



ADMISSION PROSPECTUS 2025

Xavier Institute of Social Service, Ranchi

Content

Messages	3-4
Vision & Mission	5
Fee Structure for Batch 2025-27	6
Admission Process Xavier	7-10
Nurturing Professionals, With a Difference.....	9-10
Beyond Classroom.....	11-13
About the Institute	14-15
The Gurus, Faculty Members and Visiting Faculty	16-19
The Spectrum of Programs	
PGDM-HRM.....	20-21
PGDM-RM.....	22-23
PGDM-MM.....	24-25
PGDM-FM	26-27
Campus Placement Program.....	28-32
Luminous Alumni.....	33-38

Director's Desk



Dear Parents and Prospective Students,

We are delighted that you are considering Xavier Institute of Social Service (XISS), Ranchi, one of the oldest B-Schools in the country, for higher education of your ward.

XISS Ranchi is managed and governed by the members of the Society of Jesus of the Ranchi Province, known as the "Jesuits". The Jesuits across the world number more than 14,000 in about 31 countries, running some 189 Jesuit institutions of higher learning. The Jesuit Conference of South Asia (JCSA), has 60 Higher Education Institutions (HEIs) including 2 Universities, 14 Autonomous Colleges, 25 Non-Autonomous Colleges, 6 Management Institutes, 9 B Ed Colleges, 3 Engineering Colleges, and 1 Law College. These are educating more than 3,34,538 students with the help of more than 11,525 teaching staff. Some of the prominent HEIs in India are XLRI Jamshedpur, XIMU Bhubaneswar, LIBA Chennai, St. Xavier's College Mumbai, St. Xavier's College Kolkata, Loyola College Chennai, and so on.

XISS has been engaged in the running of a lifelong skilling system based on a more than 450-year-old legacy. A commitment to quality education of the Jesuits across the world, grounded in a tradition of professionalism with Magis (a Latin term for "more" that was adopted by St. Ignatius of Loyola), inspires one to do things better consistently for the greater good. The Jesuit values of Cura Personalis (care of the person), give us a framework for taking care of each individual irrespective of his/her religious, cultural, gender, geographical and other diversities. It acknowledges that we are all complex beings and that each individual with all of her/his complexity is to be valued. It seeks to build upon the diversity of God-given knowledge and talents that each person brings to the community, regardless of race, class, gender, religious background or any other form of human difference. Indeed, it is our belief that our community is stronger not in spite of our diversity, but because of it. The Institute also values Cura Apostolica (care of the apostolate or work or collective responsibility). It implies a team work and corporate responsibility to move towards the goal in an attitude of cooperation, collaboration, and networking.

Jesuit education is universally regarded as a model of excellence around the world and its goal is to form leaders of Conscience, Compassion, Competence, Commitment, and Character who strive to build a better world. At XISS too, we aim at nurturing young minds and transforming them into "Professionals with a difference", empowering them to become changemakers in their workplaces, in their industries and in their communities.

Sincerely,

Dr Joseph Marianus Kujur SJ

Director & Chairman Admissions

Assistant Director's Desk



I am extremely happy to deliver my message to management aspirants and prospective students of XISS. At the outset, I would like to tell you that we are committed to impart quality education to bring about quality changes in the life of our people in the nation. In this competitive scenario, following the age-old Jesuit legacy, we commit ourselves to prepare men and women with competence, conscience, compassion and commitment. It means, the emphasis is not only on intelligence quotient but on emotional and spiritual quotients as well with the objectives in mind to create ethical leaders with green behaviour and sustainable commitments. In this noble effort, our committed professors and staff, guide and mentor our students to realize their dreams come true. At the same time our zealous alumni share their industry knowledge and expertise, parents and well-wishers on the other hand bless us through their valuable insights and suggestions to prepare the budding professionals with sound personality traits and impeccable characters like intelligence, honesty, integrity, justice, and fairness.

Dr. (Fr.) Pradeep Kerketta sj

Assistant Director & Convener Admissions



Vision



We envision a centre of academic excellence towards creating a sustainable society with peace, justice, and reconciliation.

Mission



- To become a leading management school in India by offering a portfolio of academic, research, social involvement and outreach programmes.
- To create leaders with conscience, compassion, competence, and commitment for sustainable development and empowerment of the marginalised.



