-Year Full-Time Master’s Program in Business Management (residential);
- MS-Finance: Two-Year Full-Time Master’s Program in Global Finance, in collaboration with Fordham University, USA;
- MBA-Global: Two-Year Full-Time Master’s Program in Global Management and Leadership (3-Continent, residential);
- Executive MBA: One-Year Full-Time Master’s Program in Business Management for Executives;
- Executive MBA (Part-Time): Two-Year Part-Time Master’s Program in Business Management for Executives;

XAVIER SCHOOL OF RURAL MANAGEMENT

- MBA-RM: Two-Year Full-Time Masters Program in Rural Management (residential)
- Executive MBA-RM: One-Year Full-Time Master’s Degree Program in Rural Management for Executives;

XAVIER SCHOOL OF SUSTAINABILITY

- MBA-SM: Two-Year Full-Time Masters Program in Sustainability Management;
- B.Sc - HD: Three-Year Bachelor’s Degree Program in Human Development;
- B.Sc - SD: Three-Year Bachelor’s Degree Program in Sustainable Development;
- BSc-SST: Three-Year Bachelor’s Degree Program in Sustainability Science & Technology;
- Integrated MBA-SM: Five-Year Integrated Master’s Degree Program in Sustainability Management.

XAVIER SCHOOL OF HUMAN RESOURCE MANAGEMENT

- MBA-HRM: Two-Year Full-Time Master’s Program in Human Resource Management (residential)

DOCTORAL PROGRAMS

- Integrated PhD: Integrated Doctoral Program in Management (residential);
- PhD: Doctoral Program in Management and Communications

XAVIER SCHOOL OF COMMUNICATIONS

- MA-MC: Two-Year Full-Time Masters Program in Mass Communication
- PGD-BCJ: One-Year Full-Time Postgraduate Diploma Program in Broadcast Journalism
- PGD-FTV: One-Year Full-Time Postgraduate Diploma Program in Film & TV Production
- BA-MC: Three-Year Full-Time Bachelor’s Degree Program in Mass Communication

XAVIER SCHOOL OF COMMERCE

- B.Com: Three-Year Full-Time Bachelor’s Degree Program in Commerce
- BBM: Three-Year Full-Time Bachelor’s Degree Program in Business Management

RECOGNITION

XIMB has been 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-equilization 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.

XAVIER UNIVERSITY BHUBANESWAR (XUB)

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Phone : 0674-2377700
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Web Site : http://www.xub.edu.in, http://www.ximb.ac.in
My dear Students, My dear Executives:

If you are planning for a lifetime of experience, we welcome you to XIMB, XAVIER UNIVERSITY. Just as beauty speaks for itself, goodness speaks for itself, truth speaks for itself, and XIMB 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 28 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. 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 for the 21st century global world.

We nurture thought leaders who manage from their hearts. 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 XIMB, 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.

Fr. Paul Fernandes, S.J.
Vice-Chancellor
Two-Year Full-Time Master's Program in Business Management (MBA-BM) 14
Two-Year Full-Time Master's Program in Human Resource Management (MBA-HRM) 16
Two-Year Full-Time Master's Program in Rural Management (MBA-RM) 18
Two-Year Full-Time Master's Program in Sustainability Management (MBA-SM) 21
Two-Year Full-Time Master's Program in Global Management and Leadership (MBA-Global) 24
Two-Year Full-Time Master's Program in Finance (MS Finance) 26
One-Year Full-Time Master's Program in Business Management for Executives (Executive MBA-BM) 28
Two-Year Part-Time Master's Program in Business Management for Executives (Executive MBA - PT) 30
One-Year Full-Time Master's Program in Rural Management for Executives (Executive MBA-RM) 32
Integrated Doctoral Program in Management (Integrated PhD) 34
Doctoral Program in Management (PhD) 35
Two-Year Full-Time Master's Program in Mass Communication (MA – MC) 36
One-Year Full-Time Postgraduate Diploma Program in Film & TV Production (PGD – FTP) 38
One-Year Full-Time Postgraduate Diploma Program in Broadcast Journalism (PGD-BJ) 39
List of Courses 40
Instruction Methodology and Academic Evaluation 43
Alumni, Industry Interface and Publications 44
Student Activities 46
Career Advisory Services 50
Fee Structure for Postgraduate Programs 53
Bachelor's Degree Programs 54
Faculty 64
Administration 67
Board of Governors - Xavier University Bhubaneswar (XUB) 68
Board of Governors - Xavier Institute of Management Bhubaneswar (XIMB) 69
XAVIER UNIVERSITY BHUBANESWAR
(XUB)
ODISHA, INDIA

"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. XIMB, a 28 years old Business School is the flagship School of Xavier University. XUB has set up other Schools of higher learning in areas like Sustainability, Commerce, and Communications, and proposes to set up Schools in areas like Public Policy, Education and Centres of Research in Public Policy & Others.

VISION
Taking its inspiration from Saint Francis Xavier, a Jesuit scholar whose name this University is privileged to take as its own, the Xavier University strives to become a globally recognized centre of learning and of service to the people of Odisha, of India, and even, of the whole world, by its commitment to excellence in all spheres of human life as lived out in individuals and in institutions.

It seeks to become the leader as a Research oriented University that generates knowledge and diffuses it for the benefit of all. It will be a leader as a visionary University by equipping every student with the necessary competence to create a just society in which it can lead a meaningful life. It will endeavour to become a global leader in higher education by its vision that seeks to innovatively transform the world into a just humane society.

MISSION
The mission of the Xavier University shall be to imitate Christ as the model of wisdom for youth in the service of justice, peace, truth, and building a civilization of love.

Its avowed mission is to develop scholars, committed to their own life-long and global development, and nurtured in their careers and in their lives by the spirit of their alma mater to be unique person and responsible citizen.

Established in the ancient land of India, the Xavier University believes that serious and sustained dialogue among people of different faiths, cultures, and beliefs carried on in her domain and extended to all forms of public life, can promote intellectual, ethical, and spiritual understanding of all God's people, through its various Schools.

It will use higher education as a means to proclaim the ideals and values of a culture of peace and search for truth.

It will guide and motivate its students to go beyond knowledge and become practitioners of the Truth that underlies all knowledge and wisdom, the Truth that is the ultimate goal of all learning.

XIMB–28 Years of Successful Contribution to Management and Society.

XAVIER SCHOOL OF HUMAN RESOURCE MANAGEMENT (XSHRM) of XUB incorporates 25 Years of HRM Specialization.

XAVIER SCHOOL OF RURAL MANAGEMENT (XSRM) of XUB incorporates 17 Years of Experience in Creating Rural Prosperity.
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 programs 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.
VISION
Inspired by the Jesuit spirit of 'Magis', which is Latin for "More", XIMB strives to be a premier institute globally recognised for management education, training, research, and consulting that help build a just and humane society.

MISSION
We shall continue to be an Institute with a difference by developing competent, committed and compassionate leaders through management education, knowledge generation and dissemination, capacity building, technology enabled learning and organisational development.

VALUES
• Integrity and Honesty
• Respect for Individuals
• Transparency and Accountability
• Commitment and Dedication
• Concern for Quality
• Passion for Innovation and Performance
• Social, Ecological and Ethical Sensitivity

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**

- 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.
- 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).
- Annual symposium on Sustainability Leadership was organized during July 5-6 2015.
- 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 National conference on “Fiscal Policy & Taxation” was organized by Centre of Excellence in Fiscal Policy and Taxation (CEFT) on September 7, 2015 at XIMB.
RANKING OF XIMB

- XIMB, XUB has been awarded with 3 Palmes of Excellence grading by Eduniversal. Also XIMB has been ranked in the Top 10 Business Schools in India in the Eduniversal Best Masters Ranking Survey 2014.
- XIMB, XUB has been ranked in Super League in the Indian Management Best Business School Survey 2014.
- XIMB, XUB has been ranked in Super League in the Go Getter (Go Air Inflight Magazine) Survey 2014.
- XIMB, XUB has been awarded with “National A*** and OR A*** (Odisha) by CRISIL Business School Grading 2014.
- XIMB, XUB has been conferred with Certificate of Excellence A+++ category B-School of India by Business & Management Chronicle Pan India B – School Survey for the year 2015.
- XIMB, XUB has been ranked 9th in India by Business World Survey 2014.
- XIMB, XUB has been ranked 11 among top 100 Management Schools by Outlook in 2015.
- XIMB, XUB has been ranked 2nd among top 11 Private B-Schools of Super Excellence by CSR-GHRDC B-School survey 2014.
- XIMB, XUB has been ranked 13th among the Indian Best B-School by Business Today 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.
- XIMB, XUB has been chosen as one of the 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.
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- 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.

AWARDS RECEIVED BY XIMB

- 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.
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KNOWLEDGE PARTNERSHIP AND IMPACT ON SOCIETY

XIMB, XUB has been a knowledge partner for several national and international organizations around the world. To name a few; UNDP, UNICEF, Government of India, NACO, Ministry of Health and Family Welfare, Ministry of Agriculture, Ministry of Rural Development, Indian Council of Agricultural Research, FAO, UNO, World Bank, IMF, Red Cross, WHO, ILO, US-AID, Ford Foundation, UNICEF, NACCO, Red Cross, CORDAID-The Netherlands, India-Canada Environmental Facility, Rabo Bank Founda-


SEMINARS ORGANIZED

There is a seminar series organized by us wherein seminars and workshops on different topics of interests in the field of Management, Humanities, and Social Sciences are organized.
THE XIMB CAMPUSS

The existing campus 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 center complex, class room complex, auditorium complex, residences for gents, ladies, and executive program 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” CAMPUSS

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 Pipili 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, two sections of MBA-BM, MBA-SM, 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 XIMB Library, as one of the key resources for the budding managers, practising professionals and world class faculty, occupies a place of honour 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, XIMB Library has 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 Indiastat. Library is also subscribing to BLOOMBERG database.

The Library Information System is accessible to its users both from within and outside the campus. The library remains open from 0800 hours to 0500 hours.

A detailed information about the library services could be accessed through the library website (http://www.xub.edu.in/about-1/library), (http://www.ximb.ac.in/library/). Some statistics to indicate the quality of the Institute’s library:

<table>
<thead>
<tr>
<th>Library Highlights</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Books</td>
<td>58000</td>
</tr>
<tr>
<td>Textbooks</td>
<td>13000</td>
</tr>
<tr>
<td>E-books</td>
<td>17000+</td>
</tr>
<tr>
<td>Journals (eJournals)</td>
<td>11800</td>
</tr>
<tr>
<td>Print copy Journals</td>
<td>200</td>
</tr>
<tr>
<td>Bound Volumes of Periodicals</td>
<td>3286</td>
</tr>
<tr>
<td>Online Company Annual Reports</td>
<td>30000</td>
</tr>
<tr>
<td>Management Films and Books</td>
<td>1450</td>
</tr>
<tr>
<td>Cases</td>
<td>305</td>
</tr>
<tr>
<td>Working Papers</td>
<td>260</td>
</tr>
<tr>
<td>Newspapers</td>
<td>23</td>
</tr>
</tbody>
</table>
COMPUTING FACILITIES

The Computer Resource Centre (CRC) provides IT resources to the students, faculty and staff. The Institute 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 Institute academic block, class rooms, library, hostels and faculty residences. All members on the intranet have access to the internet 24 hours, through 200 MBPS leased lines.

