

The Founder

Fr. Michael Van den Bogaert, SJ, was one of the distinguished foreign Christian missionaries who devoted his life to education and social action in India. He was born in Willebroek in Flanders in 1928, and entered the Society of Jesus in 1947. He left for India the following year and was ordained in 1961 in Ranchi, Jharkhand. Father Bogaert was a humble and dedicated person who taught management, and also practiced it. He introduced the concept of postgraduate course in Rural Management, which attempts to apply the techniques of management not merely for profit but also for the alleviation of poverty. It is said that old soldiers never die, they just fade away. Fr. Bogaret left for heavenly abode in the year 2009 at Raipur, Chhattisgarh. He will continue to inspire us with his persona and rekindling hope. He will remain the epitome of a father and a gentleman carrying the spirit of soldiering from the past, reliving it in the present and preserving it for the future.



Fr. Michael Van Den Bogaert, SJ

Vision

Motivated by the Jesuit spirit of *Magis*, XIDAS envisions a management education which promotes a fuller human life and service to humanity.

Mission

- To be the guiding light for sustainable management practices through the following activities:
 - Forming managers with a thrust on sustainable development
 - Conserving the environment by networking with all the stakeholders of society
 - Promoting the spirit of entrepreneurship that facilitates holistic development and self development

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From the Director

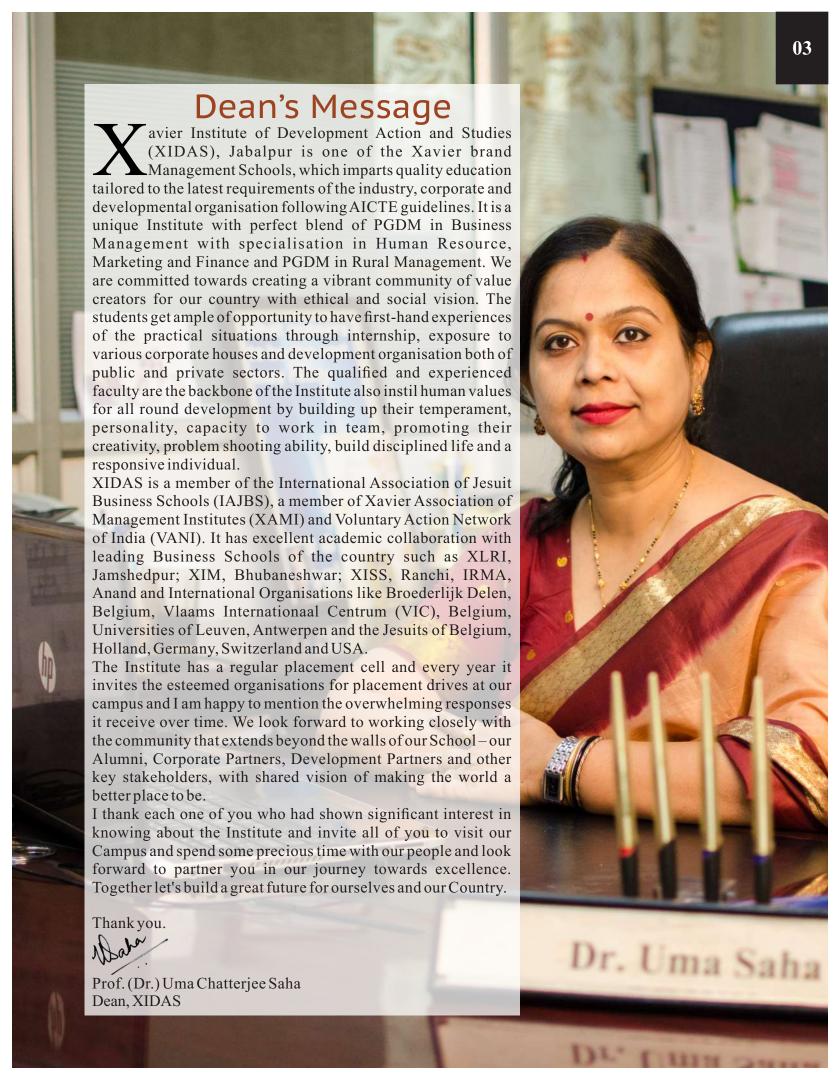
Pelcome to Xavier Institute of Development Action and Studies (XIDAS), an eco-friendly, lush green, and a state-of-the-art campus in Jabalpur. XIDAS is established, owned, and led by the Jesuit Fathers who run some of the premier B-Schools of India like XLRI, Xavier School of Management, Jamshedpur; Xavier Institute of Management, Bhubaneswar (XIMB); Xavier Institute of Social Sciences (XISS), Ranchi; Loyola Institute of Business Administration (LIBA), Chennai; St. Joseph's Institute of Management (SJIM), Bangalore; St. Aloysius Institute of Management and Information Technology (AIMIT), Mangalore, and Xavier University, Kolkata.

The PGDM programme offered at XIDAS is not an end in itself, but a means to an end. It consists of AICTE-approved two two-year courses: (1) PGDM in Business Management with specializations in HR, Marketing, and Finance and (2) PGDM in Rural Management. These courses lay a strong foundation in the major domain of management education and create unique opportunities for the students to develop their expertise according to their interests.

Right from the start, XIDAS has maintained an excellent placement record. To attain this goal, XIDAS offers only those courses and conducts co-curricular activities which are productive, value-based, and industry-driven so that they provide an education which meets the demands and requirements of industries and academia. In view of today's complex business environment where managers are not restricted to manage only their products and services, but have a wider responsibility of organizational leadership, XIDAS has created in its curriculum excellent blend of an in-depth subject knowledge and practical experience gained through a continuous process of urban and rural exposures. The students draw inspirations and strength from some unique activities like experiential learning, hands-on culture, urban and rural immersion, balanced discipline, personal monitoring and accompaniment by the experienced faculty members, ethical and value-based education, and enlightening-theyoung-minds series of student activities.

Once again, I extend a warm welcome to the recruiters to XIDAS campus, an oasis of learning and excellence.

Dr. Fr. Ranjit Tigga, SJ Director





About the Institute

Introduction

avier Institute of Management, Jabalpur, is owned and run by the Society of Jesus (Jesuits), an international organization that is globally acclaimed as one of the outstanding educationists. Xavier Institute believes in building a nation in accordance with the dreams and vision of the Constitution of India, as spelt out clearly in its Preamble: Justice, Equality, Liberty and Fraternity. It believes in a world order that respects every human being and treats him/her with respect and love. It believes in non-violent methods to make its mission a reality and is prepared to collaborate with all people and organizations of similar interests and values. Xavier Institute is eager to contribute to building up of a new world order, where everyone has a place.

Xavier Institute is a charitable, non-profit. Christian (Catholic) minority educational institution and it is also a social and developmental organization. Its services, benefits, facilities and resources are available to all persons, irrespective of caste, creed, race or gender. Xavier Institute is a member of the International Association of Jesuit Business Schools (IAJBS), Xavier Association of Management Institutes (XAMI) and Voluntary Action Network of India (VANI).