The Spectrum of Programmes

XISS offers a wide array of top ranked management education programmes. Together with its post graduate programmes, it offers excellent academic and development activities to prepare the business leaders of tomorrow.

Post Graduate Programmes In :-

Two years full time Post Graduate Diploma in Management with specialization in:

- ♦ Human Resource Management (PGDM-HRM)
- ♦ Rural Management (PGDM-RM)
- ♦ Marketing Management (PGDM-MM)
- ♦ Financial Management (PGDM-FM)

Programme Approval

All the two years Post Graduate Management Programmes are approved by AICTE, Ministry of HR, Govt. of India, New Delhi.

Programme Fees



Fee Structure for Batch 2025-27 (FOR ALL THE COURSES OF PGDM-HRM, PGDM-RM, PGDM-MM, PGDM-FM)							
Particulars (in ₹)	1 st TRIM	2 nd TRIM	3 rd TRIM	4 th TRIM	5 th TRIM	6 th TRIM	TOTAL
Admission/Reg.Fee	5,000						5,000
Identity Card	400						400
Tuition Fee	1,22,900	1,39,000	1,55,100	1,73,000	1,73,000	1,73,000	9,36,000
Development Fee	35,000			35,000			70,000
Internal- Exam Fee	3,200			3,200			6,400
Other Academic Activities		43,000			47,000		90,000
Freshers, Farewell, Convocation, etc.,	2,500			2,500			5,000
Caution Deposit (Refundable)	5,000						5,000
Total (INR)	1,74,000	1,82,000	1,55,100	2,13,700	2,20,000	1,73,000	11,17,800
Year Wise	1st Year		5,11,100	2nd Year		6,06,700	

Note:

- ♦ Security Deposit is refundable subject to no dues clearance
- ♦ Hostel Fees are not included in the Academic Fee
- ♦ The Actual Amount is (Rs.11,17,8000 - 5,000 Security Deposit) Rs.11,12,800/- (Eleven lakh Twelve Thousand Eight Hundred Only.)

Admission Process Xavier

Basic Eligibility for Admission:

Minimum qualification for admission to the PGDM program at the Institute is three / four years bachelor's degree with minimum 50% marks in aggregate (45% for SC/ST) in any discipline recognized by Association of Indian Universities.

Candidates awaiting the final semester results in academic year 2024-25 are eligible to appear for the admission process, provided they have an aggregate of 50% marks (45% for SC / ST) till their penultimate semester. Such candidates if finally selected at XISS, Ranchi must clear their graduation examination with 50% marks in aggregate (45% for SC/ST) by 10th July 2025, without any backlogs.



Also, a candidate desirous of seeking admission at Xavier Institute of Social Service, Ranchi will have to appear in an all-India level management admission test. XISS, Ranchi considers only the following three admission qualifying test scores for shortlisting the candidates:

- ◆ Xavier Aptitude Test (XAT 2025) conducted by XLRI, Jamshedpur
- ◆ Common Admission Test (CAT 2024) conducted by IIM and
- ◆ CMAT 2025 conducted by NTA

Aspiring candidates will have to apply online for appearing in one or more exams by visiting:

- ◆ www.xatonline.net.in,
- ◆ www.iimcat.ac.in
- ◆ <https://cmat.nta.nic.in/>

The above three tests are the only approved examinations through which a candidate can apply to XISS Ranchi.

CUTOFF FOR LAST YEAR:

Shortlisted candidates, on the basis of entrance test cut-off, will be called phase-wise or Group Discussion and Personal Interview (GD/PI) to be conducted face to face or ONLINE.