The CRC has designed, developed and implemented many software applications in the Institute 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. HIBISCUS s/w is integrated with the above applications & complete web-based application software where people can work through intranet or internet. The Intranet showcases our zeal and desire to IT-enable all our functions.

XIMB has joined the University Alliance Program of SAP and has access to SAP ERP and BW systems. New courses are being offered leveraging the SAP software.

The communication and information related services over the network are growing. These include internet-related services such as the Web, Email and Library Online Databases.

Xavier University IT Infrastructure: 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.

HP (Hewlett-Packard) is supporting with HP servers, storage and desktops. All members on the intranet have access to the internet 24 hours, through 100 MBPS leased lines. Xavier University provides digital education platform to support:

- Hybrid environment supporting local applications and cloud applications
- Infrastructure-on-Demand as a Service (IaaS)
- Software as a Service (SaaS)
- Delivering pooled, automated, efficient, integrated scalable, shared IT infrastructure for the University education.

The architecture is scalable to support 10000+ users. Campus citizens can access resources from anywhere, and from any devices – mobile, tablet, or notes.
CLASS ROOM COMPLEX
The Class Room Complex includes air-conditioned lecture halls, seminar rooms, syndicate rooms, multi-media hall, computer labs and an executive classroom. The classrooms 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. The MDC has four training halls with the latest training aids. In addition to all these, the Institute has 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 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 3CMGM, MBA-Global Management and Leadership 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 800 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. A fulltime nurse is 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 to monitor any irregularities and anti-social elements.

SPORTS AND FITNESS FACILITIES

XIMB, 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 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 Programs.
XIMB, XUB has developed an extensive international network for collaboration with many international business schools. The diverse student exchange programs as well as the upcoming faculty exchange programs provide XIMB with vital international exposure and necessary cross-cultural interactions.

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/)
- Sellinger School of Business and Management, Loyola University, Baltimore, USA (http://wwwloyolaedu/sellinger)
- KEDGE Business School (http://www.kedgebs.com/)
- IESG School of Management, Lille Catholic University, Lille, France (http://www.ieseginternational.com/)
- Neoma Business School, (http://www.neoma-bs.com/)
- Facultad de Economia, IQS, Barcelona, Spain (http://www.iqs.url.es/)
- Warsaw School of Economics, Warsaw, Poland (http://www.sgh.waw.pl/en/<wbr>ogolne-en/)
- University of Antwerp, Belgium (http://www.ua.ac.be)
- University of Stellenbosch Business School, Cape Town, South Africa (http://www.usb.sun.ac.za/)
- Graduate School of Business Economics, Warsaw, Poland (http://www.wshifm.edu.pl)
- HHL-Leipzig Graduate School of Management (http://www.hhL.de/)
- College of Management Law & Languages, Siauliai, Lithuania (http://www.kolegija.com/index_en.html)

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

- Student exchange Programs;
- Faculty exchange Programs;
- 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;
- 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.

Apart from these initiatives, XIMB, XUB is visited by internationally renowned academicians, diplomats, resource persons, industrialists as well as top level executives. They regularly address students, teach courses, collaborate in research projects, as well as participate in MDPs, Research Seminars & other academic pursuits.


**ADMISSION PROCEDURE**

FOR MBA-BM, MBA-HRM, MBA-RM, MBA-SM & INTEGRATED PhD – 1st STAGE

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**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, from a recognised University. Candidates who expect to complete the final part of their degree examinations by June 15, 2016 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, 2016. A student after joining a program in this University will not be permitted to sit for any examination of any other institution or agency.

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**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 on 29 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 opting for XAT/CAT are required to refer to the respective XAT/ CAT advertisements in newspapers, and follow the instructions therein. Applying for XAT or CAT or GMAT is a prerequisite for applying to XUB, if not opting for X-GMAT Test. XUB uses XAT/CAT/GMAT/X-GMAT scores for short listing candidates for its two-year full-time Masters Programs in Management. XLRI/ IIMs have no role either in the selection process or in the conduct of the Programs.

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**ON-LINE 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.

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**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-GMAT (if applicable), WAT & PI. The final selection will be based on the candidate’s performance in the XAT/CAT/GMAT/X-GMAT and Writing Ability Test & Personal Interview (which factors in the past academic record and relevant work experience). The selected candidates will be informed by mail by the first week of April 2016.

There may be separate sets of cut-off marks on the XAT/CAT/GMAT/X-GMAT 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 program will begin by the middle of June 2016 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.

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Admission procedure for Executive Programs, MBA-Global, MS-Finance, PhD, MA-Mass Communication, PG Diplomas in Communication, and UG Programs can be referred on the respective Program details pages.

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**ADMISSION TEST**

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

- XAT to be conducted by XLRI, Jamshedpur, on 3 January 2016,
- CAT to be conducted by IIMs on 29 November 2015
- GMAT taken in 2014 or 2015 (minimum score for applying 550)
- 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 XUB, if not opting for X-GMAT Test.
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 Program 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 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.
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.

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 105 credits over the six terms, with 73 core course-credits and a minimum of 32 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.
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.

**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 32. 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. 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 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.

**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 105 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.
Program Structure: The MBA-RM Program comprises six kinds of learning segments carrying 110 credits, of which 78 credits are core requirements, and 32 credits are elective, spread over six terms in two years. Learning segments include classroom-based courses as well as field, seminar and research segments, and carry credits ranging from 1.0 to 4.0. All courses and other components in the first year are compulsory (core). In the second year students can select elective courses of their choice from the many offered, along with a few compulsory courses. Each credit includes 10 hours of classroom contact or its field equivalent, and an equal duration outside the classroom to be utilized for preparatory reading and assignments.

Classroom Learning: The conceptual and theoretical fundamentals of management and development are provided in the core classroom segments, as well as the analytical frameworks and tools which equip them to maximize their learning in the field segments. Over a period of two years, the students develop the competencies to analyse managerial and developmental problems in a holistic manner, and to seek, organize and present information for insightful, practical and innovative solutions. They learn to understand and work with rural communities to identify opportunities and develop financially, socially and ecologically sustainable initiatives that serve all stakeholders. The curriculum helps them decipher the complex and go beyond the obvious; the hallmarks of our graduates are discipline, versatility and creativity.

Program Objectives: A variety of tasks are involved in developing sustainable rural businesses, markets and communities, and the RM graduates must therefore learn to be multi-dextrous. The program therefore aims to do the following -

- Engender the ability to analyse and solve complex problems in rural markets
- Equip students to support livelihood development and social change in rural areas
- Enable students to evolve alternative perspectives and paradigms for development
- Encourage students to plan, nurture and incubate social enterprises

Over a period of two years, the students develop the competencies to analyse managerial and developmental problems in a holistic manner, and to seek, organize and present information for insightful, practical and innovative solutions. They learn to understand and work with rural communities to identify opportunities and develop financially, socially and ecologically sustainable initiatives that serve all stakeholders. The curriculum helps them decipher the complex and go beyond the obvious; the hallmarks of our graduates are discipline, versatility and creativity.
Rural Living and Learning segments are an integral pedagogical component of the MBA-RM and mandatory for all students. Animated by our conviction that students of the MBA (RM) must have the willingness, capacity and drive to learn from the lives of people with whom they are going to work, the main component is the Rural Living and Learning Experience (RLLE). During this the students are attached to a development organization and stay in a village for several weeks to understand village society, economy and polity in all its complexities, learn to appreciate the difficulties faced by communities and experience for themselves the wisdom and resilience with which households and communities order their lives. Students are often placed in underserved rural areas and carry out active projects and the research and documentation necessary for conveying local conditions and processes to the world; this not only helps them to learn but also to add value to the communities and organizations which host them. Fieldwork to learn Participatory Rural Appraisal, and micro research and field application projects included in other courses also provide practical opportunities. These help students to design systems that connect the local, regional and global and plan innovative interventions in rural areas.

Management Traineeship segments for observation and study of organizations in operation, and for practical exposure are also mandatory. They comprise internship opportunities with reputed organizations working in the rural management domain, during the Summer Internship Program (SIP) and the organizational attachments for RLLE. It provides students with an opportunity to understand the working environment of an organisation, observe managerial practices and gain practical experience. It helps to equip the students with more effective techniques and better decision making abilities. It exposes the students to opportunities of real life application of development management concepts learnt in the classroom, and develop innovative and target-oriented solutions to the major issues faced by the organisation. Students are placed in locations which offer opportunities to observe and be part of the operational and strategic processes; to hone both functional and strategy formulation skills.

Seminar and Colloquium components include the National Colloquium in Rural Management (NCRM) in the first year and the Development Ethics Seminar (DES) in the second year, both of which are core requirements. The NCRM features eminent speakers from the rural management field to discuss various aspects of the field’s development, contemporary issues and future directions. In the DES, students are sensitized to the ethical responsibilities of a development practitioner, the dilemmas which they are likely to confront, and ways to make principled choices and decisions.

Immersion Courses are an unique innovation to provide students with an exposure and understanding of topics which are still emergent and not fully explored in the regular courses. These are non-credited modules offered during the second year; students are required to take at least two of those which are offered. The modules are taught by thought leaders and professionals working in new areas in the industry and social sectors, and enable students to broaden their horizons, learn about the cutting-edge developments in their field and explore newer opportunities. Topics covered over the years 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.

Focus Areas in the MBA-RM Rural management graduates serve in a variety of organizational contexts, and are therefore required to be competent in a number of substantive areas. The core segments are designed to enable all students to develop this multi-dexterity. In addition, the students can build specialized expertise in any of the rapidly growing areas in the domain, by selecting a combination of elective courses that enables concentrated attention on their focal area(s).

The following concentrations are offered in the MBA-RM:
- Agribusiness and Rural Marketing
- Rural and Inclusive Finance
- Livelihoods and Development Management
- Social Entrepreneurship

The Agribusiness and Rural Marketing concentration builds the ability of students to catalyse market access for and by the rural citizen. Courses in this concentration equip students more strongly for a career in marketing agri–inputs and outputs, food products, consumer goods, crafts and services, and in developing rural markets and value chains. Courses offered include supply chain management, value chain analysis, product and brand management, design thinking & innovation, sales & distribution management, agri-input & output marketing, procurement management, market research and craft marketing. These are revised in keeping with emerging trends and complemented by frequent industry interface.