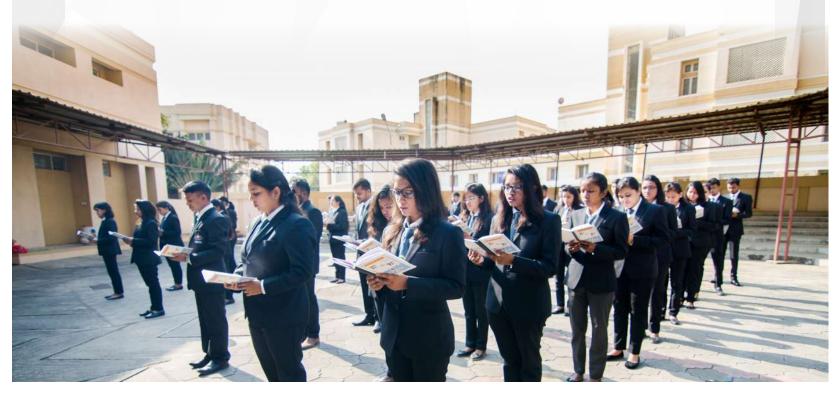
It places a high value on networking and collaboration with various organizations, agencies and individuals, both within the country and abroad. On the international side, Xavier Institute has excellent collaboration with Broederlijk Delen, Belgium, Vlaams International Centrum (VIC), Belgium, the Universities of Leuven, Antwerpen and Ghent, Belgium University of Detroit-Mercy, USA, and the Jesuits of Belgium, Holland, Germany, Switzerland and USA.

On the home front, the Institute has been functioning in close collaboration with:

Six Dorobii Tota Trust (SDTT), NABARD, NTBC

Sir Dorabji Tata Trust (SDTT), NABARD, NTPC, MPUSP, MPRLP, ADB, State Bank of India (SBI), Small Industries Development Bank of India, (SIDBI), several Central and State Government Organizations (GOs), Indian Institute of Forest Management (IIFM), Water Aid, Society for the Promotion of Watersheds Development (SPWD).

Further, it works in close collaboration with some of the reputed Management Schools within India and abroad, such as: XLRI, Jamshedpur; IRMA, Anand; XIM, Bhuvaneshwar; XISS, Ranchi; LIBA, Loyola College, Chennai, and Vlerick School of Management, Ghent, Belgium.



Infrastructure & Resources

XIDAS is located on a sprawling campus of about 12 acres. The entire campus has been developed aesthetically with separate wings for academic activities, a hostel for women, a hostel for men, a library, a computer lab, staff residence, and a guest house. It also has air- conditioned lecture halls, seminar halls, etc., and provides 24-hour Wi-Fi facility for the entire campus. The Institute is located at a distance of about 8 kms from the Jabalpur Railway Station and about 20 kms from the Jabalpur Airport.

Documentation Centre & Library

- Open 12 hours on all days
- More than 10,000 books and volumes
- National and International Journals
- Around 50 e-journals

We also subscribe to J-Gate, an online national database approved by the AICTE. J-Gate provides seamless access to millions of journals and articles available online. Open J-Gate is also a database of Journal Literature, indexed from 3000+open access journals, with Links to full text at Publisher sites.

Computer

Local Area Network and Wi-Fi facility for the whole campus, over 100 personal computers and laptops at the disposal of students, open 12 hours on all days.

Auditorium

Our state-of-the-art 700-seat Loyola Auditorium comes equipped with the most modern facilities for organizing International and National Level Conferences, Symposiums, Training Programmes and Cultural Events.

Residence

Separate hostels for boys and girls, different types

of room facilities, accommodation available for more than 400 students.

Training Halls

We have three training halls with capacities of 250, 60 and 35 respectively.







Intellectual Capital & Industry Interface

The Faculty



Dr. Fr. Ranjit Tigga, SJ Director

Dr. Fr. Ranjit Tigga SJ holds Master's Degree in English from Mumbai University and Master's Degree in Journalism and Ph.D. in Communication from Marquette University, Milwaukee,

USA. In Xavier Institute of Development Action and Studies (XIDAS), Jabalpur, he was the Head of the Department of Development Communication from 2006 to 2008, Assistant Director from 2009 to 2010 and the Director from June, 2011 to June, 2014. He taught Change Management, Managerial Communication, Industrial Psychology and Counseling Skills in XIDAS from 2006 to 2014. He was the Head of the Department of Tribal Education in the Indian Social Institute, New Delhi, from July, 2014 to March, 2018. His areas of interest include communication, journalism, administration, counseling, leadership, culture and change and social work. He

was the editor of *Vikash Vani Journal (VVJ)* from 2011 to 2014 and of *Women's Link* and *Hashiye Ki Awaz* from 2014 to 2018. Before joining XIDAS in 2006, he worked as a freelance journalist and has contributed to several national and regional news papers and magazines. He was awarded with Dr. Ambedkar National Award (New Delhi) in 1996 and Jessica Powers Award (Milwaukee, USA) in 1999. Now he is reappointed as the 6th Director of XIDAS since April 2018.



Dr. Uma C. Saha Prof. & Dean of Academics

Prof. Uma has her Doctoral Degree in Population Studies from the International Institute of Population Studies, Mumbai. She secured Government of India Fellowship for Masters in Population Studies from IIPS, Mumbai and also received Chandrasekharan Gold Medal

for outstanding performance. She cleared the UGC-JRF-NET in 1998. She has completed her Postgraduate Diploma in

Bioethics from IGNOU funded by NIH, USA. She was also awarded Ford Foundation Grant during her PhD work. She joined XIDAS as an Assistant Professor in 2004. She takes Research Methodology, Quantitative Techniques and Health Management for the PGDM and PGDM-RM students. She has carried out more than 20 Research Studies for various national and international funding agencies. She has 36 publications to her credit, both in National and International Journals, and book chapters. She has also presented 20 papers in national and international forums. She won the Young Scientist Award from ICMR-WHO in 2009. She has adjudicated on doctoral theses in the Institute like National Institute of Technology (NIT), Rourkela, as an external examiner. She has visited abroad different countries, like USA, UK, Egypt, South Africa, Bangladesh and Thailand for research, conference and scholar exchange programme.



Fr. Zacharias Lakra, SJ Dean Administration

Fr. Zacharias Lakra, SJ has dedicated his 38 long years of service in the Jesuit community. He holds a Bachelor's Degree in Arts (History) and is a Master of Theology (Tribal). He has been actively participating in training the youth in the AICUF (All India Catholic University

Federation), a movement of university students with a vision for a new and just society. He was also the Province Coordinator for Formation (PCF) in the M.P. Jesuit Province.



Fr. Sanjay Kujur, SJ Assistant Professor

Fr. Sanjay Kujur is working in the capacity of Treasurer since 2007 at XIDAS as well as in Campion School, Bhopal. He holds Master's Degrees in Commerce and Public Administration. He has also done his Master's in Philosophy from Loyola College, Chennai. Presently he is pursuing

doctoral studies in Finance. According to his interest he has been conducting seminars and workshops for various religious groups on personal effectiveness with a blend of management and spirituality. He has developed a keen sense of infrastructure and interior designing. He currently heads the Placement Committee.