Admit Cards will be available for downloading from February 2025 onwards to eligible candidates on their XISS Applicant's dashboard. The Cut-off for this year's admission are as follows:

Name of Program	UNRESERVED CATEGORY			RESERVED CATEGORY		
	XAT	CAT	CMAT	XAT	CAT	CMAT
GDM-HRM	60	60	70	45	45	60
PGDM-RM	25	25	35	20	20	30
PGDM-MM	35	35	45	30	30	40
PGDM-FM	35	35	45	30	30	40

Admission Procedure:

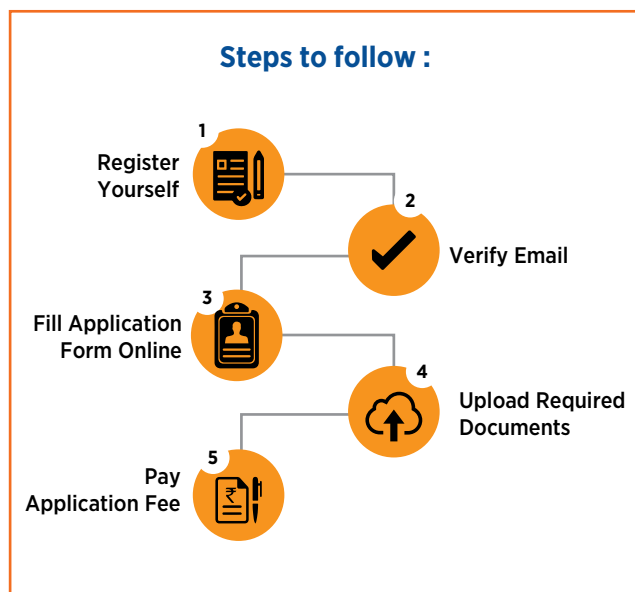
The institute will accept only online registrations. Online Application forms for seeking admission at XISS, Ranchi will remain open from 1st October 2024 (Last date will be declared later).

The admission process followed by the Institute is as per the guidelines of AICTE. Interested applicants are required to go through the following steps:

- ◆ Applicants must register themselves at the XISS admission application window by pressing the 'Apply Now' button and enter necessary details. It will lead to the application form.
- ◆ For online registrations, the Registration Fee can be paid through online mode using

Credit/ Debit / ATM cards / Online Banking and Application form fee once paid is non-refundable.

The registration fee is Rs. 1970/- (INR One thousand nine hundred seventy only) for 1 of 2 specializations.



Shortlisted candidate, who clear the cut-off w.r.t the above mentioned all India entrance test scores, will be called for the Group Discussion and Personal interview (GD&PI) Face to Face basis (to be conducted at Ranchi)

XISS is closely following MHA and AICTE guidelines w.r.t Covid-19 safety protocols for all its admission processes during the pandemic.

Exact dates will be communicated later.

At the outset applicants are advised to apply with a single application form (with a maximum of two program preferences). XISS Ranchi will accept/consider only 1 application form per candidate and any subsequent application (discovered at any stage) will be liable for cancellation.

After the GDPI round, admission offers are made to successful candidates. The final selection is based on a diverse set of attributes which include:

- ◆ Past academic record (20% weightage)
- ◆ Performance in entrance tests (40% weightage)
- ◆ Performance in Group Discussion (10% weightage)
- ◆ Performance in Personal Interview (25% weightage)
- ◆ Extracurricular and Diversity (5% weightage)



Results of the GDPI will be announced only after completion of all the GDPI phases. Result dates and status will be available on the applicant's XISS account dashboard.

Seats Available:

Total numbers of seats available in Two Years Full-time Post Graduate Diploma Programmes in Management (PGDM) are seventy-five (75) each in Human Resource Management and Rural Management and sixty (60) each in Finance and Marketing Management specializations. Of the above, fifty percent seats are reserved for candidates belonging to Christian minorities, ST, SC and other minorities or communities.

Please note that Management reserves its discretion of granting permission in a genuine case.

In case adequate numbers of candidates from the said categories are not available then such seats will be filled up from among the candidates belonging to the unreserved category.



Nurturing Professionals, With a Difference

Social Service Field Work

During their first year, teams of students are formed which are then assigned to various organizations involved in rigorous Social Work. These organizations work to brighten up the lives of the underprivileged children, including the physically challenged, the mentally challenged and the deprived village folk. Through social service field work

- Understand human values and social doctrine of society and culture
- Understand and exercise the social responsibility alongside professional careers
- Augment the momentum of social work and human skills



Industrial Tours and Rural Camps

The industrial Tours are imperative to the curriculum at XSS. It is instrumental in bridging the gap between the classroom teaching and the real business world. It serves the idea that students must know practical side of everything. Not only these camps provide academic relevance, but also expose students to different places letting them interact with industries directly.

