Mandatory Disclosure

XAVIER LABOUR RELATIONS INSTITUTE (XLRI)
C. H. AREA (EAST), Jamshedpur – 831001
JHARKHAND

Prepared on December 2023

Permanent Id: 1-11632701   **Application Id:** 1-36526455352

1.	**Name of the Institution:**	**XLRI -** XAVIER SCHOOL OF MANAGEMENT
	Address of the Institution:	C. H. AREA (EAST), JAMSHEDPUR - 831001
	State / UT:	JHARKHAND
	Longitude & Latitude:	22° 48' 0" N and 86° 11' 0" E
	Phone number with STD code:	0657 398 3333
	FAX number with STD code:	0657 2227814
	Office hours at the Institution:	08.30 am to 04.30 pm
	Academic hours at the Institution:	09.00 am to 09.30 pm
	Email:	xlwebmaster@xlri.ac.in
	Website:	www.xlri.ac.in

2.	**Name of the Trust/ Society/ Company:**	XAVIER LABOUR RELATIONS INSTITUTE
	Type of the organization:	Society
	Address of the organization:	C. H. AREA (EAST), JAMSHEDPUR – 831001, JHARKHAND
	Registered with:	Govt. of Jharkhand
	Registration date:	26-11-2010
	Phone number:	0657 398 3333

3.	**Name of Principal / Director:**	**Fr. Sebastian George, S.J.**
	Exact Designation:	Director
	Phone number with STD code:	0657 398 3220
	FAX number with STD code:	0657 222 7814
	Email:	director@xlri.ac.in

4. **Name of the affiliating University:** Not Applicable

5. Governance

- **Members of the Board and their brief background**

Sl	Name	Designation	Affiliation/ Position
1.	T. V. Narendran	**Chairman**	CEO & Managing Director, Tata Steel Limited, Jamshedpur
2.	Fr. S George, S.J.	**Vice Chairman**	Director, XLRI Jamshedpur
3.	Sanjay K Patro	**Secretary**	Dean [Academics], XLRI Jamshedpur
4.	Donal D'Silva, S.J.	**Treasurer**	Dean [Administration & Finance], XLRI Jamshedpur
5.	Jerome Cutinha, S.J.	Member	President, Jamshedpur Jesuit Society, Jamshedpur
6.	Jaspal Bindra	Member	Chairman, Centrum Group, Mumbai

7.	Fr Jerome Stanislaus D'Souza, S.J.	Member	Provincial, South Asia
8.	Antony Uvari, S.J.	Member	Vice Chancellor, Xavier University, Bhubaneswar
9.	Ajay Kaul	Member	Senior Director, Everstone Capital Asia Pvt Ltd, Singapore
10.	Soosai Mani, S.J.	Member	President, Delhi Jesuit Society, Delhi
11.	Fr Marianus Kujur, S.J.	Member	Director, XISS
12.	Rekha M Menon	Member	Chairman & Senior Managing Director, Accenture Services Pvt Ltd, Bangalore
13.	Jose Parayanken	Member	Chairman, Mozambique Holdings, Maputo, Mozambique
14.	N. S. Rajan	Member	CEO, IDFC Foundation, IDFC Bank, Mumbai
15.	D Shivakumar	Member	Group Executive President Corporate Strategy & Business Development, Aditya Birla Management Corporation Pvt. Ltd, Mumbai
16.	T A S Vijayraghavan	Member	Professor of PODS & Chairperson of the Centre for Ligistics & Supply Chain Mgmt., XLRI Jamshedpur
17.	Ranaveer Sinha	Member	President, XLRI Alumni Association, Jamshedpur
18.	K S Casimir, S.J.	Member	Director, XLRI Delhi-NCR, Delhi
19.	Sandeep Kataria	Member	CEO, Bata Brands
20.	Madhav B Kalyan	Member	Managing Director, JP Morgan
21.	Vanitha Swaminathan	Member	Director & Founder Katz center for Branding. Thomas Marshal Professor at the Marketing at the University of Pittsburgh

- **Members of Academic Advisory Body**

Sl	Name & Affiliation
1.	Fr S George, S.J., Ph.D., Director (Convener)
2.	Prof. Sanjay K Patro, Dean (Academics)
3.	Fr Donald D'Silva, S.J., Dean (Administration & Finance)
4.	Prof. Ajith Kumar J, Associate Dean, FPM & Research
5.	Prof. Manoj Thomas, Associate Dean, Corporate Programs & VIL
6.	Prof. P C Padhan, Associate Dean, GM Program
7.	Prof. Sumit Sarkar, Associate Dean, BM & HRM Program
8.	Prof. Dipankar Bose, Associate Dean, XOL Program
9.	Prof. Rajiv Misra, Chairperson, Production, Operations and Decision Sciences
10.	Prof. Santanu Gupta, Chairperson, Economics
11.	Prof. N Sivasankaran, Chairperson, Finance
12.	Prof. Himadri Roy Chaudhary, Chairperson, Marketing
13.	Prof. Kumar Alok, Chairperson, Organizational Behavior
14.	Prof. Anita Sarkar, Chairperson, Human Resource Management