Fr. Binod Toppo, SJ Assistant Professor

Fr. Binod Toppo has completed his MBA (RM) and served as the Placement Coordinator and Asst. Professor at XIDAS for three years. He was the Director of Rural Vocational Training Centre, Pathalgaon and of Xavier Institute of

Social action, Raipur. He rejoined XIDAS in 2017 and is teaching Rural Management subjects, and plays a pivotal role in rural

exposure tours, placement and admissions. He has served in various capacities at Jesuit institutions across the country and has more than a decade's experience in management.



Dr. Mrs. Namrata Vasudeo Jasrotia Professor

Dr. Mrs. Namrata Vasudeo Jasrotia has completed her Doctorate in Management, MBA in Finance and Marketing, and M.Com in Finance and Personnel (Gold Medalist) from RDVV, Jabalpur. She has been involved in Postgraduate Management teaching for last 19 years. Her

areas of interest are Principles and Practice of Management, Personality Development and Soft Skills, Change Management, Strategic Management, Managerial Communication and Marketing Management. She has worked as the Dean of Management Studies at Xavier Institute of Development Action and Studies (XIDAS), Jabalpur for 11 years. At present since June 2015 she has been handling the Training and Capacity Building Department at XIDAS. During the last 19 years she has organized various Management and Leadership Programmes on Personality Development, Conflict Management, Stress Management, Change Management and Leadership for top and middle level managers of different government departments and NGOs, i.e. Police Department, Madhya Pradesh State Electricity Board and Collectorate. She has an international exposure to different Universities in the United States (Atlanta, New York and Connecticut), Europe (Belgium, France, Switzerland, Holland, Germany, Luxemburg) and South Asian Countries (Bangkok, Malaysia, Kota Kinabalu and Dubai), and has worked with them on several academic and research assignments jointly.

She has several publications and presentations to her credit on reputed National and International platforms. She is also a guest faculty at Hindustan Petroleum Corporation Limited, Indian Oil Corporation, Controller of Defense Accounts, College of Materials Management and many other Management Colleges.



Dr. Jyoti Raman Jha Associate Professor

Dr. Jyoti Raman Jha holds a Master's Degree in Sociology and a PhD in Rural Development. He is associated with XIDAS since 1998. He teaches Rural Society and Polity, Development Theory and Practice, Micro-Finance, Local Governance, Global Sustainability,

Cooperative Management, Business Research and Rural Marketing. Prior to joining XIDAS, he was associated with A.N. Sinha Institute, Patna, Bihar as Project Officer in HRD Projects. He has coordinated several national and international projects in M.P. and Chhattisgarh. He was Project Director of several International Projects run by XIDAS. He has attended two months' RM Course (VOLG-Map) at Irma and two months' FDP Course in the Faculty of Economics and Applied Economics, Katholiek Unuversiteit, Leuven, Belgium. He has published several research articles in National and International Journals. He is a member of the Editorial Board of AARMSS International Journal of Management and Social Science Research,

Management.



Mrs. Nivedita Abraham **Assistant Professor**

Nivedita Abraham is associated with the Institute since 1999. She is an MBA in Human Resource and M.Com in Finance from RDVV. Apart from teaching HR subjects, such as Organizational Behavior, Human Resource Management and Knowledge Management, she is passionate

about training in Soft Skills, Organizational Development and Change Management. She has 15 articles to her credit and papers on various burning issues of Management, Education and Development. She has presented seven papers both in National and International Conferences and book chapters. She is pursuing PhD, Employee Study in Applied Economics. She has also done a course in Advance Leadership from Hawaii, USA.



Dr. Jogendra Pathak Assistant Professor

Dr. Pathak has done his PhD in Rural Development from RDVV, Jabalpur. He holds a Diploma in Health Promotion from NIHFW, New Delhi and a Bachelor's Degree in Law. He joined XIDAS in 2006. He handles subjects such as Rural

Entrepreneurship, Social Marketing, NGO Management, NRM, R & R, Rural Legal Environment and Business Law. He has several research articles to his credit which are published in renowned journals. He has 11 years of research experience in the field of Resettlement and Rehabilitation. He is a member of Indian Sociological Society and Indian Society of Labour Economics. He has several National and International publication to his credit.



Mr. Anchal Mishra Assistant Professor

Mr. Anchal Mishra has completed his Postgraduate Diploma in Human Resource Management from IGNOU, Jabalpur and Master's of Business Administration in Rural Management from Xavier Institute of Development Action and Studies

(XIDAS), Jabalpur and Bachelor's of Business Administration from Jabalpur College of Computer & Communication, Jabalpur. He joined XIDAS in 2008. He has expertise in office automation & hardware and his teaching assignment includes subjects such as Human Resource Information System, Management Information System, and Computer Application. He created a new subject called Education for Communities for rural development programme. His area of interest includes Information System, Development and Administration. He was a resource person for Regional Induction Programme on Training Methods and Skills for Faculty Members of State

Karnataka. At present he is the Head of the Department of Rural Institute of Rural Development, Jabalpur organized by National Institute of Rural Development. Currently he is pursuing his PhD in Rural Development from RDVV, Jabalpur.



Mr. Cecil Anthony **Assistant Professor**

Mr. Cecil Anthony has done his M Phil in Economics. He has completed his PGDBA-HR from Symbiosis, Pune. He holds a Master's Degree in Economics, M Com in Marketing and Bachelor's Degree in Law. He joined XIDAS in 2006. The

current teaching assignments include Managerial Economics, Training and Development, Performance & Potential of HR and Marketing Management. Prior to joining the Institute he held administrative positions in educational and health sectors. Currently he is the Head of Health Department. He has several National and International publications to his credit.



Mrs. Kamna Michael Assistant Professor

Mrs. Kamna Michael holds a PGDM in Human Resource Management from Birla School of Management, Kolkata. She also holds a Master's Degree in Commerce. She joined XIDAS in 2011. She handles HR subjects, such as Strategic HRM,

Organizational Change and Development, International Human Resource Management and Performance Management. She served as an Assistant Editor of XIDAS Publications for one year. Prior to joining XIDAS, she served as the HR Manager at JCCC of See Media Services Pvt. Ltd. for 3 years. She has National and International publication to her credit. Currently she is heading the post of Industry Interface Officer.



Mrs. Namrata Williams **Assistant Professor**

Mrs. Namrata Williams holds 3 Master's Degrees in Management, Commerce & Economics, and is currently pursuing her doctoral studies. While the early part of her career has been in the corporate world, having worked with India's leading corporate

houses, since 2007 she has transitioned into teaching to ensure that the students of next generation are more corporate ready. Having served as an Assistant Professor, HOD and Vice Principal over the last 10 years for Graduate & Postgraduate students, she specializes in the areas of Finance & Accounting. She has published and coauthored various papers and articles in National and International journals. Her areas of interest are Corporate Taxation, Financial Management and Corporate Finance. Coming from a corporate & teaching background, she is able to bring practical experiences in her teaching. Currently she is handling the Placement Department.