Rural Camps - The mode of interaction with the rural people has undergone a sea change on the basis of first conviction that the situation demands the “normal” tendency to be reversed, in other words, the villagers are no longer the source from where the information is to be extracted. On the contrary, they are to be involved in the process in such a way that their ideas, analysis, choices, and priorities, which really count, can be elicited. It’s an understanding and seeing the situation through the eyes of the villagers, the insiders and the people who are truly involved. Rural Camp has a definite purpose, and the outcome of this field activity is not only an in-depth understanding of the interaction between different social groups but also an action plan either for initiating concrete projects or for monitoring development actions.

Seminars and Conferences

The students organize various seminars, workshops, and conferences every year. These seminars, workshops, and conferences on the one hand expose them to international and national experts and on the other, help them to acquire planning, organizing and execution skills and experiences. Students also participate in various events organized by other institutions. They write and present articles and research papers on these events.



BEYOND CLASSROOM



Annual Festivals - Panache

“PANACHE”, the annual fest, symbolizes the true spirit of XISS, where a kaleidoscope of diverse talents is displayed in an atmosphere of healthy competition. It visions complementation of academic study with exposure to rural India & breeds networking in the world of art & media.

Alumni Meets

The students participate in the alumni meets organized at different metro cities as well as in the Institute to keep in touch with the alumni. The students also imbibe the true spirit of XISS from alumni as they share their professional experiences.

Sports

To let go the strain of a very demanding academic schedule, the Institute organizes various sports, tournaments including basketball and football matches which provide the students with a break from the rigours of intensive study and help them unwind.

Campus life at XISS

Campus life at XISS is a rich blend of learning and fun. XISS campus foster community and gives students the chance to engage in all aspects of life. The students as partners share ideas and initiate changes, keeping in tune with the ever-changing corporate world. Students play a crucial role in improving their own skills and creating an exciting and innovative environment, which adds values to their life. At XISS, there is a common thread of exceptional talent and a desire to learn and excel

ties students coming from diverse culture and demographic background together. In this lively environment each student feels inspired to exploit their potential to the fullest. The atmosphere creates deep lifelong friendships, a valuable business network, of course, but lasting personal connections above all.

At XISS, the extracurricular activities not only provide a break from the rigours of intensive study but also bestow great opportunities upon the students to hone and showcase their talent and organisational abilities.

Every year under the aegis of different forums and bodies, students involve themselves in recreational, cultural, intellectual, professional and charitable activities. The socio-cultural ethos at the campus play an important role in providing vibrancy to the life of a future manager.



Student Clubs @ XISS

Students' driven club provides an outlet and stage for all the creative minds out there. Not restricting the students to just classroom teaching but XISS enables them to explore the world beyond it, and gain invaluable leadership and life skills to add to the holistic development of the student. These clubs at XISS also help students to interact with fellow classmates possessing similar interests; interaction with alumni and professionals in the same field of interest.

Institutional Clubs @ XISS: All clubs of XISS where student's community from all 5 programmes are a part of.

1. **Obscura** - The Media Club - is the club with the Lens, Pens and the Press. This club acts as a bridge between the media and XISS by getting maximum number of media channels and newspaper coverage's to the events of XISS.
2. **Embark** - Management Club - is a maiden quest of a student powered initiative. A quest towards organizing various events for the management students on different platforms. This club has concerted effort towards greater business understanding and promoting innovation at helm of the corporate world and social community.
3. **Aawaz** - Theatre Club - The Dramatic Society of XISS - Aawaz aims at providing a platform to people who have an unending interest in performing art be it writing, drama, or



storytelling. This club has performed various street plays, theatre, mono acts and has represented XISS at various other college events.

4. **Pulse** - Dance Club - Pulse is a team of enthusiasts, who are dedicated to the soulful and rhythmic dance form that thrives from the XISS campus. This student-run club has showcased and continues to foster versatile dance forms and provide ample opportunities to the dancers.
5. **Maxiss** - The Music Band of XISS - Music Association of XISS (MAXISS) has the objective to encourage and provide a platform for all the students of XISS to showcase their musical talents. MAXISS performs during the Institute's Annual Fest which is one of the highlights of PANACHE.
6. **Creategic - Decoration Club** - This club was



initiated to bring forward the hidden gamut of talent and creativity of the students of XISS. The club not only focuses on art and craft but also handle all the decoration, designing and décor related work of any major event at XISS.