15.	Prof. Supriya K De, Chairperson, Systems	
16.	Prof. Kalyan Bhaskar, Chairperson, Strategic Management	

- **Frequently of the Board Meeting and Academic Advisory Body**

1	Governing Board	Thrice a year
2	Academic Advisory Body	Quarterly once

- **Organizational chart and processes**

Director	Fr S George, S.J.
Dean [Academics]	Dr Sanjay K Patro
Dean [Administration & Finance]	Fr Donald D'Silva, S.J.
Associate Dean – Student Affairs	Dr Paramjyot SIngh
Associate Dean – BM & HRM Programs	Dr Sumit Sarkar
Associate Dean – GM Programs	Dr P C Padhan
Associate Dean – Corporate Programs & VIL	Dr Manoj T Thomas
Associate Dean – FPM, Research	Dr Ajith Kumar J
Associate Dean – XOL Programs	Dr Dipankar Bose
Associate Dean – MLS, Case Research Centre	Dr Trilochan Tripathy
Convenor, Re-Imagine Committee	Dr Rahul Shukla
Convenor, Admissions	Dr Rahul Shukla
Convenor, Admissions and Quality Standards (AQS)	Dr Dipankar Bose
Convenor, Accreditation	Dr Ravi Shekhar Kumar
Convenor, AoL (Internal Quality Assurance)	Dr Manish Singhal
Convenor, CRCS & Placement [BM, HRM & GM]	Dr A Kanagraj
Co-Convenor, CRCS & Placement [BM, HRM & GM]	Dr Sunil Sarangi
Convenor, Institute Review Board	Dr Ajith Kumar J
Convenor, International Academic Advisory	Dr Sanjay K Patro
Convenor, Alumni Relations	Dr T A S Vijayaraghavan
Convenor, International Relations	Dr Ashis K Pani
Convenor, Information Technology	Dr Supriya K De
Convenor, Ranking Advisory	Dr Apratim Guha
Convenor, Scholarships and Medals	Dr D Israel
Convenor, Cammittee Against Sexual Harassment (CASH) AT THE WORKPLACE	Dr Pritha Guha
Convenor, Anti-Ragging – Statutory Committee	Dr Paramjyot Singh
Convenor, Disciplinary Committee	Dr Sabyasachi Sengupta
Convenor, Grievance Redressal Cell	Fr Donald D'Silva, S.J.
Convenor, SC/ST Committee	Dr Arindam Mondal

Convenor, OUTREACH [Contribution to Jharkhand]	Dr Tata L Raghu Ram
Convenor, SKILL Development Cell	Fr Donald D'Silva, S.J.
Convenor, Student Wellbeing Committee	Dr Kalyan Bhaskar
Finance & Accounts Manager	Mr Kamlesh Thakkar
Head - Library	Mr D T Edwin
Head - IT	Dr Debashish Kumar
Head – Purchase and Store	Mr N Rammurty

- **Nature and Extent of involvement of Faculty and students in academic affairs/improvements**

  Students participate in regular feedbacks on their courses. The faculty gives a feedback on Curriculum revisions and examines the potential new subjects.

- **Mechanism/ Norms and Procedure for democratic/ good Governance**

  The management recognizes the need for decentralization for the growth of the institute and accords autonomy commensurate with the level of management. Deans and heads are appointed who are given autonomy for efficient governance.
  The roles and responsibilities of administrators / decision makers for various assigned jobs listed below clearly depict the delegation of authority, providing operational autonomy leading to a decentralized governance system.

  Director
  To implement and monitor the education system to cater to the institute's vision and mission.

  Dean Academics
  Is responsible for academic development of the institute and monitors progress of various teaching/learning processes.

  Associate Dean R & D
  Monitors Research and Development activities in the institute

  Dean Administration
  Is responsible for supervision and management of all administrative and operational functions.

  Associate Dean Student Affair (ADSA)
  To initiate and monitor various student activities

  Area Chairperson
  Is responsible for the academic and administrative functions of the area/department.