Distinguished Speakers



Dr. Fr. Sebasti L. Raj, SJPro.-Vice Chancellor
Xavier University



Maj. Gen. (Retd.) G.D. Bakshi



Prof. Malcom Harper United Kingdom



Prof. Lodewjik Berlage KU Leuven, Belgium



Dr. Jayant Kumar HoP, CASA, Delhi



Fr. Aurel Brys, SJ Academician & Social Worker, Ranchi



Fr. Louis Francken, SJ Director Kishor Nagar Ranchi



Dr. Fr. Walter Fernandez, SJ, Director, NESRC Guwahati



Prof. William Thorn Marquette University



Dr. Arunesh Joshi Director, ASARDS Bhopal



Mr Pankaj Dubey Managing Director Polaris

Adhoc Faculty

N. L. Idnani: Ph. D., M. Sc.

Brig. V. K. Trivedi:

M. Tech.

Arun K. Banerjee : Ph. D., MBA, CAIIB, M.Sc

Visiting Faculty

Rishi Tripathi:

MBA (Finance)

Ankit Khare: Ph. D, M. Com

Pushkar Pande:

M. Sc (Envi. Scie. & Law)

Garima Chaturvedi:

MBA (RM), LLB (Fore. Scie.)

Vivek Vincent Dass:

MBA

Elena Phillip:

Ph. D (Eco)

Manisha Garg:

Ph. D (Environmental Sci.)

Guest Faculty

Arun Joshi:

Ph. D, M. Sc (Agri)

Peter Francis, SJ:

XLRI, Jamshedpur

Oswald A J Mascarenhas, SJ:

XLRI, Jamshedpur

Nelson D'Silva, SJ:

XLRI, Jamshedpur

Xavier Soreng, SJ:

XISS, Ranchi

Shashi Raj Shauq:

XISS, Ranchi

Joy Karyampuram, SJ:

Advocate, Delhi

Ram Kumar Kakani:

XLRI, Jamshedpur

Lourdes Baptista:

Skill Development Officer

New Delhi

Anthony Chettri:

Manager IGSSS New Delhi

Umapathy:

Regional Manager, HPCL

Arvind Kumar Rai:

Manager, Coal India Ltd.

Sunny Mutreja:

Marswriglel Confectionery,

Pune

Visiting Faculty (Foreign)

Name

Prof. Geert Loosevelt

Prof. Lodwijk Berlage

Prof. Malcolm Harper

Prof. Rob Embrechts

Qualification

Ph. D KUL Belgium

Ph. D (Economics) KUL Belgium

Ph. D KUL Nairobi

Ph. D University of Antwerp, Belgium



Curriculum and Student's Profile

The Academic Programmes

PGDM

The Post Graduate Diploma in Management (PGDM) is a two year full time programme started in 2008 at XIMJ. The programme offers specializations in Finance, Marketing and Human Resource Management. The PGDM curriculum is drafted to bring about the holistic development of the students who can be socially sensitive and globally relevant. The course aims at building human capital, of socially responsible and ethical citizens who have working readiness and continuous employability and who can give creative Leadership and encourage a healthy team spirit in an organization.

The course is designed not only to impart the

knowledge of core subjects such as Human Resource Management, Finance and Marketing but also lays special stress on developing skills, attitudes and mindsets of the students for sustainable success in professional and personal life. We adopt an innovative pedagogy which is a mix of Lectures, Case Studies, Videos, Role Plays, Simulations that help not only to build conceptual knowledge, managerial abilities and skills but also the right attitudes of the students who can contribute for the development of the country. Industrial exposure and on-the-job training are also encouraged, so that the students have a real life experience of the situation. The aim of this programme is to produce managers, who are ethical, socially sensitive and organizationally ambitious.

APPENDIX 1. COURSE MAP FOR PGDM (BM) PROGRAMME PGDM Year I

Subjects	Subjects Trimester I		Subjects Trimester II		
Code		Code			
BM 1.1	Principle and Practices of Mgt	BM 2.1	Business Statistics		
BM 1.2	Business Research Methods	BM 2.2	Human Resource Management		
BM 1.3	Managerial Economics	BM 2.3	Introduction to Financial Management		
BM 1.4	Accounting for Management	BM 2.4	Management Information System – I		
BM 1.5	Organizational Behaviour - I	BM 2.5	Marketing Management II		
BM 1.6	Marketing Management – I	BM 2.6	Business Ethics & Leadership		
BM 1.7	Global Sustainability	BM 2.7	Startup and New Venture Management		
BM 1.8	Rural Exposure	BM 2.8	Cost and Management Accounting		
Subjects	Trimester III				
BM 3.1	OB – II: Organization Structure and Design	BM 3.5	Operations Research		
BM 3.2	Strategic Management	BM 3.6	Project Planning, Formulation & Mgt.		
BM 3.3	Managerial Communication	BM 3.7	Management Information System – II		
BM 3.4	Macroeconomic Theory & Policy	BM 3.8	Ecology and Environment		
PGDM Y	PGDM Year II Trimester IV				
BM 4.1	Business Laws				
	Major Elective 1		Major Elective 4		
	Major Elective 2		Major Elective 5		
	Major Elective 3		Major Elective 5		
Trimester	·V				
BM 5.1	Corporate Governance				
	Major Elective 1		Major Elective 4		
	Major Elective 2		Major Elective 5		
	Major Elective 3		Major Elective 6		
Trimester	VI				
	Health Care Management				
	Major Elective 1		Major Elective 4		
	Major Elective 2		Major Elective 5		
	Major Elective 3		Major Elective 6		

BASKET OF ELECTIVES UNDER EACH SPECIALIZATION

	FINANCE TERM IV Elective Name			
1	Options, Futures and Derivatives	Financial Markets		
	Commercial Banking	Security Analysis and Portfolio Mgt		
	Financial Analysis, Planning & Control	Practical - Summer Internship		
	TERM V Elective Name			
	Business Analysis and Valuation	Financial Modelling using Excel		
	International Financial Management	Corporate Taxation		
	Capital Expenditure Planning and Control	Practical - Dissertation		
	TERM VI Elective Name			
	Corporate Law	Project Analysis & Finance		
	Mergers, Acquisition and Corporate Restructuring	Practical - Comprehensive Viva Voce		
	Structured Finance			
	MARKETING TERM IV Elective Name			
	Rural Marketing	Digital and Social Media Marketing		
	Business to Business Marketing	Hospitality,Tourism and CRM		
	Consumer Behaviour	Practical - Summer Internship		
	TERM V Elective Name			
	Product & Brand Management I	Market Research		
	Retail Marketing	Logistic and Supply Chain Management		
	Strategic Marketing	Practical - Dissertation		
	TERM VI Elective Name			
	Service Marketing	Advertising and Sales Promotion		
	International Marketing	Sales and Distribution Management		
	HUMAN RESOURCE TERM IV Elective Name			
	Total Quality Management	Strategic HRM		
	Industrial Psychology	Gender Issues at Work Place		
	Training and Development	Practical - Summer Internship		
	TERM V Elective Name			
	Knowledge Management	Compensation Management		
١	Talent Acquisition and Management	HR Information Systems		
į	Performance and Potential Management	Practical - Dissertation		
	TERM VI Elective Name			
	Organization Change and Development	Labour Laws		
9	Stress Management	Social Justice and Action		
		South outside mile rector		

PGDM-RM

The Founder of the Institute, Dr. Fr. M.V d. Bogaert SJ, always believed that only the best should be given to the rural people. The cardinal objective of this course is to mould the students into rural development facilitators, trained at professional levels, to penetrate into the problem areas and to assist the rural people to become capable and effective managers of their own resources. As a consequence XIMJ's Rural Management programme which was started in 2000 is unique, with special focus on Equity, Environment and Entrepreneurship. Our course curriculum allows the students to specialize in

all the three areas of development.