7. **Rotract - Social Influencing Club -**

The purpose of this Club of XISS is to provide an opportunity for young men and women to enhance the knowledge and skills that will assist them in personal development. The purpose extends to address the physical and social needs of the vulnerable and underprivileged communities.

8. **CASC - Cultural and Sports Committee -**

CASC is a students' driven committee, it is primarily responsible to arrange, organize and execute the cultural activities (PANACHE) and sports events. The Committee intends to create an atmosphere, which is intellectually and aesthetically stimulating for the community on the campus.



Programme Clubs @ XISS: Programme Specific clubs of XISS.

1. **HRFx - Human Resource Management (HRM) -**

HRfX was established for the overall development and understanding of HR among management professionals. The purpose of the club is to impart knowledge on current HR trends, news and practices, and to equip students with skills that compliment concepts taught in classrooms. This is done through various activities such as debates, quizzes, guest lectures and the like.



2. **Prakriti - Rural Management (RM) -**

Prakriti is an initiative to connect the present generation of students to most experienced alumni base and also link the corporate world to the rural sector in a way that every student and alumni achievements get a wide coverage and the door to the professional opportunities opens for every individual who is/are a part of this sector.

3. **Markbuzz - Marketing Management -**

MARKBUZZ, the marketing club of XISS is founded with the vision to enhance the knowledge of students by learning the latest trends and practices. It aims at organizing different marketing events and programs in the college and outside for creation of learning opportunities for the marketing department.

4. **Finaxiss - Financial Management -**

FINAXISS, the club of Finance Programme has the motive of sharing basic financial knowledge, news and updates among students and faculty members. This club ensures interactive learning through Seminars/ Webinars conducted by experts of different fields while also organizing Industrial/Corporate visits to companies for a better understanding for the students. Acting as a bridge between the students and the esteemed Alumni, this club is also a media club in terms of conveying insights of PGDM Finance to all its stakeholders.

5. **Technext - Information Technology (IT) -**

TechNext is a club that represents the Programme of Information Technology. This club was formed keeping in mind to bridge the gap between the Institute and the technological interaction of the industry.



About the Institute

Facilities and Infrastructure at XISS

Classrooms:

There are 12 air-conditioned, big and spacious multimedia aided classrooms designed to facilitate effective interaction. The Institute also has a number of state-of-the-art conference rooms.

Library and Documentation Centre :



The Institute has a well-stocked library containing

over 37,000 volumes of books, journals, encyclopedias, almanacs and magazines. It subscribes to more than 150 periodicals and journals. The library provides CAS (Current Awareness Service) through Indexing Services and New Arrival List, both of which are computerized. It meets the academic as well as the research requirements of students and faculty. The library subscribes e-journals like: "Electronic and Political Weekly (EPW)", "Business Source Elite" by EBSCO and SAGE online Journals. It also subscribes to business case studies by SAGE and e-books through 'ProQuest'.

Research and Publication :

This Department was established in the 2002. Apart from introducing a quarterly journal on Development and Management Studies, the prime objective of the department is to publish various research works conducted by XISS. Jharkhand Journal of Development and Management Studies

(JJDMs) is a peer reviewed multi-disciplinary quarterly journal regularly published by the institute having ISSN 0973 8444 Indian Citation Index and NAAS Rating = 2.59. It is also enlisted in the UGC list of approved Journals. It welcomes research articles in the context of development and management at global, national, and regional levels. It provides a platform to the academicians, field workers, students & social activists at large for sharing their views on research, planning & programs. It seeks to explore ways of improving their standard of living by examining potential solutions to poverty, unemployment, malnutrition, disease, environmental degradation, displacement, ethnic and gender discrimination, civil conflicts and lack of popular participation in developmental programs. Its ambit also includes human resources in the arena of organizational development, total quality management, benchmarking, work culture, organizational leadership, information management and quality of life in public, private and tertiary sectors.