The Rural and Inclusive Finance concentration provides the specialized understanding of rural financial markets, institutions, products and services necessary for extending the range of financial services to those who lack access. Deeper understanding of the financial intermediation process and the complex inter-dependencies of different stake holders enables the development of the specialized capabilities required for building viable architectures for sustainable rural financial delivery, and enabling wealth creation and poverty reduction. Courses including micro finance management, commercial and development banking, commodity derivatives and insurance & risk management are available in this area.

The Livelihoods and Development Management concentration provides a closer understanding of various livelihood models and approaches, and their applications and experiences at national and international level, and the issues and challenges confronted in building sustainable livelihoods. While the primary focus is on the development of agri-based, livestock-based and natural resource-based livelihood options in rural areas, a richer understanding of development Programs in various sectors (Health, Education, WASH, Food Security and Nutrition) can be built, including about policies, institutional mechanisms and the groups served. The concepts and tasks of decentralized planning and governance are also taught, set within an overarching rights-based approach to development, and linked to rights-based policies and legislation.

The Social Entrepreneurship concentration enables those students with innovative
social-business ideas who are keen on developing their own enterprises; it also enables students to work with start ups in the social enterprise sector. The courses train students to understand newer forms of organisations such as producer companies and the emerging domain of social impact investing, manage social enterprises and measure their social impacts. Students interact with social entrepreneurs in the XUB network who offer specialised modules on social business plans and the management challenges in start-ups. Students will be encouraged to intern with social enterprises during their field work components, and encouraged to opt out of the placement process, access venture funds to start their own enterprises and thus expand the entrepreneurial ecosystem in the country.

**Industry Interface & Practical Exposure:** The MBA-RM students organize and conduct a number of events and activities, geared to designed to 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 Dhwani, 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 8-10 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.

**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. Those appearing for the X-GMAT will be required to complete the RMAT 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-GMAT score. The application must be accompanied by a certificate from the Head of the Institution to that effect. They will however, be required to attend the Personal Interview, if called.

**Degree:** The Xavier University awards the MBA in Rural Management Degree to students who successfully complete all curricular requirements equivalent to 110 credits, and fulfill 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.
Xavier School of Sustainability offers a Value-Based Two Year Masters Program (MBA) in Sustainability Management.

In keeping with the challenge of building a better corporate business and aiming to attain the goal of sustainable business and also facing the challenge of building a better Society with the aim of creating a Sustainable community, this Program aims to equip students with values of Sustainability and how to manage Sustainability in creating a future world of the 21st century which deeply connects business and society.

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 Program to bring about change in the way corporate business is carried out in our Society and Economy. In the 21st century, a new school of business management conceived to have MBA Program in Sustainability. This Program 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. In any economy production and consumption and its market equivalent of supply and demand are innovatively and holistically rethought in the context of conserving and preserving the natural commons for future generations of responsible citizens and for building up of our nations to play its rightful place in the global world.

Sustainability has become a guiding principle and a strategy for business growth and sustainable development. Business corporations, UN agencies, government departments, civil society and other development actors are seeking a different cadre of human resources who can align profit with ecological and social mission.

The role of universities in this context assumes significance in order to create and nurture the next generation of managers and leaders who can anchor and accelerate sustainability as a strategy for economic growth and sustainable human development. Building on XIMB’s cutting-edge Programs 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.

The two year full time residential MBA in Sustainability Management offered by the Xavier University, Bhubaneswar is designed to prepare students for managerial and leadership positions in both business corporations and national and international development agencies. It is a bold initiative to join the global movement for protecting Earth’s systems and resources as well as the spread of social and economic opportunities for all people. It will challenge and support the students to engage with the growing international debate and practice around sustainability, business and social responsibility. 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

1. Human Development
2. Climate Change and Natural Resources Management
3. Sustainable Energy
4. Policies, Laws and Governance
5. 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.
“Sustainability as a concept has gradually transitioned from being an operational theme to that of being a board room forum - a strategic integration of business processes with value chain considerations.” It is in this background that Xavier School of Sustainability (XSOS), Xavier University Bhubaneswar (XUB)”s thought leadership in starting a separate school on sustainability augurs well for key stakeholders nationally and globally, more importantly for future leaders with knowledge and know-how around sustainability issues irrespective of the field they choose to enter in future.

Pooran Chandra Pandey
Executive Director
United Nations Global Compact
Network India

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 Program (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 Program enables the students to explore and witness various sustainability Programs 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 Program depends on students’ interest and capacity to meet the additional cost. The maximum duration of this discovery Program is four weeks.

Summer Internship Program (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 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 Program. The degree is awarded at the Annual Convocation which is usually held in the month of March/April.

“we inherit mother earth from the past and the future. We are part of a journey and share this planetary home with all other living sentient beings and the nonliving world, all of which follow rhythms and patterns of interconnectedness, interdependence and balance. Since we are endowed with self-consciousness and the ability to immensely and extensively transform the world around us by designing and/or re-designing it, we need to do this meaningfully and mindfully so that we do not disturb the rhythms of balance that flow through it.”

Dr. M Nadarajah

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

“the new declaration of rights of man in the twenty-first century is likely to be based more on the links between sustainability, plurality and justice than the earlier triad of liberty, equality and fraternity”

Dr. Shambu Prasad, IRMA

Freedom, Peace, Gender and Security
Development Goals

Dr. Shambu Prasad, IRMA

“the new declaration of rights of man in the twenty-first century is likely to be based more on the links between sustainability, plurality and justice than the earlier triad of liberty, equality and fraternity”

Dr. Shambu Prasad, IRMA
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. This will act as a platform to discuss, debate and build consensus on current topics, values, conflicts, concerns, principles and tools in sustainability arena. 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. In order to put sustainability in the centre of development agenda and nation building, a first of its kind Summit on Sustainability Leadership was organized on 5th and 6th July 2015. 40 noted national and international (representing countries like Russia, Lebanon, Japan) speakers presented their views and perspectives to the participants.

"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, Wipro Ltd.
The MBA (Global) is a high-value management Program for exceptional individuals who want to fast track their careers in a global environment. This Program 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 Program 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.

**PROGRAM GOALS**

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 Program to move up or change career.
- Afford a diversity of team working environments via Global study teams and Regional study teams.

- Learning from unique global management program and developing skill in three major and diverse global economies.
- Enabling personal development and building strong network by interacting with international students and faculty members.
- Three certifications from the European, American and Indian Business School.
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.

FIRST YEAR PROGRAM – GLOBAL EXPOSURE

XIMB’s MBA-Global Program is a two-year, full-time residential program. First year of this Program uses a unique, 3 Continent model. Students spend four months each at Antwerp Management School, Belgium, next four months at Xavier Institute of Management, Bhubaneswar and the final four months of the first year at the Fordham University, New York, USA.

For the first year Program, the students are also awarded independent certification of 3 Continent Master of Global Management from Antwerp Management School, Belgium, Degree of Master of Science in 3 Continent Global Management from Fordham University, America and a course participation certificate from Xavier Institute of Management, Xavier University, India.

SECOND YEAR PROGRAM AT XIMB

In the second year, the students undertake three terms at XIMB, Xavier University, Bhubaneswar. The students would be exposed to rich insights by the XIMB faculty on aspects ranging from international business to strategic international policies, global competitive environment understanding and global trends and challenges expected to have been mastered by a global manager.

At XIMB, the students would be required to undertake four courses in the fourth and fifth terms, and the sixth term would have three courses which are compulsory in nature. The Capstone Project course would be the defining course of the Program at XIMB. It would seek to assimilate the international learning of the student along with testing his/her global understanding of issues and handling of complex cross-cultural environment challenges while also providing scope for the student to learn and grow in an experientially enriching process. During the second term study of the students at XIMB in the first year, they are expected to provide their choices of electives at XIMB for the second year.

CAREER ADVISORY SERVICES

All the students may avail of the University’s Career Advisory Services at the end of their second year of study.

ADMISSION PROCEDURE

Eligibility: A three-year Bachelor’s degree (or equivalent) in any discipline, with at least 55% marks in aggregate, from a recognised University. Candidates who expect to complete the final part of their degree examinations by June 15, 2016 may also apply.

Admission Test: Applicants are required to take one or more of the Admission Tests: 1) CAT to be conducted by IIMs in November 2015, or 2) XAT to be conducted by XLRI Jamshedpur on 3 January 2016, or 3) GMAT taken in 2014 or 2015 (minimum score for applying 550), or 4) X-GMAT - an online test to be conducted on 10 January 2016, by Xavier University.

On-line Application: Applicants have to also fill up the online application form separately 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 admissions committee will evaluate the candidates based on the candidate’s academic history, recommendations, CAT/XAT/GMAT/X-GMAT score, personal interview, and Statement of Purpose (SoP). The selected students must be ready with their Belgium Visas for commencing the Program by the 3rd week of August, 2016. Obtaining the VISA is the responsibility of the students.

FEE STRUCTURE

The total tuition fee for the Program is about 32,900 Euros, which will have to be paid in two equal instalments. The first instalment of 16,450 Euros is payable with the acceptance of the offer of admission and the second instalment is to be paid on or before 15th April 2017.

Other expenditure like Airfare, visa charges, medical insurance, board and lodge costs and living expenses at three institutions will have to be paid by students as per actual, which amounts to 14,000 Euros approximately.
Program: This is a dual-track Finance program. The first year, which would be housed in XIMB (Xavier Institute of Management, Bhubaneswar), the School of Business Management of the Xavier University, Bhubaneswar (XUB), would be common for both the tracks and would cover core and advanced courses from Accounting & Finance areas as well as core courses from other functional areas. At the end of the first year, those who are promoted to the second year (which requires satisfying the pre-specified promotion requirements) and also have an average/cumulative Quality Point Index (QPI) of 5.5 in the four Fordham Foundation Transfer Courses Taught at XIMB (shown under Course Details), would be given the option to choose one of the two tracks. The Standard Track, which would be open to all promoted students, would entail the students continuing their second year at XIMB, the successful completion of which would fetch them an MS (Finance) from XUB. The Fast Track would entail the students going to GBA (Graduate School of Business Administration) at Fordham University, New York, USA, taking an intensive 18 credits there in July-August, then returning to India, and submitting a PEER (Practical Experience Executive Report) to XIMB after six months of work experience; the successful completion of this track would fetch the student an MSGF (MS in Global Finance) from Fordham University and MBA (Finance) from XUB.


Duration: The Regular Track shall be of about two years’ (21 months) duration, as is standard for all business management programs; it shall tentatively commence in the third week of June 2016 and end in the last week of March 2018 and would include a summer-internship during April-June 2017. The Fast Track shall have course work from June 2016 to August 2017 only, with also a summer-internship as above, but would contain a six-month PE (Practical Experience) component from September/October 2017 to February/March 2018.

Location and Accommodation: All XUB classes would be held at the XIMB campus. It would be mandatory for the students to also stay in the in-campus accommodation at XIMB (in Bhubaneswar city).