- **Student Feedback on Institutional Governance/ Faculty performance**

  o Alumni Feedback is taken from Alumni during alumni meet. The analysis helped the institute in development of curriculum for "Autonomy".
  o Feedback about Faculty is taken from students in each semester. The various parameters on which teaching is assessed are Communication Skills, Quality of Teaching/ Academic input, Subject Knowledge, Content and Method of Delivery, Resourcefulness, Readiness of teacher and Accessibility. Feedback is signed by the Director and conveyed to the faculty by the respected Area Chairperson.
  o Feedback about Institute is also taken by the Associate Dean, Student Affairs from all students at various times in a year. This includes the feedback about the facilities and the infrastructure of the institute.
  o Various companies visit the campus of the institute for the placement of the students. Based on their feedback, Guest lectures, workshops, seminars are organized for students to help them to be ready for industry.

- **Grievance Redressal mechanism for Faculty, staff and students**

  Yes, there is grievance redressal procedure:

  Faculty: Grievance can be raised, and they are discussed & resolved by Director as per the institute guidelines and if require address in faculty council meeting.

  Staff: Grievance can be raised, and they are discussed & resolved in appropriate forum.

  Students: There are two forums where students can raise their grievances. For Academic matters the grievances are looked into and resolved by Dean (Academic) as per the institute guidelines and if required address in academic council meeting. For other matters the grievances are sent to the Associate Dean of the "Student Affairs and Grievance Committee". The committee resolves the grievances after due deliberation.

- **Establishment of Anti Ragging Committee**

  Anti-Ragging Squad: Dr Paramjyot Singh, Associate Dean, ADSA

  Members: Arpita Srivastava
                    Jatinder Jha
                    Sangeeta Gupta
                    Shubhra Dwivedy
                    Student General Secretary
                    1st Year Students (BM/HRM/GM/FPM)
                    Student's Parent
                    OIC Bistupur Thana
                    Local Media representative

- **Establishment of Online Grievance Redressal Mechanism**

  Yes [https://acad.xlri.ac.in/grievance]

- **Establishment of Grievance Redressal Committee in the Institution and Appointment of OMBUDSMAN by the University**

  Associate Dean: Dr Donald D'Silva [OMBUDSMAN]

  Members: P Venugopal
                     Paramjyot Singh
                     P C Padhan
                     Tina Stephen
                     Rumpi Saha
                     Sangeeta
                     Student Representative

- **Establishment of Internal Complaint Committee (ICC)**

  Chairperson: Tina Stephen

  Members: Shubhra Dwivedy, NGO
                     Fr Donal D'Silva, S.J.
                     Smitu Malhotra
                     Anita Sarkar
                     P K Padhi
                     Paramjyot Singh
                     Basant Purohit

- **Establishment of Committee for SC/ ST**

  Convenor: Paramjyot Singh

  Members: B K Mangaraj
                     Fr Jerome Cutinha, S.J.
                     P C Padhan
                     TAS Vijayaraghavan
                     Jatinder Kumar Jha

- **Internal Quality Assurance Cell**

  Convenor: Manish Singhal

  Members: Kumar Alok
                     Rahul Sheel
                     Ravi Shekhar Kumar
                     Rajesh Kr Sinha
                     Kushal Saha
                     Shireen Akhtar

6. Programmes

Sl. No.	Name of the Programme	NBA Accredited	No. of Seats	Duration	Fees (in Lakhs)	Placement Facilities
1.	PGDM (Business Management) (**Full Time**)	YES	300	2 years	25.5	YES
2.	PGDM (Human Resource Management) (**Full Time**)	YES	180	2 years	25.5	YES
3.	PGDM (General) (**Full Time**)	NO	120	18 months	20.3	YES
4.	Fellow Program in Management	NO	10	4 years		NO
5.	Fellow Program in Management (**HRM**)	NO	10	4 years		NO
6.	Executive Fellow Program in Management	NO	20	4 years		NO
7.	PGDM (IEV) (**Full Time**)	YES	30	2 years	-	NO
8.	PGDM (LSCM) (**Full Time**)	YES	60	2 years	-	NO

Sl. No.	Name of the Programme	Cut off Marks			Minimum / Maximum / Average Salary (in Lakhs)		
		2021	2022	2023	2021	2022	2023
1.	PGDM (Business Management) (**Full Time**)	XAT 2016 (96 %tile)	XAT 2016 (96 %tile)	XAT 2018 (94 %tile)	8 / 48 / 18.5	10 / 43 / 19.6	12 / 52.25 / 21.5
2.	PGDM (Human Resource Management) (**Full Time**)	XAT 2016 (94.4 %tile)	XAT 2016 (92.55 %tile)	XAT 2018 (92 %tile)	10 / 48 / 18.5	10 / 43 / 18.7	9 / 38.5 / 18.6
3.	PGDM (General) (**Full Time**)	XAT 2016 (69 %tile) & GMAT (630)	XAT 2016 (68 %tile) & GMAT (630)	XAT 2018 (68 %tile) & GMAT (600)	10.5 / 32.72 / 17	11.8 / 37 / 18.2	12 / 28 / 17.54