IT Infrastructure and Wireless Fidelity :

In this IT dominated era, the Institute has a state-of-the-art Computer Lab and resource center. In the competitive and challenging corporate arena the institute's IT Lab hosts a range of latest software together with the LAN facility with over 150 terminals and the necessary hardware support to synchronize with the IT needs. It has a 115 MBPS Optic fibre leased line internet connectivity and the wi-fi enabled campus sets the tune for 24 X 7 global connectivity which helps students in their college assignments & research projects.

Auditorium:

The Institute's air-conditioned auditorium is housed in its main building. It is well furnished with a seating capacity of 300 which is extensively used for hosting seminars, cultural and other functions.

Playground:

The Institute has its own playground and basketball court which the students use extensively to let off the strain of a very demanding Student life at XISS. Sports provide break from the rigour of intensive study and help students to be in good shape.



Fitness Centre:

It is said that 'An active mind lives in a healthy body'. So going by these words the institute has a well-equipped, modern state-of-art Fitness Centre in the campus. Services of a full-time trainer along with the best equipment are available for the students.



Hostel, Guest House & Canteen Cafeteria:

The Institute has a well-furnished 175-seater hostel for girls and hostel for boys in separate campuses. The configurations of the rooms are 1/2/3/4 bedded with 24 hours power backup, 20 MBP Optic Fibre leased line internet connectivity and water supply. The Institute and the Hostel Canteen serves nutritious and healthy food cooked under hygienic conditions. Faculty quarters in the ladies hostel campus ensure additional security and the feel home factor to the students. The Institute also has a Guest house, which can accommodate 30 participants for various Management Development Programmes and two separate canteens for students and MDP trainees.

THE GURUS

The Institute is privileged to host highly qualified and experienced core faculty possessing industry exposure and teaching expertise. Institute also draws experts as guest faculty from other premier Institute and Industries. Apart from conducting the post graduate level programmes in management, the faculty also trains managers and administrators assignments and sponsored research projects. The faculty regularly participate in seminars, conferences and have numerous publications to their credit.

The faculty members bring their real-life experiences into the classroom and provide the students with firsthand information regarding business environment. They skillfully guide classroom discussions and encourage students to stretch their imaginations to reach a deeper understanding of issues, apply their analytical skills and arrive at creative solutions.





Dr Joseph Marianus Kujur SJ

Director
Professor – Rural Management
B.A., M.A., M.Phil, Ph.D.,
Post Doc – Visiting Researcher -
University of Georgetown, USA

Dr Pradeep Kerketta SJ

Assistant Director
Associate Professor – Financial
Management
M.A., M.Phil (Economics), Ph.D.

Dr Amar E. Tigga

Dean Academics & Chief Placement
Coordinator
Professor – Marketing Management
B.Tech., PGDM, Ph.D.

Dr Shyamal Gomes

Professor & Head – Human Resource
Management
M.Sc., PGDBM, Dip. in PM & IR, Ph.D.

Dr Anant Kumar

Professor & Head – Rural
Management
M.A., M.Phil., Ph.D.

Dr Bhaskar Bhowani

Professor & Head – Financial
Management
M.Com., MBA Finance, Ph.D.

Dr Bhabani Prasad Mahapatra

Assistant Professor & Head –
Marketing Management
M.A. (Economics), PGD in
Economics, MBA, UGC-NET, Ph.D.

Dr K. K. Bhagat

Professor – Rural Management
M.A., M.Phil., Ph.D.

Dr Ramakant Agrawal

Professor – Human Resource
Management
M.A. (Economics), Ph.D.

Dr Ratnesh Chaturvedi

Professor – Financial Management
M.Com., ICWA., MBA (Finance), Ph.D.

Dr Arup Mukherjee

Professor – Financial Management
M.Com., ICWA, Ph.D.

Dr Kumar Mohit Spring

Associate Professor – Human
Resource Management MLPM, Ph.D.

Dr Madhumita Singha Neogi

Associate Professor – Marketing
Management
M.Sc. (Maths), MCA, Ph.D.

Dr Niranjan Sahoo

Professor – Rural Management
M.A., M.Phil., Ph.D.

Dr Pinaki Ghosh

Professor - Marketing Management
B.Sc., PGDBM (Marketing), MMM,
Ph.D.