Eligibility: An outstanding academic career and, for one with work experience, also professional career, is required, along with proficiency in English and Mathematics as reflected in scores in one of the above-mentioned tests, high-school examinations (Class-X and Class-XII), university-level examinations (professional and bachelor’s level compulsory/pass/non-honors/general), or high-level examination (honors at the bachelor’s level or subject at the master’s level or beyond). Proficiency in a subject (English or Mathematics) has to be established through high score in that subject in the Admission Test or in the High School Board, Secondary Board, College, University, or Professional examinations. High weight would be given to a candidate, if the candidate has received, from a ranked college/university, a bachelor’s/master’s/MPhil degree in engineering, industrial engineering, finance, accounting, commerce, economics, mathematical economics, statistics, econometrics, operations research, mathematics, physics, business administration, and computer science or the professional certificate for chartered accountants, cost accountants, company secretaries, and chartered financial analyst from March 2014 onwards, with a rank among top-three in his/her college/institution or top-five in his/her multi-college university, or top-100 in the country in a above-cited professional examination. Subject to satisfying proficiency in English and Mathematics,
only those who have completed (or about to complete by 15 June 2016) a bachelor’s degree, having a score of at least 60% overall or in honors, grade-point of at least 7.00 in 10-point scale (to be adjusted for other scales), or equivalent in each of Class-X, Class-XII, and bachelor’s degree examinations (50% for the above-mentioned professional certificates) shall be eligible to apply. In case an applicant has scored below the required minimum in the bachelor’s or equivalent professional examination, but secured 60% or more in a higher level examination (like, say, masters), then s/he would also be eligible.

**Admission Process:** Only if an applicant’s Career-Score exceeds a given benchmark would s/he be called to appear for an Interview through Skype or physically at a location specified by XUB. Those found acceptable - after the Interview, which would carry 10% weight - would be offered provisional admission, conditional upon satisfying all eligibility requirements and furnishing all required documents and fees.

**Career Advisory & Advancement Services (CAAS):** Career Advisory & Advancement Services (CAAS) would be provided for the students of this program. CAAS office would try its best to help each student get a suitable job commensurate with his/her academic career, prior work experience, if any, and performance in the program here. This service would be available also to those who branch off to Fordham.

**Program Structure:** The first year of the programs would be common for both tracks and would build a foundation on different areas of business-management with a lot of stress on accounting and finance. The second year of both the tracks would be devoted exclusively to mandatory accounting and finance electives; the number of electives varies across the two tracks.

**Financial Aid:** Loans from various banks would be available to finance the study. Besides, at the end of each term at XIMB – both during the first year and the second – limited number of scholarships would be given to economically-backward students who have shown excellent performance in that term (average QPI of 5.5 in the term without any grade below C in any course). Besides Fordham-Bound scholarships would also be given by XIMB, XUB at the end of the first year, based on the year-end CQPI.

**TENTATIVE COURSE DETAILS:**

**Fordham Foundation Transfer Courses Taught at XIMB**
- Managerial Economics
- Principles of Modern Finance
- Financial Statement Analysis
- Financial Modeling

**Courses Taught at GBA, Fordham**
- Contemporary Issues in Global Finance
- Global Risk Management
- Global Equity Portfolio Management
- Global Financial Markets
- Global Corporate Governance
- Raising Capital and Investing in Global Financial Markets

**Tentative List of Electives**
- Advanced Corporate Finance
- ALM in Commercial Banks
- Basel Norms & Risk Management
- Behavioral Finance
- Business Analytics
- Cases in Finance
- Commercial Banking
- Corporate Control & Governance
- Corporate Reporting & Accounting Standards
- Corporate Tax Planning
- Derivatives & Risk Management
- Entrepreneurial Finance
- Financial Services
- Fixed Income Securities
- Global Corporate Governance
- Infrastructure Finance
- Insurance & Real Estate
- International Finance
- Investment Banking
- Investments & Equity Research
- Microfinance
- Practice of Finance
- Quantitative Finance
- Regulation of Fin Mkts & FIs
- Regulatory Accounting & Finance
- Strategic Financial Management
- Strategic Management Acctg
- Structured Financial Products
- Trust and Compliance
- Valuation
- Working Capital Management

For further details and updates about the program, please visit [http://www.ximb.ac.in/msfinance](http://www.ximb.ac.in/msfinance).
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 fulfill 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.

**Career Advisory Services (CAS):** CAS including 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.

<table>
<thead>
<tr>
<th>Term-I (Core Courses)</th>
<th>Term-III (Elective Courses) (A&amp;F)</th>
<th>Term-IV Elective Courses (OB &amp; HR)</th>
<th>Elective Courses (Marketing)</th>
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<tbody>
<tr>
<td>Team Building &amp; Leadership</td>
<td>Financial Markets</td>
<td>Industrial Relations</td>
<td>Consumer Behaviour</td>
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<tr>
<td>Micro Economics for Managers</td>
<td>Financial Investments</td>
<td>Employment Relations</td>
<td>Product and Brand Management</td>
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<tr>
<td>Quantitative Methods for Business Decisions</td>
<td>Corporate Accounting Practices in India</td>
<td>Performance Mgmt</td>
<td>Sales and Distribution Management</td>
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<tr>
<td>Financial Reporting &amp; Analysis</td>
<td>Risk Management</td>
<td>Learning &amp; Development</td>
<td>Services Marketing</td>
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<td>Marketing Management</td>
<td>Valuation</td>
<td>Compensation Management</td>
<td>Business to Business Marketing</td>
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<tr>
<td>Business Law</td>
<td>Corporate Restructuring</td>
<td>International HRM</td>
<td>Marketing Research</td>
</tr>
<tr>
<td>Enterprise Information &amp; Digital Transformation</td>
<td>Corporate Tax Planning</td>
<td>Transformational Leadership</td>
<td>Sustainability Marketing</td>
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<td>Managerial Communication</td>
<td>Options, Futures and Swap</td>
<td>Managing Creativity</td>
<td>Strategic Marketing</td>
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<td>Strategic Management Accounting</td>
<td>Dynamics of Personal Growth &amp; Development</td>
<td>International Marketing</td>
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<td>International Finance</td>
<td>Fundamentals of Labour Law</td>
<td>Integrated marketing communication</td>
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<td>Infrastructure Finance &amp; Risk Management</td>
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<th>Immersion course</th>
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<tr>
<td>Exploring Groups &amp; Individuals</td>
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<tr>
<td>Transactional Analysis</td>
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<tr>
<td>Sustainability Marketing</td>
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<tr>
<td>International Finance</td>
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<tr>
<td>Business Analytics</td>
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</table>
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.

**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.

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.
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 newspapers, 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.

Career Advisory Services including 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.
INTEGRATED Ph D PROGRAM

Xavier University Bhubaneswar (XUB), India offers integrated Ph.D. Program, leading to dual degree – MBA-BM/MBA-HRM/ MBA-RM (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 XIMB’s full-time MBA-BM/MBA-HRM/MBA-RM 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 5.5 on an 8-point scale in their MBA-BM/MBA-HRM/MBA-RM from Xavier University, shall qualify to submit the research proposal, and shall be interviewed based on the research proposal submitted by them for admission into Ph.D.

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://ugcnetonlineline.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.
The Doctoral Program is designed to prepare students for professional leadership in the field of management, communications and commerce. The objective of the Ph.D. 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 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.

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, 2016.

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 2016.

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).

PROGRAM FEE

a) 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;
- Rupees one lakh each in the second, third, and fourth year, respectively.

b) 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;
- 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 (current rate is Rs. 24000/- per year, double seated), and mess expenses as per actual. Students can also choose to stay off-campus.

BROAD AREAS OF Ph D SPECIALIZATION

School of Business Management
- Accounting
- Business Communication
- Decision sciences and operations Management
- Economics
- Finance
- General and Strategic Management
- Information Systems
- Marketing

School of Commerce
- Commerce

School of Communications
- Media and Communication

School of Human Resource Management
- Human Resource Management
- Organisational Behaviour

School of Rural Management
- Rural Management

School of Sustainability
- Sustainability Management

Ph D 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
Xavier School of Communications (XCOMM) is the new kid on the block of professional training in media 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.

**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.

**Admission Procedure:** Applicants are required to fill-up the application form online at: www.xub.edu.in or at: w3.ximb.ac.in. The eligible candidates will have to appear for an online entrance test, which will be held on May 15, 2016, at Bhubaneswar, Delhi, Hyderabad, Kolkata and Mumbai. Final selection of the candidates will be on the basis of entrance test score, academic performance and personal interview. Proper weights are assigned to the test score, academic performance and performance in the personal interview.

**LIST OF PROGRAMS**

- **MA-Mass Communication:** (Two Years - 4 Semesters)
- **PG Diploma in Film & Television:** (One Year - 2 Semesters)
- **PG Diploma in Broadcast Journalism:** (One Year - 2 Semesters)
- **BSc-Mass Communication:** (Three Years - 6 Semesters)
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
- 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 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 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

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. There is an admission test followed by an individual interview.

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.
### CORE COURSES (MBA-BM)

**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 Mgmt. Area**
- Human Resource Management
- Employment Relations for Managers & Professionals

**Operations Management Area**
- Business Statistics
- Operations Management-I
- Operations Management-II
- Operations Research

### ELECTIVE COURSES (MBA-BM)

**Finance Area**
- FOREX Risk Management
- Commercial Banking
- Security Analysis & Portfolio Management
- 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 Accounting Practices and Accounting Standards
- Mergers & Acquisitions

**Economics Area**
- International Business
- Economics of Strategy
- Economics of Benchmarking

**General and Strategic Management Area**
- Firms, Markets & Global Dynamics
- Advanced Methods of Data Analysis
- Managing Creativity
- Sustainable Business Management
- International Business Ethics

**Communication Area**
- Corporate Image Building

**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
- Marketing to Consumers at the BoP
- Product and Brand Management
- Consumer Behaviour
- Customer Relationship Management
- Stakeholder Marketing
- International Marketing- With special focus on Emerging Markets
- 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
- Business Simulation
**CORE COURSES (MBA–HRM)**

**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 (MBA–HRM)**

**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

**General Management & Beyond for Leadership**
- 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
CORE COURSES (MBA-RM)
• 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
• Microplanning
• 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

ELECTIVE COURSES (MBA-RM)
• 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
• Independent Research Project
• International Research Project
• Management Information Systems
• 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

CORE FIELDWORK AND SEMINAR COMPONENTS
• Design Ethics Seminar
• National Colloquium on Rural Management
• Participatory Rural Appraisal
• Rural Living and Learning Component

FIRST YEAR COURSES (MBA-GLOBAL)
Antwerp Management School (August-December) – 1st Term
• Advanced Business Research Methods
• Financial Accounting / Business Drivers & Business Growth
• Customer Value & Co-creation
• Fundamentals of Global Business
• Master Project – Part 1: The European Business Context
• Leadership & Career Development Track