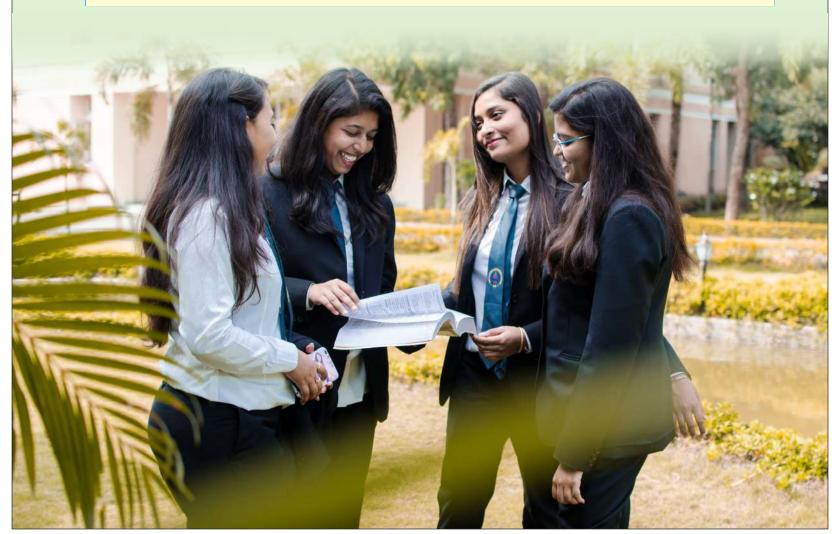
Apart from class room training, the Institute attaches utmost importance to practical training. Rural exposure visits and practical exercises are part of the curriculum. These exposure camps help students to realize and to get adjusted to the difficulties and hardships in the field. The impact of such camps has been tremendous on the young minds. It conditioned the younger talents not to shy away from working in the villages. Our students get an opportunity to be associated with the ongoing projects of XIDAS such as R&R projects, SIA and EIA studies, baseline studies, training and awareness programmes.

APPENDIX 2. COURSE MAP FOR PGDM (RM) PROGRAMME

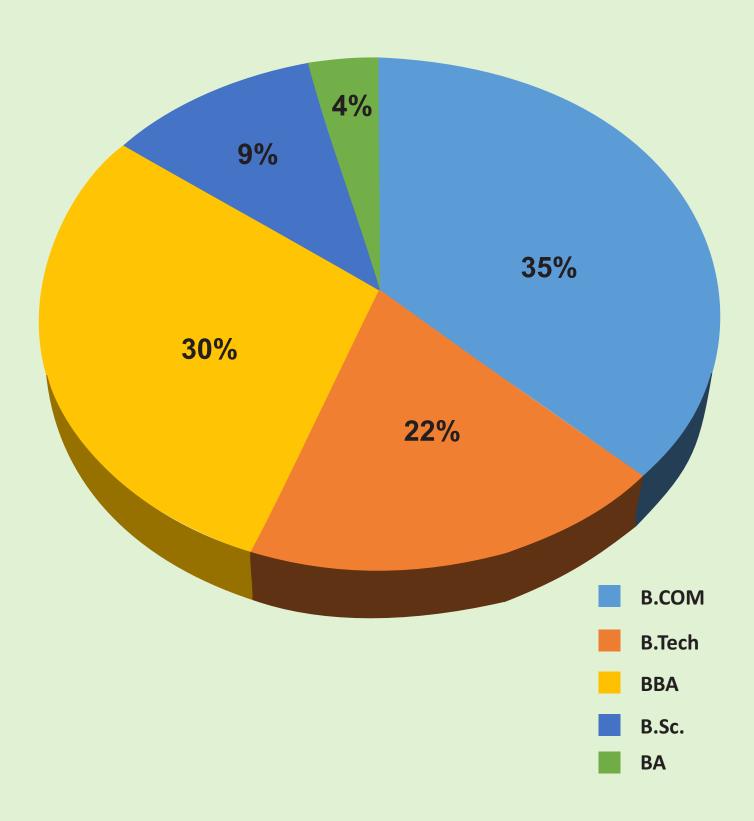
PGDM (I	RM) Year I				
Trimester I		Trimester II			
Code		Code			
RM 1.1	Principle and Practices of Management	RM 2.1	Research Statistics		
RM 1.2	Research Methods for Development Professionals	RM 2.2	Rural Development Theory and Practice		
RM 1.3	Rural Society and polity	RM 2.3	Project Planning and Management		
RM 1.4	Rural Livelihood Systems	RM 2.4	Cost and Management Accounting		
RM 1.5	Managerial Economics	RM 2.5	Marketing Management		
RM 1.6	Organizational Behaviour - I	RM 2.6	Human Resource Management		
RM 1.7	Accounting for Management	RM 2.7	Rural Entrepreneurship		
RM 1.8	Rural Exposure	RM 2.8 Development Communication			
Trimeste	Trimester III		PGDM Year II Trimester IV		
RM 3.1	MIS and ICT Tool for the Development	RM 4.1	Rural Change and Development		
RM 3.2	Strategic Management	RM 4.2	Agri-Business Management		
RM 3.3	Rural Legal Environment	RM 4.3	Local Governance		
RM 3.4	OB – II: Organization Structure and Design	RM 4.4	Water Resource & Watershed Management		
RM 3.5	NGO Management	RM 4.5	Rural Health Care		
RM 3.6	Issues of Human and Social Development	RM 4.6	Rehabilitation & Resettlement		
RM 3.7	Ecology and Environment	RM 4.7	Managing Cooperatives		
RM 3.8	Rural Immersion	RM 4.8 Practical - Summer Internship			
Trimester	Trimester V		Trimester VI		
RM 5.1	Rural Health Promotion	RM 6.1	Educational Institutional Mgmt & Rural Dev. Schemes & Programmes		
RM 5.2	Disaster Management	RM 6.2	Tribal Society and Culture		
RM 5.3	Training and Development	RM 6.3	Rural Tourism Management		
RM 5.4	Developmental Ethics & CSR	RM 6.4	Mgmt. of Rural Social Enterprises		
RM 5.5	Human Rights and RTI	RM 6.5	Live Project		
RM 5.6	Gender Issues in Rural Areas	RM 6.6	Practical - Comprehensive Viva Voce		
RM 5.7	Practical - Dissertation				