7. Faculty

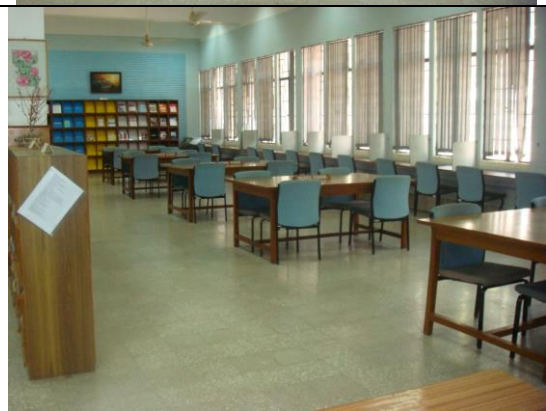|	
Branch wise list Faculty members	**Refer Annexure I**
Number of Permanent Faculty	81
Number of Adjunct Faculty	0
Number of Visiting Faculty	38
Average Number of Faculty Employed in the Last Three Years	19

Number of Faculty Members who have left in the Last Three Years	24	

8. Profile of Vice Chancellor/ Director/ Principal/ Faculty

https://acad.xlri.ac.in/facprofile/index.php?915

9. Fee
https://www.xlri.ac.in/academic-programmes/admission-procedure/overview.php

10. Admission
https://www.xlri.ac.in/academic-programmes/admission-procedure/overview.php

11. Admission Procedure
https://www.xlri.ac.in/academic-programmes/admission-procedure/overview.php

12. Criteria and Weightages for Admission
https://www.xlri.ac.in/academic-programmes/admission-procedure/overview.php

13. List of Applicants
https://www.xlri.ac.in/recruiters/placement-details?id=1&this=14
https://www.xlri.ac.in/recruiters/placement-details?id=2&this=9

14. Results of Admission Under Management seats/Vacant seats
NOT APPLICABLE

15. Information of Infrastructure and Other Resources Available
https://www.xlri.ac.in/resources.php

Classroom/Tutorial Room facilities

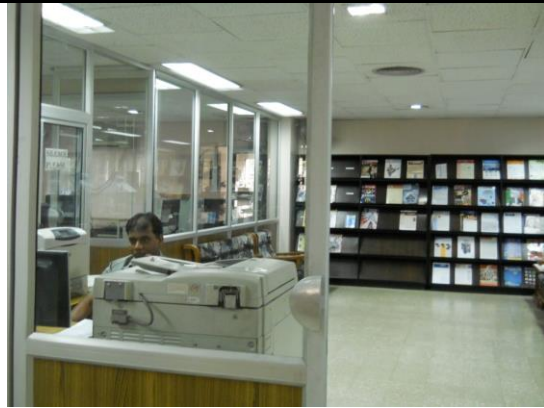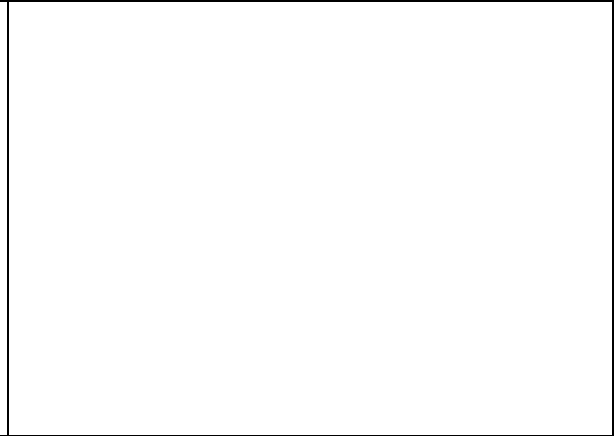**Computer Centre facilities**

Library facilities

Auditorium / Seminar Halls / Amphi

Cafeteria

Indoor Sports facilities

Outdoor Sports facilities

Gymnasium facilities

Boys Hostel

Girls Hostel

Medical & other Facilities at Hostel	

16. Enrollment of students in the last 3 years -	
17. List of Research Projects/ Consultancy Works **https://www.xlri.ac.in/faculty-research/research-publications.php**	
18. LoA and subsequent EoA till the current Academic Year **http://acad.xlri.ac.in/xluploads/AICTE-EoA.pdf**	
19. Accounted audited statement for the last three years **http://acad.xlri.ac.in/xluploads/FCRA.pdf**	
20. Best Practices adopted, if any	