Xavier Institute of Management
Bhubaneswar (January-April) – 2nd Term
• Global Human Resource Management
• Innovation Management
• Management Information Systems
• Master Project – Part 2: The Indian Business Context
• Leadership & Career Development Track

Fordham Graduate School of Business
(May-August) – 3rd Term
• Global Marketing Management
• Global Strategy
• Finance in Global Markets
• International Business Law
• Master Project – Part 3: The American Business Context
• Leadership & Career Development Track

SECOND YEAR – AT XAVIER UNIVERSITY, BHUBANESWAR
4th Term – (September-December)
(No need in opting for any four courses from the elective courses offered to MBA-BM in their 5th term)

5th Term – (December-March)
(No need in opting for any four courses from the elective courses offered to the MBA-BM students in their 6th term)

6th Term – (April-June) (All Compulsory)
• Dynamics of International Trade and Commerce
• Global Economics & World Markets
• Global Capstone Project

This is a tentative course list, subject to change on the content and faculty preferences. The courses are illustrative and students need to opt for their second year courses during their first year study at XIMB.
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 Institute'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 Institute uses the following system for indicating the levels of achievement:

<table>
<thead>
<tr>
<th>Performance</th>
<th>Grade</th>
<th>Failure</th>
<th>Unsatisfactory</th>
<th>Average</th>
<th>Good</th>
<th>Excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade</td>
<td>F</td>
<td>D</td>
<td>D+</td>
<td>C</td>
<td>C+</td>
<td>B</td>
</tr>
<tr>
<td>Quality Point</td>
<td>0-0.49</td>
<td>0.5-1.49</td>
<td>1.5-2.49</td>
<td>2.5-3.49</td>
<td>3.5-4.49</td>
<td>4.5-5.49</td>
</tr>
<tr>
<td>Percentage (Approx.)</td>
<td>0-30</td>
<td>31-41</td>
<td>42-49</td>
<td>50-57</td>
<td>58-65</td>
<td>66-73</td>
</tr>
</tbody>
</table>

Other evaluation symbols used at the Institute 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 are 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 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 Dakshinamurthy Trust, Bhubaneswar, is awarded to the best all rounder of the graduating class.
- Odisha Jesuit Society Gold Medal is awarded to the 1st rank holder of the RM class.
- C.M. Kandoi Gold Medals for Academic Excellence are 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 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 Dakshinamurthy Trust, Bhubaneswar, is awarded to the best all rounder of the graduating class.
ALUMNI, INDUSTRY INTERFACE & PUBLICATIONS

ALUMNI

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, the nation as a whole and XIMB through their service in teaching, placement etc.

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 5500.

Our alumni have excelled as teaching faculty in various business schools, including their own alma mater. The alumni, who are visiting the Institute as faculty, enrich their courses by incorporating the contemporary issues and cases based on their corporate experiences. Some of the ‘Immersion Courses’ being offered by our alumni have added considerable value to our students’ learning process. Our Alumni has also come forward as ‘mentor’ to the students and some of them even participate in the Orientation Program. XIMB Alumni Association has two primary objectives: utilizing the vast experience and knowledge of our alumni for the benefit of their alma mater and developing initiatives to assist our alumni achieve their objectives.

The Alumni Association is registered under the Societies Registration Act (XXI of 1860). The Alumni Association members meet once a year for the Annual General Body Meeting during the Annual Home-coming.

The Alumni Office makes an effort to establish a meaningful relationship between the Institute and the alumni, which is facilitated by a comprehensive database maintained and updated for all those graduating in various Programs. In addition, annual alumni meets called ‘Sanidhya’ are organised in seven cities within the country as well as in the US, UK, Middle East and Singapore. During the month of December every year, an ‘Alumni Home-coming’ event is hosted by the Institute. Among other activities, the Alumni Office publishes an e-Newsletter called X-post and an Annual Magazine. The Alumni website of the Institute can be accessed at http://alumni.ximb.ac.in

SOME NOTABLE ALUMNI OF XIMB, XUB

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

Mohit Kampani (PGDM-BM 1992-94)
President & CEO Spencer’s Retail Limited, Kolkata

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

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

Debasmit 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

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

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

Omkar Kore (PGDM-BM 2001-03)
AdSales Director - East, Star TV, Kolkata

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

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

Rajendra Kr Mishra (PGDM-BM 1989-91)
Founder & CEO, Indea Capital, Singapore
IN-COMPANY TRAINING PROGRAMS (ITPS)

The Institute conducts In-company Training Programs based on the specific requirements of corporate organisations, Government and non-government organisations. 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, CIIF, 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, Navoddaya 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, OSIIL, Dept. of Science & Technology, BPR & D, JK Organisation (EZ), Axis bank, Max New York Life Insurance, ESIC and Infosys.

CENTRE FOR DEVELOPMENT RESEARCH & TRAINING (CENDERET)

CENDERET was set up in October 1988 by XIMB as its social extension wing to bring about a marked and positive difference in the lives of the common & poor people of Odisha. This concept originated through a social commitment of the Odisha Jesuit Society to strengthen the social development of the marginalised, leading to equity and social justice. During the last twenty five years, CENDERET has endeavoured to create a learning environment within itself and has attempted to transform the knowledge base of local level institutions into practical and pragmatic actions. Through its various developmental Programs, CENDERET has made earnest attempts not only to add value to the much needed knowledge, attitude and skills of the development players but also to facilitate the process of capacity building and improving the functions of the local and regional institutions with self-reliance in the rural areas of the State of Odisha.

INSTITUTIONAL PARTNERS

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.

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RESEARCH

The Institute 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 (UDSR) – Peer reviewed International Journal published bi-annually

VILAKSHAN – Peer reviewed International Journal published bi-annually

Journal of Case Research (ICR) – 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.
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 premiere 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.cooolavenues.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. In Xpressions 2014, IlluminatiX launched four new events of its own which included VH1 Supersonic and MTV Campus Diaries with Jose Covaco as the host. The cell also hosts interactive sessions by celebrities on campus, such as Mr. Anurag Basu, Mr. Vishal Bharadwaj, Mr. Prabhu Chawla and others. In 2014, the cell also successfully organized the second edition of TEDx XUB, which saw speakers like Mr. Deepak Gopalkrishnan, Mr. Keshav Dhar and Mr. Michael Burns in attendance. 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 Sandhya, 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), Budgewiser (I 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, financial institutions (Commercial Banks, Investment Bank), et al. In essence, it provides a comprehensive and pragmatic exposure that helps the students to stay a step ahead of the market trends.

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.
The Learning which the students attach best. The aftermath of these activities is that the managerial qualities of budding rural managers are expressed at their 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 organizing 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 the biggest Sports extravaganzas 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 XUB 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 Pottery Workshop, Pratibimb-Face Painting Competition, Viraasat-Classical Competition, Odissi Dance Concert by Suajita 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 Xavierians express and realize their literary potential. It also maintains a Literary Blog, where it posts articles written 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.

Xquizzite (The Knowledge Committee of XUB)

Xquizzite 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 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 Quizicus 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 XIMB, XUB an University 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 academic year, 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 Xavierian. 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 3 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.
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:

- 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
- Borges
- Boston Scientific
- BPCL
- Britannia
- Cadbury's
- Capgemini
- 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
- Fidelity
- Frost & Sullivan
- Futures First
- Future Generali
- GAIL
- GarwareWallropes
- GE Group
- General Mills
- Genpact
- Glenmark Pharmaceuticals
- Godrej Boyce
- Godrej Consumer Care
They have one thing in common..... XIMBians. They are everywhere, contributing to Corporate Excellence.

The average salary for 2015 batch final placement was Rs.12.65 lakhs p.a. for BM, and Rs.11.39 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 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
- Intellecap
- IPE Global
- Kadence International
- MART Rural
- NASSCOM Foundation
- NCIS
- NRMC
- Pricewaterhouse Coopers
- Research International
- Sambodhi
- SREI-SAHAI
- 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
- 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

The average salary for the 2015 batch final placement was Rs 6.75 lakhs p.a., with the highest at 12.44 lakhs p.a.
## Fee Structure

### Program Fee (in Rs.)

<table>
<thead>
<tr>
<th>Programs</th>
<th>MBA-BM</th>
<th>MBA-HRM</th>
<th>MBA-RM</th>
<th>MBA-SM</th>
<th>MS-GF</th>
<th>EMBA-BM (Full-Time)</th>
<th>EMBA-BM (Part-Time)</th>
<th>EMBA-RM</th>
<th>MA (MC)</th>
<th>PGD (BJ)</th>
<th>PGD (FTP)</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Year/Instalment</td>
<td>6,50,000</td>
<td>6,50,000</td>
<td>5,00,000</td>
<td>5,00,000</td>
<td>8,00,000</td>
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<td>3,00,000</td>
<td>4,00,000</td>
<td>3,50,000</td>
<td>4,00,000</td>
</tr>
<tr>
<td>Second Year/Instalment</td>
<td>7,50,000</td>
<td>7,50,000</td>
<td>5,00,000</td>
<td>5,00,000</td>
<td>9,00,000</td>
<td>3,50,000</td>
<td>7,00,000</td>
<td>2,00,000</td>
<td>4,00,000</td>
<td></td>
<td></td>
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<tr>
<td>Third Instalment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3,50,000</td>
<td>2,00,000</td>
<td></td>
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<td></td>
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<tr>
<td>Total</td>
<td>14,00,000</td>
<td>14,00,000</td>
<td>10,00,000</td>
<td>10,00,000</td>
<td>17,00,000</td>
<td>14,00,000</td>
<td>14,00,000</td>
<td>7,00,000</td>
<td>8,00,000</td>
<td>3,50,000</td>
<td>4,00,000</td>
</tr>
</tbody>
</table>

### Additional Expenses (in Rs.)

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

#### 02. Residence Expenses:

<table>
<thead>
<tr>
<th>Programs</th>
<th>EMBA-BM</th>
<th>MA-MC, PGD-BJ, &amp; PGD-FTP</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBA-BM, MBA-HRM, MBA-RM, MBA-SM &amp; MBA-Global (2nd Yr)</td>
<td>Room rent per year (Single seated) 36,000</td>
<td>Room rent per year (Double seated) 24,000</td>
</tr>
<tr>
<td></td>
<td>Room rent per year (Double seated) 24,000</td>
<td>Board per day (A/c) 600</td>
</tr>
<tr>
<td></td>
<td>Establishment Fee (per year) 10,000</td>
<td>Establishment Fee (per year) 10,000</td>
</tr>
<tr>
<td></td>
<td>Board per month (approximately) 3,500</td>
<td>Board per month (approximately) 3,500</td>
</tr>
</tbody>
</table>

Note: The Residence Expenses for the Full-Time EMBA-RM will be as on actuals, based on the duration of the stay in the Campus.