BASKET OF ELECTIVES UNDER RURAL MANAGEMENT SPECIALIZATION

TERM IV Elective Name			
Rehabilitation and Resettlement	Micro Finance		
Rural Marketing	Environmental Responsibility of Businesses		
Rural Health Care	Consulting opportunities with Development Agencies		
Natural Resource Management			
TERM V Elective Name			
Local Governance	Not for Profit Organizations: Working Principles and Management		
Managing Cooperatives	Knowledge Management for Development Organizations		
Education for Community	E-Business for Rural Enterprises		
TERM VI Elective Name			
Rural Innovations	Women, Gender & Health		
Public Policy Analysis	Social Determinants of Health		
Global Reforms and Development	Economics of Development		
Strategic Issues in Development Organizations			



Batch Composition PGDM/PGDM-RM



Human Resource Management

Name: Ankita Kandulna

Qualification: B.A. (HRM with Psychology)

Age: 26 Years **Experience:** 1 Year

SIP Organization: Lady Bamford Foundation (CSR Wing) under JCB, Ballabgarh (Haryana). **SIP Topic:** Training and Capacity Building of Indigo artisans under Fabric Artisans Development

Project.

Ahkita Kandulna

About Ankita: From the batch of 2017-2019, Ankita has good communication and presentation skills. She is good at connecting and communicating with people. Along with being versatile and adaptable, Ankita is capable of working outside her comfort zone. She has also played an integral role in publishing a skill development manual and business proposal for the trainers involved in the project at Lady Bamford Foundation.

Name: Ayushi Anand Qualification: BBA Age: 22 Years

SIP organization: Mahindra and Mahindra Finance, Bangalore.

SIP Topic: - The study on Importance and Enhancement of Diversity Hiring In Mahindra and

Mahindra Finance, Bangalore.

About Ayushi: Class representative of batch 2017-19. Ayushi has good communication and people management skill .She is hard working, compassionate on development. Being an HR

student she is good at engaging with people and very adaptive in nature. She has conducted a Group Discussion event in the college and has actively participated in cultural events (like Anchoring, dancing, singing, games etc). She has effectively worked on diversity hiring project during her SIP program and also written a case study on the Enhancement of the program.



Punit Sinha

Name: Punit Sinha Qualification: M.Com

Age: 24 Years

SIP organization:- TATA CUMMINS PVT LTD., Jamshedpur, Jharkhand

SIP Topic: - An impact study on Training Effectiveness at TATA CUMMINS PVT LTD.

About Punit: - Punit is a hard working person with a positive attitude towards every challenges and work. As an HR student he is very good at managing and engaging people. He is good at taking decisions. He is adaptive in nature. He has given training to few batches of interns during his

internship tenure. He has organized GD event in college. Punit has actively participated in several events such as anchoring, dance, debates, group discussion, games, skit etc.

Name: Sashi Sangita Ekka Qualification: B.B.A

Age: 22 Years

SIP Organization: LBF(Lady Bamford Foundation) CSR wing under JCB, Haryana.

SIP TOPIC: An Impact of Talent management on Retention for Indigo Fabric Artisans,

Rajasthan.

About Shashi: From Batch 2017-2019, Shashi has a proactive nature and is an enthusiastic girl.

She has a good connect with people. She is an effective team player and works in a cohesive

manner. She has an ability enhance herself with creative and innovative ideas with flexible attitude. Sashi also believes that working for the best will help in giving productive results.



Ayushi Anand

Human Resource Management



Name: Shruti Snigdha Qualification: BBA

Age: 23 Years

SIP Organisation: NTPC, Vindhyachal

SIP Topic: The Study on The Effect of Labour Management Relations On the Overall Productivity

of NTPC, Vindhyachal.

About Shruti: Being a committed team player, Shruti wants to be a part of a renowned organization. The Cultural Coordinator of XIDAS (Batch 2017-19), Shruti, has worked on grounds of Industrial relations of NTPC, Vindhyachal, Waidhan, M.P. She also has the experience on

Financial Aspects of NCL, Nigahi Project, Singrauli, M.P. Based on her expertise and personal capabilities by learning the new exposure within the structured framework in the organization, She can contribute towards the efficient and effective growth of the organization. She has good communication and listening skills. She is disciplined and organized.

Name: Zenith Lakra

Qualification: B. E. (Mechanical)

Age: 24 years.

SIP Organization: ONGC, Agartala

SIP Topic: The impact of "Employee Engagement" at the ONGC. (Agartala)

About Zenith: Zenith being the student placement co-ordinator of batch 2017-19, is a good listener with decision making skills and an efficient team player having proper co-ordination with the team members. She has good communication as well as oratory skills, and is responsible



towards the work that is assigned to her. She is always ready to accept new challenges with a strategic approach. She also won the runner up prize for the debate competition that was organized by HPCL. During her internship at ONGC, she surveyed the satisfaction level of employees, and also worked on the online portal of ONGC in context to engagement of employees.



Marketing Management



Name: Aditya Raj

Qualification: BSc in Hospitality Management

Age: 25 years **Experience:** 3 Years

SIP Organization: Hindustan Petroleum Corporation Limited.

SIP Topic: Branding practices at select public & private sector oil companies

About Aditya: Placement Co-ordinator of Marketing, Aditya is an optimistic and curious minded person. He is hard working and enthusiastic towards work and has knowledge with skills. Aditya

Anup Kumar

was the best performer during his internship with HPCL. He has a great convincing skill and received an award for Best Seller from Thomas Cook where he has worked for 3 years. He has already set his goal and is really working hard to achieve his target. Aditya wants to explore new things and become an Entrepreneur in future.

Name: Anup Kumar

Qualification: B. Tech-(Mechanical)

Age: 26 Years **Experience:** 3 Years

SIP Organization: Municipal Corporation, Jabalpur, M.P.

SIP Topic: Formulating and implementing marketing strategy for Pradhan Mantri Awas Yojana.

About Anup: Anup has a work experience of 3 years as an Assistant Production Manager in Spicer India Limited, Satara, Pune (Maharastra). He is ambitious, honest and hardworking. His

involvement and hard work helped the company in getting good response from customers. He is good in research work. Anup loves exploring new things and he is always eager to learn. He has always been an active participant in cultural activities and has attended lot of field work. He believes in team work and is a team player.



Name: Irene Asha Tirkey Qualification: B. Com (Hons.)

Age: 25 Years

SIP Organisation: Techstern Solutions, Ranchi

SIPTopic: Social Media Marketing

About Irene: Irene is ambitious, honest and hardworking girl. She is Coordinator of Alumni Association in XIDAS. Irene loves exploring new things and she is always eager to learn. She has always been active in cultural activities and has been coordinated many marketing events in

college. She believes in team work and is a team player.