Dr Amit Kumar Giri

Assistant Professor – Financial
Management
M.A (Economics), Ph.D.

Dr Arana Kausar

Associate Professor – Financial
Management
PGDBM, M.Com., Ph.D.

Dr Binit Lakra

Assistant Professor – Human
Resource Management
M.A., M.Phil., Ph.D.

Dr Fedric Kujur

Assistant Professor – Marketing
Management
B.Com, MFC, Ph.D.

Dr Indrani Ghatak

Assistant Professor – Human
Resource Management
B.Sc. (Psychology), MSW,
M.Phil, UGC-NET (JRF), Ph.D.

Dr Mrityunjoy Roy

Associate Professor – Human
Resource Management
PGDIM, MBA (System &
Operations Management), Ph.D.

Dr Pooja

Assistant Professor – Marketing
Management
B.Sc (H), MBA, Ph.D.

Dr Prakash Chandra Dash

Assistant Professor – Research &
Planning
M.Phil. (Geog), Ph.D.

Dr Pramil K. Panda

Assistant Professor – Rural
Management
M.A. (Sociology), M.Phil, Ph.D.

Prashant Kumar Jha

Assistant Professor – Financial
Management
M.A. (Economics), PGPBE, UGC-NET

Dr Raj Shree Verma

Associate Professor – Rural
Management
M.A. (Economics), Ph.D.

Dr Rishi Dwivedi

Assistant Professor – Financial
Management
B.Tech, MBA, Ph.D.

Dr Sharda Singh

Assistant Professor – Human
Resource Management MBA
(HR), Ph.D.

Dr Tina Murarka

Assistant Professor – Marketing
Management
B.Com, M.Com, MBA, CS, Ph.D.

Dr Viplava Thakur

Assistant Professor – Research &
Planning
MBA (Systems & OR), Ph.D.

Dr Sourya Das

Assistant Professor - Rural
Management
MRDM (Master of Rural
Development & Management), Ph.D.

Dr Pawas Suren

Assistant Professor - Rural
Management
M.Sc (Applied Geology), Ph.D.

Dr Pratyush Ranjan

Assistant Professor - Marketing
Management
Fellow in Management, XLRI
M.Sc (Applied Geology), Ph.D.

Dr Jyoti Verma

Assistant Professor - Human
Resource Management
B.Sc., M.Sc., Ph.D.

Dr Tanmaya Patttnayak

Assistant Professor - Human
Resource Management LLB,
LLM, Ph.D.

Dr Uma Chatterjee Saha

Assistant Professor - Rural
Management
M.A. (Anthropology)
JRF-NET, Ph.D.

Dr C. Vanlalzawna

Assistant Professor - Human
Resource Management
BBA, MBA, M.Phil., Ph.D.

Dr Swati Minz

Assistant Professor - Human
Resource Management
BCA, MBA, Ph.D.

Dr Konathala Kusumavathi

Assistant Professor - Rural
Management
Masters in Agriculture, Ph.D.



VISITING FACULTY

Dr Alok Kumar Pandey

Ph.D.

Dr Pradeep Kumar Jaluka

Ph.D.

Mr Rajiv Ranjan

M. Tech, MBA, Pursuing Ph.D

Mr Ajay Deep Wadhwa

CMA

Fr Francis David Kullu, SJ

M.Sc., PGDM (HR &
Business Analytics)

The Spectrum of Programs

PGDM-HRM

PROGRAM OVERVIEW

The two-year Post-Graduate Diploma in Management (Human Resource Management) aims at preparing young men and women to face challenges in the domain of Human Resource Management. Apart from the fundamental theoretical inputs in Human Resource Management, Industrial Relations and Human Resource Development, the programme seeks to equip students with practical knowledge and requisite skills to be effective in their profession. Stress is laid on the development of dynamic personality by nurturing in the students, values and attitudes built on the firm edifice of keen social-awareness.