#### 03. Other Expenses

<table>
<thead>
<tr>
<th>Programs</th>
<th>EMBA-BM (FT), EMBA-BM (PT) &amp; EMBA-RM</th>
<th>MA-MC, PGD-BJ, &amp; PGD-FTP</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBA-BM, MBA-HRM, MBA-RM, MBA-SM &amp; MBA-Global</td>
<td>Course Material (per year) 25,000</td>
<td>Alumni Association Membership (life time) 10,000</td>
</tr>
<tr>
<td></td>
<td>IT Expenses (per year) 10,000</td>
<td>Placement Assistance (one time) 10,000</td>
</tr>
<tr>
<td></td>
<td>Alumni Association Membership (life time) 10,000</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Placement Assistance (one time) 30,000</td>
<td>Not applicable</td>
</tr>
</tbody>
</table>

#### 04. Refundable Caution Deposits

<table>
<thead>
<tr>
<th>Programs</th>
<th>EMBA-BM (FT), EMBA-BM (PT) &amp; EMBA-RM</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBA-BM, MBA-HRM, MBA-RM, MBA-SM, MBA-Global, MS-GF, MA-MC, PGD-BJ &amp; PGD-FTP</td>
<td>Library 7,000</td>
</tr>
<tr>
<td></td>
<td>Residence 5,000</td>
</tr>
<tr>
<td></td>
<td>Mess 5,000</td>
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<tr>
<td></td>
<td>Communication Lab 5,000*</td>
</tr>
<tr>
<td></td>
<td>Computer Lab 10,000</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The University shall provide partial scholarships in the second year, to four meritorious students and four students with weak economic background of MBA-RM program, based on their academic performance at the end of the first year.

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.
The school offers the following non-residential programs which lead to bachelor's degree:

- Bachelor of Commerce (B.Com)
- Bachelor of Business Management (B.B.M)

PROGRAM OBJECTIVE
The objective of the above two programs is to develop a pool of young talent with specialised knowledge in the fields of Accounting, Finance, Human Resources and Marketing.

ADMISSION PROCEDURE
Applicants are required to fill-up the application form online at: www.xub.edu.in or at: w3.ximb.ac.in. The eligible candidates will have to appear for an online entrane test, which will be held on May 15, 2016, at Bhubaneswar, Delhi, Hyderabad, Kolkata and Mumbai. Final selection of the candidates will be on the basis of online test score and academic performance. Proper weights are assigned to the test score and performance in the class 10 and 12 examinations.

ACADEMIC SYSTEM
Both B.Com and B.B.M programs consist of six semesters spread over three academic years. Each Academic Year consists of two semesters and the duration of each semester is approximately five months.

There are 30 courses including one "project" in these programs spread over six semesters. Each course is of 5(five) credits and of 50 contact hours. Courses offered in the first year (Sem-I and Sem-II) are common to all the students pursuing different functional disciplines. The honors courses will start from second year onwards. The students will be divided into groups depending on their choice of honors courses. Honours courses are offered in the areas: Accounting, Finance, Human Resource Management, and Marketing.

First two honours courses are offered to students pursuing B.Com program whereas rest two are for B.B.M. Students are required to exercise their choice of honours at the time of admission.

B.COM - ACCOUNTING

Semester – III
- Financial Accounting-II
- Cost and Management Accounting-I
- Direct Tax Law
- Managerial Economics(Macro)
- Corporate Laws

Semester – IV
- Financial Management
- Indirect Tax Laws
- Cost and Management Accounting-II
- E-Commerce & Computerized Accounting
- Banking
- Summer Internship Projects

Semester – V
- Corporate Accounting
- Financial Statement Analysis
- Insurance and Risk Management
- Entrepreneurship Development
XIMB, XUB ADMISSION 2016

Semester – VI
• Derivatives
• International Finance
• Auditing and Assurance Services
• Business Ethics and Corporate Governance
• Project Report and VIVA

BBM – HR

Semester - III
• HR Planning (HRP)
• Fundamentals of Labour Law (FLL)
• Individuals in Organization (IIO)
• Managerial Economics (Macro) (ME)
• CSR & Sustainability (CS)

Semester – IV
• Training & Development (T&D)
• Group Dynamics and Team Building (GDTB)
• Recruitment and Selection (R&S)
• Personality Development (PD)
• Production and Operations Management (POM)
• Summer Internship Project

Semester – V
• Wage and Salary Administration (WASA)
• Performance Management (PM)
• Entrepreneurship Development (ED)
• Cost & Financial Management (50+50) (CFM)

Semester – VI
• Organization Theory (OT)
• Industrial & Employment Relations (I&ER)
• Soft Skill (SS)
• Business Ethics and Corporate Governance (BCG)
• Project Report and VIVA

BBM – MARKETING

Semester - III
• Consumer Behaviour (CB)
• Services Marketing (SM)
• Selling Lab (SL)
• Managerial Economics (Macro) (ME)
• CSR & Sustainability (CS)

Semester - IV
• Marketing Communication (MC)
• Marketing Research (MR)
• Distribution Management (DM)
• Personality Development (PD)
• Production and Operations Management (POM)
• Summer Internship Projects

Semester - V
• Brand Management (BM)
• Rural Marketing (RM)
• Entrepreneurship Development (ED)
• Cost & Financial Management (50+50) (CFM)

Semester - VI
• Marketing and Entrepreneurship (ME)
• Socially Responsible Marketing (SRM)
• Soft Skill (SS)
• Business Ethics and Corporate Governance (BCG)
• Project Report and VIVA

HOSTEL FACILITIES
Limited hostel facilities are available. Preference will be given to students coming from outside Bhubaneswar.

<table>
<thead>
<tr>
<th>Fee Structure (in Rs.) for B.Com. &amp; B.B.M.</th>
<th>First Year</th>
<th>Second Year</th>
<th>Third Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Fee</td>
<td>185,000</td>
<td>215,000</td>
<td>240,000</td>
</tr>
<tr>
<td>Course Material</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>IT Expenses</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
</tr>
</tbody>
</table>

DEGREE
Xavier University will award the following degrees to successful students:
• B.com-Accounting
• B.Com-Finance
• B.B.M-HR
• B.B.M-Marketing
It is an undergraduate course designed to train the young minds in media skills and analysis. The course has all components of mass communication or mass media or communications namely Film, Radio, TV, Advertisements and Public Relations. The stress will be on both theory and practice of mass communication. The cutting edge of the course will be provided to the students through hands-on approach with the latest media equipment relating the mass media. Exposure to media houses too will be part of the course along with internship and research. The faculty from the media industry will provide the cutting edge.

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 online entrance test, which will be held on May 15, 2016, at Bhubaneswar, Delhi, Hyderabad, Kolkata and Mumbai. Final selection of the candidates will be on the basis of entrance test score and academic performance. Proper weights are assigned to the test score and performance in the class 10 and 12 examinations.

Hostel Facilities

Limited hostel facilities are available. Preference will be given to students coming from outside Bhubaneswar.

<table>
<thead>
<tr>
<th>Fee Structure (in Rs.) for B.Sc. (MC)</th>
<th>First Year</th>
<th>Second Year</th>
<th>Third Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Fee</td>
<td>150,000</td>
<td>175,000</td>
<td>200,000</td>
</tr>
<tr>
<td>Course Material &amp; IT</td>
<td>10,000</td>
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<td>10,000</td>
</tr>
<tr>
<td>Placement Assistance</td>
<td>10,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Caution Deposits</td>
<td>15,000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

COURSES

FIRST SEMESTER

Theory
- Basic Writing Skills -1
- Indian Culture
- Human Communication

Practicals
- Computer Applications in Media - 1
- Digital Audio Production-1
- Presentations & Group Discussions

SECOND SEMESTER

- Basic Writing Skills - 2
- Digital Still Photography
- Evolution of Arts
- Mass Communication Theories
- Elements of Film
- Human Rights

Practicals
- Computer Applications in Media - 2
- Digital Audio Production - 2
- Broadcast Journalism
- Digital Still Photography

THIRD SEMESTER

Theory
- Media Ethics
- Print Journalism
- Television Production-1
- Media & Culture

Practicals
- Web Designing
- Print Journalism
- Television Production-1

FOURTH SEMESTER

Theory
- Television Production-2
- Advertising & Public Relations
- Management of Electronic Media Anchoring
- New Media Technologies

Practicals
- Television Production-2
- Advertising & Public Relations
- Anchoring

FIFTH SEMESTER

Theory
- Mass Media Research
- Communication & Development
- Film Studies
- Corporate Communication

Practicals
- Television Production-3
- Seminar & Presentations

SIXTH SEMESTER

- Thesis
- Internship
BACHELOR’S DEGREE PROGRAMS
OFFERED BY XAVIER SCHOOL OF
SUSTAINABILITY, XUB

• Three year Bachelor’s Degree Program in Human Development (B.Sc. - HD)
• Three year Bachelor’s Degree Program in Sustainable Development (B.Sc. - SD)
• Three year Bachelor’s Degree Program in Sustainability Science & Technology (B.Sc. - SST)

These programs are offered with an aim to reach out to the large audience of students and youth that are likely to be both decision makers and beneficiaries with regard to Human Development and Sustainable Development in the next generation. Just as the importance of planning in the welfare State permeated people’s consciousness through the educational curriculum, it is hoped that such academic programs will help integrate Human Development and Sustainable Development into the mainstream debate on development as formulated through university textbooks and research. Only when the concept and practice of these two developments mingle with academic debate and research and consequently give rise to schools of interpretation, can it truly be said to have become a field, as distinct from a fad or preoccupation of a few.

B.Sc. - HD
THREE YEAR BACHELOR’S DEGREE PROGRAM IN HUMAN DEVELOPMENT

Human Development occupies a significant place in the discussion and discourse on development. Human Development can be seen not only as a means, but also an end for development. Economic growth alone does not automatically translate into human development progress. Pro-poor policies and significant investments in people’s capabilities – through a focus on education, nutrition and health and employment skills - can expand access to decent work and provide for sustained progress. National policies focusing on the physical aspects of development alone seem inadequate to attain national objectives such as justice: social, economic, and political. Such development is incomplete, if it does not have a people-centric approach in order to enable them to enjoy a decent standard of living. Hence, today, both the practice and pedagogy of development are increasingly moving beyond the classical realm of economics. Indeed, one may argue that the very frontiers of these disciplines are themselves being pushed forward to focus on people, institutions and public action.

The State and National Human Development Reports (HDRs), published annually, identify and analyze a theme and also compare the status of countries on the human development index. The Human Development Reports have captured the attention of policy makers and several governments have prepared National Human Development Reports to analyze the status of human development in their respective countries. The imparting of Human Development course by XUB is a part of this ongoing effort to integrate Human Development concerns in the pedagogy of development. In the present scenario, there is an increasing demand for trained Human Development professionals who can assist the government in scanning and preparing Human Development reports at the State and National level. B.Sc-HD will help students understand development dilemmas in addition to building their capability, aptitude, and ability. It helps strengthen human beings not only intellectually but also socially and ethically.
The program aims at enabling the prospective students to:

1. Analyze the effects of historical, social, political, economic, cultural, and global forces on the area under study.
2. Measure and Report Human Development and will be able to critically evaluate theories and research on Human Development.
3. Identify, plan, revise, analyze, utilize, critique, assess and evaluate development programs and projects.
4. Appreciate the significance of human rights, governance, dimensions, ethics, sustainability, financing and managerial competencies of human development.
5. Acquire in-depth knowledge of the local, national and global perspectives and experiences in Human Development and develop their problem solving and analytical thinking skills through exposure to practical examples.
6. Compete and make informed choices for pursuing higher education at Post Graduate and doctoral level in the field of social sciences and sustainable development.