Name: Prasanth A

Qualification: BSc- Mathematics

Age: 22 Years

SIP Organization: Ashok Leyland Pvt Ltd

SIP Topic: An Assessment of Effectiveness of GURU Model of Ashok Leyland with respect to

other competitors

About Prasanth: Sports coordinator, Prasanth is very keen and ardent follower of new market trends and result oriented person. He is an enthusiastic sports person and was awarded the best

Basketball player in his graduation. Having interned at Ashok Leyland he has got good recognition and also conducted SWOT and GAP analysis for Ashok Leyland with respect to competitors. Prasanth is having zealous penchant character with impeccable academic records. He is been selected to perform in summer internship competition AISIC – Symbiosis, Pune. He is self-motivated and passionate to pilot a startup.

Marketing Management



Name: Rudra Pratap Tiwari Qualification: B-Tech

Age: 25 years **Experience:** 1 Year

SIP Organization: Nielson, New Delhi

SIP Topic: A Study of Customer Preferences and Behavior for Internet and Telecommunication

Services provided by Tata Docomo/ Tata Communication/ Tata TeleService's in NCR.

About Rudra: Rudra Pratap Tiwari is a dedicated hard-working individual; a quick learner who believes that there is no age for learning. He is an enthusiastic sports person who actively

participates in various college sports tournament. Building relationship and team work are his key strength which helped him in coordinating and making various college events successful. He is a person of persistence and does not fear taking up challenges. Rudra has work experience of 1 years as a BMS Eng. in Honeywell Automation. Through which he provided a service to various organization like TCS, RBS KPMG. Rudra has a keen interest in Consumer behavior methods of analysis and in carrying out activities related to social welfare and community development.

Name: Sneh Samrani **Qualification:** BBA

Age: 24 years

SIP Organization: Hindustan Petroleum corporation Limited

SIPTopic: Branding practices at select public & private sector oil companies

About Sneh: Student Co-ordinator of Catalyst Committee, Sneh is an honest and hard working girl. Ambitious towards her Career and always ready to tackle any challenges in any situation. She is good in writing and Research work. She has confidence and is a consistent academic performer.

Sneh Samrani

She has a groomed personality and works as a professional, Sneh has completed her SIP from HPCL and she was rewarded as a best performer in Research work, She is very talented and focused towards her career. She loves to work for social cause and always participates in cultural activities and has coordinated marketing events in XIDAS.



Shaktiraj Meher

Name: Shaktiraj Meher

Qualification: B. Sc. (Computer Science)

Age: 24 years

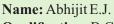
SIP Organization: Techstern **SIP Topic:** Digital Marketing

About Shaktiraj: He is a competent individual with good communication skills, ready to adapt to any situation. Shaktiraj has a knack of learning new things. Along with having good convincing skills, he also has a good understanding of the consumer behaviour. He is well acquainted with

technology & has a good sense of creativity. He is a team player & always shows active participation to whichever task is assigned. Shaktiraj is also a very enthusiastic sport person & has been selected for various state level sports meets.



Financial Management



Qualification: B.Com Hons.

Age: 21 Years

SIP Organisation: State Bank of India

SIP Title: An Empirical Study on Merger of State Bank of India with Associate Banks and

Rationalization of their Branches.

About Abhijit: Students' General Secretary Abhijit is a driven and hardworking student and that shows in the effort with which he takes initiative and leads various academic and extra-curricular

student activities on and off the campus. Highly intuitive and a quick learner, he completed his internship at the Circle Head Office, SBI, Lucknow. He is armed with good knowledge of the Banking Sector from his internship experience and, he's also updated with the happenings in the Financial Markets. Also heading the Students' Placement Committee (Finance), he doesn't shy away from taking responsibility.

Name: Jyoti Swarup Ping Qualification: BBA (Finance)

Age: 22 Years

SIP Organisation: BNP Paribas Mutual Fund

SIP Title: Comprehensive Study of BNP Paribas Mutual Fund and Digital Presence in Comparison

to the Peer.

About Jyoti: Jyoti Swarup is a sincere student and a great team player, actively contributing at all events at college. A sports enthusiast, he's one of the first to hit the field, be it Cricket or Football. Post his internship at BNP Paribas, New Delhi, he has gained great exposure in the Mutual Fund

segment and has good knowledge in the field. He's extremely tech-savvy and the go-to man for all computer and tech related issues. A good academic performer, his concepts in finance are credible and backed by good application. His honesty and willingness to learn makes him an asset to any team.



SIPC

Name: Rahul Sinha

Qualification: M.Com (Finance)

Age: 23 Years

SIP Organisation: BNP Paribas Mutual Fund

SIP Title: Impact of SEBI's "Mutual Fund Sahi Hai" Campaign on Indian Retail Investors

About Rahul: Rahul is an ambitious and goal-oriented performer with an approachable personality. He has a voracious appetite for knowledge coupled with an earnest aptitude for learning. A foodie by nature, he's an equally good cook and regularly treats his batchmates with lip smacking delicacies. He actively participates and helps in organising every event on the campus,

giving vital logistical support during crisis situations. An active team player, he currently serves as the Class Representative for the Academic Year 2018-19. His potential in the field of finance has been ever-increasing and his quest for learning makes him an ideal fit for vital roles in any organisation.

Name: Rinki Kumari Singh Qualification: BBA

Age: 23 Years

SIP Organisation: BNP Paribas Mutual Fund

SIP Title: KYC Norms and it's impact on Financial Industry

About Rinki: Rinki is an active girl with a bubbly personality. She is quick witted and contributes actively to whichever team she's a part of. Working as an intern at BNP Paribas, she not only acquainted herself with the mutual fund industry, but also studied KYC norms, which has been a hot topic in across the media for a while now. Academically, she is an able learner and makes a conscious effort to get her concepts right, putting her highly credible memory to good use at all times.



Jyoti Swarup Ping

Financial Management



Name: Sneha Singhania Qualification: B.Com Hons.

Age: 23 Years

SIP Organisation: BNP Paribas Mutual Fund

SIP Title: Distribution Behaviour of Large and Mid-Size Fund Houses

About Sneha: Sneha, a disciplined and consistent academic performer, has been the topper of the entire batch since the first trimester. She's a quick learner with crystal clear concepts in the field accounting and finance. Through her internship at BNP Paribas, she gathered extensive knowledge

of the industry and came back with an enriching experience of the corporate world. A good dancer, she actively participates in all events and displays her skills on-stage. She keeps updating her knowledge in the field of finance regularly, along with being an avid follower of financial news.

Name: Vinita Raju Qualification: B.Com

Age: 24 Years

SIP Organisation: Birla Corporation Ltd. **SIP Title:** Cash Management Services

About Vinita: Vinita is a sincere and active student. Her relentless efforts and never-say-never attitudes enables her to grasp and pick up new things with quite nicely. She's an avid dancer and aces any competition she participates in with relative ease. With an internship at cement magnate Birla Corporation, she learnt vital book keeping techniques and important aspects of

Financial Management. With her active personality and great willingness to learn, she would prove to be an asset for any organisation she goes on to work for.



Rural Management



Name: Anunay Kumar **Qualification:** B.COM

Age: 22 Year

SIP organisation: WOTR.ORG (Watershed organization trust)

SIP Topic: A study to assess the Biodiversity of Ghaghari village in reference to the socio-

economic condition of people.

About Anunay: Cultural coordinator of batch 2017-19, Anunay has excellent communication and people management skill making him versatile to undertake any project. He is also a hard working

and rational person. Compassionate and focused on development. He planned and executed Skill development programs, carried out training, Scheduling, designing skill development programs, preparing case studies of the programs. His case study was also published in IJMLSS. Vol.2, Issue 11, July 18(Title: Wotr- initiative for Empowering and providing Employment).

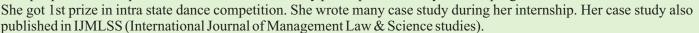
Name: Neelam Xalxo Qualification: B. Com

Age: 23 year

SIP Organization: Watershed organization trust Jabalpur M. P. (NGO).

SIP Topic: A Report on impact Assessment of HDFC project in mandla District & convergence of the govt. Programme.

About Neelam: Placement coordinator of batch 2017-19. Neelam has good communication and presentation skill. Her interest lies in bringing development in community. She is good at engaging with people and is adaptable in nature. She has actively participated in every cultural programmes.



Neelam Xalxo

Name: Priyank Meshram



Qualification: B. Com (Computer Application)

Age: 24 Years

SIP organisation: HPCL Jabalpur

SIP Topic: Impact Assessment of Pradhan Mantri Ujjwala Yojana

About Priyank: Priyank Meshram is hard working and has good communication skill. He interned with HPCL on the ujjwala yojana scheme on smoke free village where he conducted the survey in the villages and applied his knowledge and skills of rural management. He is also the coordinator of

Alumni Association of XIDAS.

Name: Sister Regina Xess

Qualification: B.A.(History, Economics & Sociology)

Age: 34 years

SIP Organisation: Jan Siksha Bhawan(NGO)

SIPTopic: An Explorative Functional Study of 15 Supplimentary Education Centres

About Sister Regina: With her roots in the rural areas, Regina has been actively part of the Rural Development Initiatives. With an experience of six years in institutions like Gram Utthan Kendra and Missionaries Units, she has been working with the Women, Youth and Farmers for Sister Regina Xess development. Her hard work and enthusiastic approach towards the projects has brought her for



further studies. Her research on Education of Musahar Children has been well appreciated by the organization as well as the institute. She is fluent in five languages which makes her an efficient candidate as a rural management professional.

Rural Management



Name: Vishakha Ranjan

Qualification: B. Tech (Electronics and Communication)

Age: 24 years **Experience:** 1 Year

SIP Organisation: HPCL, Jabalpur

SIP Topic: Effectiveness of Ujjwala Yojana 'A Case Study of Khamariya, Jabalpur'

About Vishakha: A hard working and creative person with an inclination towards development of society, the Academic coordinator of XIDAS, Vishakha, also has one year work experience in

technical field. She has worked on CSR project of HPCL i.e. Ujjwala Yojana and have researched on the effectiveness of the program. Her work has been well appreciated by the organization as well as the institute. Well known for her communication skills, she has been actively part of several events such as debates, group discussions and cultural fest. Also a coordinator of the Xavier Alumni Association her management skills are highly efficient. Her dynamic personality and background makes her an efficient candidate as a rural development professional.



Corporate Connectivity

PLACEMENT COMMITTEE



Fr. Sanjay Kujur, S.J Placement Co-ordinator +917771010400 Fr. Binod Toppo S.J +913406051928 **Dr. Namrata Vasudeo Jasrotia** +919826118717

Prof. Nivedita Abraham +919827437744

Dr. J R Jha +918319521997 **Prof. Namrata Williams** +919285001407

STUDENT PLACEMENT CO-ORDINATOR



Aditya Raj –PGDM (Marketing) +917762892461

Neelam Xalxo –PGDM(Rural Management) +917739687875

Abhijit E.J- PGDM(Finance) +917980484928

Zenith Lakra –PGDM (Human Resource) +8319637540

Recruiters



















































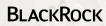
































And Many More....

Recognition and Linkages

Recognition



Linkages









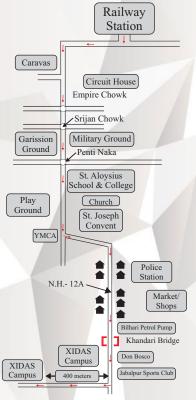




Travel Information - Indian Railway

Train no.	Train Name	Origin	Departure	Arrival	Running
	.	From Ne	w Delhi		
12191	Shridham Express	NDLS	14:05	07:15	Daily
11450	SVDK-JBP Express	NDLS	14:15	07:25	Thursday
12190	NZM Mahakoshal Express	NZM	16:05	09:35	Daily
12122	M.P Sampark Kranti	NZM	17:25	07:45	M, Th, Sat
22182	Gondwana Express	NZM	17:50	08:20	Daily
		From M	umbai		
11093	Mahanagri Express	CSMT	00:10	16:10	Daily
12167	LTT-BSB Express	LTT	00:35	16:30	Daily
15017	Kashi Express	LTT	06:35	00:55	Daily
12519	LTT-KYQ AC Express	LTT	07:50	23:00	Sun
11061	LTT-DBG Express	LTT	12:15	03:50	Daily
12188	Garibrath Express	CSMT	13:30	06:00	Tu, Th, Sat
12322	Kolkata Mail	CSMT	21:30	13:30	Daily
13202	LTT-RJPB	LTT	22:15	15:55	Daily
12141	LTT-PPTA	LTT	23:35	14:15	Daily
		From K	olkata		
11448	Shaktipunj Express	HWH	13:10	14:25	Daily
12321	HWH-Mumbai Mail	HWH	22:00	17:45	Daily
		From Hy	derabad		
12193	YPR-JBP Weekly	KCG	04:00	22:15	м
12791	SC-DNR	sc	10:00	03:55	Daily
		From Be	ngaluru		
12295	SBC-PPTA Sanghmitra	SBC	09:00	18:10	Daily
		From Ahr	nedabad		
11463	Somnath	ADI	18:45	15:10	Daily





Travel Information- Air

	fravet information- A			
Flight	Departure	Arrival		
From Delhi				
Spice Jet	10:10	12:00		
Air India	15:35	17:30		
09:45	17:30	% ,		
10:00	17:30	spiceJet 🤐		
		flying for everyone		
14:10	16:10			
08:40	14:40			
10:00	17:30			
12:45	14:40			
	From Delhi Spice Jet Air India 09:45 10:00 14:10 08:40 10:00	Flight Departure From Delhi Spice Jet 10:10 Air India 15:35 09:45 17:30 10:00 17:30 14:10 16:10 08:40 14:40 10:00 17:30		



Xavier Institute of Development Action and Studies (XIDAS)

Contact: Dean's Office

XIDAS, 4th Mile, Mandla Road, Tilhari, Jabalpur 482 021 (MP), India, Email: placement@ximj.ac.in, Website: www.xidas.in

Tel.: +91-761-2602483, 9285001407; Fax: +91-761-2606341

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