**Program Focus**

- Human Development: Concept and Evolution
- Dimensions of Human Development
- Measurement and Reporting on Human Development
- Governance & Institutions for Human Development and Evaluation of Human Development Programs and Projects.
- Factors Impacting Human Development
- Sustainability, Financing and Managerial Competencies of Human Development.

**Designing this Unique Curriculum on Human Development: A collaborative process**

The program has been designed in collaboration with UNDP-India which assisted XIMB/XUB. A two day national workshop titled “Building Institutional Capacities for Mainstreaming Human Development” was organised on 29th and 30th October 2014 at XIMB/XUB. This important workshop was attended by eminent thinkers and practitioners representing academic institutions, civil society organisations, government departments and UN agencies. Some of the organisations participated in this workshop are, UNDP-India, TISS, JNU, IGIDR, OXFAM, IIT-Guwahati, Assam University, National Law University, Odisha, PHFI, Institute for Human Development, Guwahati University, Assam University, Patna University, Planning Commission, GoI and CYSD.

**Pedagogy**

There will be 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 Human Development. The program will be research based and will also have the following practical components of 5 credits each.

2 Mini Research Projects (5 Credits each - one month in 2nd year and one month in 3rd year)

As already mentioned that the program is research based, the students will be required to take up two mini research projects which are micro studies, either desk based or desk and field based on a topic of current interest.

**Summer Internship (two months in 3rd year)**

Students will spend eight weeks in various organisations to learn and experience how Human Development is being mainstreamed in both organisations and the community. The students will assist the host organization in preparing Human Development Report at the National, State, District, Block and Panchayat level. They will also analyze the current reports to identify gaps and develop strategies for future use.

**Capstone Project (5 Credits - two months in 3rd year)**

Each student has to undertake a capstone project in which they have to design and develop a Human Development Report of the project area. 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.

**Program Structure**

The Program will have a Foundation Course in the 1st year, Core Course in the 2nd year and Applied Course in the 3rd year spread over 6 semesters in these three years. A student has to earn a total of 150 credits (50 credits in each year).
The Xavier University will award the B.Sc in Human Development degree to the students who successfully complete classroom and field learning equivalent to 150 credits including Research and Internship and fulfill the prescribed academic requirements of the Program. The degree is awarded at the Annual Convocation which is usually held in the month of March/April.

First Year (Foundation Courses)
(50 Credits - Semester 1 & 2)
- English Language & Business Communication
- Introduction to IT
- Introduction to Social Sciences – Sociology
- Introduction to Social Sciences - Economics
- Statistics and Quantitative Analysis
- Introduction to Philosophy and Science
- Introduction to Behavioral Science – Psychology
- Introduction to Social Sciences – Political Science
- Concept and Evolution of Human Development
- Introduction to Natural Science

Second Year (Core Courses)
(50 Credits - Semester 3 & 4)
- Social Research Methods
- Measuring and Reporting on Human Development
- Evaluation of Programs and Projects
- Law and Human Development
- Geography and Human Development
- Sustainability and Human Development
- Dimensions of Human Development
- Select Issues in Human Development
- Mini Research Project I

Third Year (Applied Courses)
(50 Credits - Semester 5 & 6)
- Managerial Competencies for Human Development
- Governance and Institutions for Human Development
- Human Rights and Human Development
- Faith and Human Development
- Mini Research Project II
- Financing Human Development
- Ethical Dimensions of Human Development
- Indian Perspectives and Experiences
- Capstone Project

Fee Structure (in Rs.) of B.Sc. Human Development

<table>
<thead>
<tr>
<th></th>
<th>First Year</th>
<th>Second Year</th>
<th>Third Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Fee</td>
<td>1,75,000</td>
<td>2,00,000</td>
<td>2,25,000</td>
</tr>
<tr>
<td>Course Material</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>IT expenses</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Organisational/</td>
<td>8,000</td>
<td>8,000</td>
<td>8,000</td>
</tr>
<tr>
<td>Outbound Learning</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Caution Deposit</td>
<td>15,000</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

DEGREE
The Xavier University will award the B.Sc in Human Development degree to the students who successfully complete classroom and field learning equivalent to 150 credits including Research and Internship and fulfill the prescribed academic requirements of the Program. The degree is awarded at the Annual Convocation which is usually held in the month of March/April.
Analyze the effects of historical, social, political, economic, cultural, and global forces on the area under study.

Measure and Report Sustainable Development Goals and will be able to critically evaluate theories and research on Sustainability.

Identify, plan, revise, analyze, utilize, critique, assess and evaluate development programs and projects.

Appreciate the significance of Science, Environment, Technology, Society

Acquire in-depth knowledge of the local, national and global perspectives and experiences in Sustainable Development and develop their problem solving and analytical thinking skills through exposure to practical examples.

Acquire in-depth knowledge on Ecology, Evolution, Global Warming, Climate Change, Natural Resources Management, Sustainability, Policies, Laws and Governance

Develop a deeper knowledge of the sustainable energy systems and the natural and social sciences that are important to sustainable development.

Compete and make informed choices for pursuing higher education at Post Graduate and doctoral level in the field of social sciences and sustainable development.
PEDAGOGY

There will be 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 program will be research based and will also have the following practical components of 5 credits each.

2 Mini Research Projects (5 Credits each - one month in 2nd year and one month in 3rd year)

As already mentioned that the program is research based, the students will be required to take up two mini research projects which are micro studies, either desk based or desk and field based on a topic of current interest.

Summer Internship (two months in 3rd year)

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 Summer Internship is conducting a Sustainability Audit of the host organisation. The Summer Internship 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.

Capstone Project (5 Credits - two months in 3rd year)

Each student has to undertake a capstone project in which they have to prepare a Sustainable Development Report of the project area. 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. Students meet with practitioners and work with real world clients in need of sustainable solutions for specific problems.

PROGRAM STRUCTURE

The program will have a Foundation Course in the 1st year, Core Course in the 2nd year and Applied Course in the 3rd year spread over 6 semesters in these three years. A student has to earn a total of 150 credits (50 credits in each year).

Fee Structure (in Rs.) of B.Sc. Sustainable Development

<table>
<thead>
<tr>
<th>Fee Structure (in Rs.) of B.Sc. Sustainable Development</th>
<th>First Year</th>
<th>Second Year</th>
<th>Third Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Fee</td>
<td>1,75,000</td>
<td>2,00,000</td>
<td>2,25,000</td>
</tr>
<tr>
<td>Course Material</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>IT expenses</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Organisational/Outbound Learning</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Caution Deposit</td>
<td>15,000</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

DEGREE

The Xavier University will award the B.Sc in Sustainable Development degree to the students who successfully complete classroom and field learning equivalent to 150 credits including Research and Internship and fulfill the prescribed academic requirements of the program. The degree is awarded at the Annual Convocation which is usually held in the month of March/April.
Sustainability Science & Technology has emerged in recent years as a vibrant field of research and innovation. Its foundations are built on the natural and social sciences, engineering and medicine, and the multiple knowledge of practice. Its methods are integrative and translational, seeking to link knowledge with action. The literatures of sustainability science & technology have been growing exponentially, with contributors spread across the developed and developing world.

The B.Sc in Sustainability Science and Technology Program at XSOS addresses the challenge of sustainable development by: advancing scientific understanding of human-environment systems; application of science and technology to address sustainability issues and concerns; improving linkages between research and policy communities; and building capacity for linking knowledge with action to promote sustainability. B.Sc in SST offered by XUB is an effort to accelerate the contribution of science & technology towards sustainable development.

**PROGRAM OBJECTIVES**

The program aims at enabling the prospective students to:

- Understand the principles of Sustainability Science and its applicability in community systems.
- Analyze evaluate and understand the merits of technology from sustainability orientation.
- Identify, plan, revise, analyze, utilize, critique, assess and evaluate science and technology based policies programs and projects.
- Appreciate the affect of technology on humans and environment and learn by examples of how to mitigate the damaging impact.
- Acquire in-depth knowledge of the local, national and global perspectives on sustainability issues and concerns and develop their problem solving and analytical thinking skills through exposure to practical examples.
- Compete and make informed choices for pursuing higher education at Postgraduate and doctoral level in the field of sustainable management and scientific research.

**PROGRAM FOCUS**

- Basics and Principles of Sustainability Science
- Sustainability Technology, Law and Policy
- Environmental Challenges and Mitigation
- Sustainable Energy Systems
- Climate Change and Natural Resources

**PEDAGOGY**

There will be 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 Human Development. The program will be research based and will also have the following practical components of 5 credits each.

- **2 Mini Research Projects (5 Credits each)**
  - one month in 2nd year and one month in 3rd year

As already mentioned that the program is research based, the students will be required to take up two mini research projects which are micro studies, either desk based or desk and field based on a topic of current interest.

- **Summer Internship (two months in 3rd year)**

Students will spend eight weeks in various organisations to learn and experience how Human Development is being mainstreamed in both organisations and the community. The students will assist the host organization in preparing Human Development Report at the National,
State, District, Block and Panchayat level. They will also analyze the current reports to identify gaps and develop strategies for future use.

**Capstone Project (5 Credits - two months in 3rd year)**

Each student has to undertake a capstone project after completion of which he/she has to prepare a project report on application of sustainability oriented scientific principles and technology. 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.

**PROGRAM STRUCTURE**

The program will have a Foundation Course in the 1st year, Core Course in the 2nd year and Applied Course in the 3rd year spread over 6 semesters in these three years. A student has to earn a total of 150 credits (50 credits in each year)

**FIRST YEAR (FOUNDATION COURSES)**

(50 Credits - Semester 1 & 2)
- English Language & Business Communication
- Introduction to IT
- Introduction to Social Sciences - Sociology
- Introduction to Social Sciences - Economics
- Statistics and Quantitative Analysis
- Introduction to Philosophy and Science
- Introduction to Behavioral Science - Psychology
- Introduction to Social Sciences – Political Science
- Concept and Evolution of Human Development
- Introduction to Natural Science

**SECOND YEAR (CORE COURSES)**

(50 credits - Semester 3 & 4)
- Engineering Mathematics
- Engineering Physics
- Chemical Principles
- Biological Principles
- Principle of Sustainability Science
- Introduction to Environmental Engineering
- Introduction to Natural Resources
- Systems Microbiology
- Introduction to Atmospheric Science
- Introduction of Earth Science and Hydrogeology
- Mini Research Project I

**THIRD YEAR (APPLIED COURSES)**

(50 Credits - Semester 5 & 6)
- Environmental Impact and Risk Assessment
- Pollution Prevention and Remediation Technology
- Aquatic Environmental Study
- Industrial Safety and Quality Audit
- Product Life Cycle and Responsible Consumption
- Green Engineering and Sustainable Design
- Mini Research Project II
- Sustainable Energy System
- Law and Policy in Sustainability Development
- Climate Change and Global Warming : Mitigation and Modeling
- Capstone Project

**DEGREE**

The Xavier University will award the B.Sc in Sustainability Science & Technology degree to the students who successfully complete classroom and field learning equivalent to 150 credits including Research and Internship and fulfill the prescribed academic requirements of the program. The degree is awarded at the Annual Convocation which is usually held in the month of March/April.

**FEE STRUCTURE (IN Rs.)**

<table>
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<th>First Year</th>
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</table>

**INTEGRATED MBA IN SUSTAINABILITY MANAGEMENT**

This is a unique opportunity for students to get a degree of MBA in Sustainability Management and a Bachelor’s Degree in relevant field of Human Development/ Sustainable Development/ Sustainability Science & Technology. The 5 years course is a comprehensive one to train young minds towards in-depth sustainability learning and make a meaningful contribution as Sustainability Managers. The program curriculum will be same as the Bachelor’s Degree Programs in Human Development, Sustainable Development and Sustainability Science & Technology as well as MBA-SM.

**ELIGIBILITY CRITERIA**

Eligibility criteria are same as Bachelor’s Degree Programs offered at XSOS.

*To continue in the Program at the Postgraduate level of MBA-SM, the student must secure a 1st class in Bachelor’s Degree.

**FEE STRUCTURE**

The fees will be a combined fee of Bachelor’s Degree Programs offered at XSOS and MBA-SM program.
### Faculty

<table>
<thead>
<tr>
<th>Name</th>
<th>Qualifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amar KJR Nayak</td>
<td>BE (NIT Rourkela), MBA (IIM-Bangalore), PhD (IIT-Kharagpur), Research Fellow</td>
</tr>
<tr>
<td></td>
<td>(Kobe University, Japan), NABARD Chair Professor</td>
</tr>
<tr>
<td></td>
<td>General Management &amp; Strategic Management</td>
</tr>
<tr>
<td>Amrit Amlan Pattnaik</td>
<td>MA, MPhil (Univ of Hyderabad)</td>
</tr>
<tr>
<td></td>
<td>Communications</td>
</tr>
<tr>
<td>Andrew Dutta</td>
<td>M.Com (Calcutta Univ.), MTP (IMT), PhD (ICFAI Univ.)</td>
</tr>
<tr>
<td></td>
<td>Visiting Research Scholar (Bentley University, Massachusetts, USA, 2004-05)</td>
</tr>
<tr>
<td></td>
<td>Human Resource Management</td>
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<tr>
<td>Antony Uvary, S.J.</td>
<td>PGD PM&amp;IR (XLRI), PhD (Madras University)</td>
</tr>
<tr>
<td></td>
<td>Organisational Behaviour</td>
</tr>
<tr>
<td>Arun Kumar Paul</td>
<td>B.Tech. (Hons), IIT Kharagpur Fellow (XLRI), Jamshedpur</td>
</tr>
<tr>
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<td>Operations Management</td>
</tr>
<tr>
<td>Arup Roy</td>
<td>MSc (Vidyasagar Univ.), PhD (IIT, Kharagpur)</td>
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<td></td>
<td>Sustainability</td>
</tr>
<tr>
<td>Asit Ranjan Mohanty</td>
<td>M.Phil (Eco), JNU, Fellow UGC, CAIIB, PhD (Utkal)</td>
</tr>
<tr>
<td></td>
<td>Dip in Risk Management (IIBF)</td>
</tr>
<tr>
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<td>Finance</td>
</tr>
<tr>
<td>Banikanta Mishra</td>
<td>MA (Delhi School of Economics)</td>
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<tr>
<td></td>
<td>PhD (Stern School, New York Univ., USA)</td>
</tr>
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<tr>
<td>Bhaskar Basu</td>
<td>BE (Mech), MProdE (Gold Medalist), C.Eng. (India)</td>
</tr>
<tr>
<td></td>
<td>PGDOM (IGNOU), PGDBM (IIMC), PhD (IIT-KGP)</td>
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<tr>
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<td>Information Systems</td>
</tr>
<tr>
<td>Bibhu Prasan Patra</td>
<td>MA (Utkal), MPhil (NEHU, Shillong)</td>
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<tr>
<td></td>
<td>PhD (IIT Kanpur)</td>
</tr>
<tr>
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<tr>
<td>Bikram Kumar Bahinipati</td>
<td>M.Tech (IIT, Kharagpur), PhD (IIT, Delhi)</td>
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<tr>
<td>Bipin Kumar Kujur, SJ</td>
<td>MA : Philosophy (Loyola Chennai), MA : English (Pune), MA (San Fransisco), MA</td>
</tr>
<tr>
<td></td>
<td>(Santa Clara)</td>
</tr>
<tr>
<td>Biresh K. Sahoo</td>
<td>MA (Eco), MPhil (Eco) (Univ. of Hyderabad, India); PhD (IIT Kharagpur, India);</td>
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<tr>
<td></td>
<td>JSPS Fellow (GRIPS, Tokyo, Japan); Lise Meitner Fellow (WU-Wien, Austria)</td>
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<tr>
<td>Bishnu Prasad Mishra</td>
<td>M.A (Eco), DSE, PhD (Utkal Univ)</td>
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<tr>
<td>Biswa Swarup Misra</td>
<td>MA, PhD (Patna), CAIIB</td>
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<tr>
<td>Brajaraj Mohanty</td>
<td>MCom (Utkal), Fellow (IIM-Ahmedabad)</td>
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<tr>
<td>C. Shambu Prasad **</td>
<td>B. Tech &amp; MS (IIT, Madras), PhD (IIT Delhi)</td>
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<td>Rural Management</td>
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<tr>
<td>Debendra Prasad Kar</td>
<td>MBA (Burdwan), LLB (Utkal) Ph D (IIT, Kharagpur)</td>
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<td>Human Resource Management</td>
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<tr>
<td>Dipak Kumar Bhattacharya</td>
<td>M.A. (Eco.), PGDPM, PG Diploma in Journalism, PhD (Calcutta)</td>
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<td>Organisational Behaviour</td>
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<tr>
<td>Dipak Misra</td>
<td>BSc. Engg. (UCE, Burla), ME (NIT, Rourkela), PhD (Utkal Univ.)</td>
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<tr>
<td>D.V. Ramana</td>
<td>MCom, MPhil, PhD (Utkal Univ.)</td>
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<tr>
<td>Donald D’Silva, S.J.</td>
<td>M.A. Communications (Madras Univ.), PGDHRM (Pondicherry Univ.)</td>
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<td>Elizabeth Abba</td>
<td>MSc (Mumbai), Fellow (NITIE, Mumbai)</td>
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<tr>
<td>Fakir Mohan Sahoo</td>
<td>MA (Utkal), PhD (Queens Univ., Canada)</td>
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<tr>
<td>Gopal Krishna Nayak**</td>
<td>BTech (IIT Kharagpur), PGDM (IIM Bangalore), PhD (IIT Kharagpur)</td>
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<td>Ibha Kumar</td>
<td>MA (Kanpur), PhD (IIT Kanpur)</td>
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<tr>
<td>Jeevan J Arakal</td>
<td>PGDRM (XIMB), PhD (IIT- Bombay)*</td>
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<td>Jolly Jose</td>
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<td>Kajri Misra</td>
<td>PhD in City &amp; Regional Planning (Cornell University, USA)</td>
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<tr>
<td>Kalpana Sahoo</td>
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<td>Krishna Das Gupta</td>
<td>MBA, PhD (Utkal Univ.)</td>
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<tr>
<td>Latha Ravindran</td>
<td>MA (Madras); MPhil; PhD (Coimbatore)</td>
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<td>Lourduraj Ignacimuthu, S.J.</td>
<td>MA (Communication: Broadcast Communication), University of Philippines, Manila</td>
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<td>M.N. Tripathi</td>
<td>BSc: Engg (REC Rourkela), PGD (IIM Ahmedabad)</td>
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<td>Manimay Ghosh</td>
<td>BE (Mechanical), MBA, MS, PhD (USA)</td>
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<td>Operations Management</td>
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</tbody>
</table>
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Snigdha Pattnaik
Academic Dean, School of Human Resource Mgmt.

Kajri Misra
Academic Dean, School of Rural Management

S. Peppin
Academic Dean, School of Sustainability

P.K. Mohanty
Academic Dean, School of Commerce

Lourduraj Ignacimuthu , S.J.
Academic Dean, School of Communications

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Donald D’Silva, S.J.
Director, Finance

Subhajyoti Ray
Assistant Registrar, Academics

V. Arockia Das, S.J.
Assistant Registrar, Administration

Asit Ranjan Mohanty
Assistant Registrar, External Affairs & PR

Arun Kumar Paul
Associate Dean – Admissions

Sandip Anand
Associate Dean – Doctoral Program

Sasmit Patra
Associate Dean – International Programs

S.K. Padhi
Associate Dean – Executive Programs

Saveeta Mohanty
Associate Dean – Career Advisory Services

Latha Ravindran
Alumni

S. Peppin
CENDERET

S.S Ganesh
Centre for Case Research

Subhasis Ray
Centre for RR & CSR

Krishna Das Gupta
Complaints Committee at Workplace

Bhaskar Basu
Computer Centre and IT Services

Paul Fernandes, S.J.
Consultancy

Biresh Kumar Sahoo
Library

Andrew Dutta
MDP-Training

V. Arockia Das, S.J.
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Bipin Kujur, S.J.
Student Relations & Residences (XUB)
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Principal Secretary Higher Education Department Govt. of Odisha Bhubaneswar

Shri Sanjiv Chopra, IAS
Principal Secretary Industries Dept. Govt. of Odisha Bhubaneswar

Shri Laxmi Narayan Gupta, IAS
Principal Secretary Skill Development & Technical Education Department, Govt. of Odisha Bhubaneswar

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Managing Director Ortel Communications Ltd. Bhubaneswar

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Ex-Vice Chancellor North Odisha University Baripada, Odisha

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Shri Rajive Kaul
NICCO Corporation Limited Kolkata

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Registrar Xavier University Bhubaneswar
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Associate Director
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Management, Bhubaneswar

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Fr. S. Tony Raj, S.J.
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Fr. Nicholas Tete, S.J.
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St. Xavier’s College
Ranchi

Fr. Felix Raj, S.J.
Principal
St. Xavier’s College
(Autonomous)
Kolkata

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