PGDM-HRM is one of the oldest and the flagship program of XISS, Ranchi. XISS has been offering two years Post Graduate Diploma in Personnel Management & Industrial Relations (PM&IR) approved by AICTE since 1994. This program was renamed in 2012 as PGDM-HRM. PGDM-HRM is unique in its value-based orientation preparing HR professionals with a difference with a special IR-ER focus. The PGDM - HRM has been divided into different segments; the first year comprises of diverse Foundational/ Compulsory courses related to Human Resource Management, Social Service Field Works, Rural Retreat and Industrial Visits. At the end of first year, students go for summer internships in different organizations for a period of 8 weeks during the month of April and May. Students are provided with assorted Elective courses in the second year in order to specialise in their area of interest. Industrial tour is also an integral part of second year curriculum with a view to expose students to latest practices of industry. The academic session in each year begins in the month of June and ends in April the following year. An academic year consists of three trimesters, each trimester spanning across 11 to 13 weeks. Besides, the Annual Convocation for the graduating batch normally takes place in the month of April.

The Institute proposes to make its students agents of social change, who see their future not primarily as a career for self-enrichment but as a way of contributing their part to the basic evolution that is taking place in India today.

In this context, the imparting of knowledge and skills is of vital importance, but even more crucial is the purpose for which this knowledge and these skills are utilized. Will they contribute to justice for the poor and oppressed, more social concern, more honesty and cultural understanding, rather than the maintenance of the status quo and a lopsided distribution of power and benefits? This will, to a great extent, depends on the values that students carry with them when leaving the Institute.

To prepare students for the challenging tasks that await them, the programme equips them with knowledge, skills, and values. This can be spelled out as follows:

Students are acquainted with the problems of today's society, with the uneven distribution of power and wealth, the problems of rural development, Industry, management, and industrial and social administration. This is done through a broadening of horizons by making available information in the form of books and magazines, research reports and by generating in students the desire to learn more as a lasting inclination for the rest of their professional lives.

Students are taught to reflect for themselves. The analytical and logical powers are developed so that they can comprehend problems and their implications. This is done through case studies, field visits, exposure camps and seminars.

Efforts are made to awaken in the students a scientific interest in social and management problems and to equip them with a workable knowledge of research principles and techniques.

The communication and interpersonal skills of the students are developed, so that they can express themselves clearly and with self-confidence and exert influence on others. Students are also trained to be good listeners, who are sensitized to the expectations of others, especially small people, and who can play effective role in-group situations.

Practical training assumes, in the light of objectives of the institute, great importance and is therefore given considerable weightage in evaluating a student. Field work takes in the form of social work activities on a weekly basis work camp, community organization, labour welfare programmes, institutional visits, placement as an apprentice, and work in the slums of Ranchi.

Motivational Training: The programme tries to cultivate in the students values and attitudes that make of them agents of social change, a deep concern for the injustice perpetrated on the poor and a determination to set this right, respect for the dignity and right of everyman, women and child, especially the weak and exploited, a firm purpose to use one's professional standing to struggle against corrupt or irresponsible practices or attitudes.

Dr Shyamal Gomes

Head, PGDM

(Human Resource Management)

Human Resource Management

PROGRAM STRUCTURE

First Trimester

- ◆ Business Communication & Lab
- ◆ Case Method & Case Research
- ◆ Fundamentals of Labour Laws
- ◆ Management Information System
- ◆ Managerial Economics
- ◆ Organizational Behaviour I: Individual Behaviour in Organization
- ◆ Principles and Practices of Management
- ◆ Professional Social Work
- ◆ Quantitative Techniques for Managers
- ◆ Social Service Field Work
- ◆ Viva Voce
- ◆ Overall Performance Evaluation

Second Trimester

- ◆ Accounts & Financial Management
- ◆ Employment Relations Laws
- ◆ Fundamentals of Industrial Relations
- ◆ Human Resource Management - I
- ◆ Operations Research
- ◆ Organizational Behaviour II: Group Behaviour in Organization
- ◆ Social Research Methodology
- ◆ Societal Analysis of Society and Justice Concerns
- ◆ Total Quality Management
- ◆ Social Service Field Work
- ◆ Overall Performance Evaluation

Third Trimester

- ◆ Business Ethics
- ◆ Human Resource Development
- ◆ Human Resource Management - II
- ◆ Industrial Relations at Workplace
- ◆ Marketing Management for HR Managers
- ◆ Organizational Behaviour III: Organizational Structure, Design and Change
- ◆ Production and Operations Management
- ◆ Qualitative Research Methods
- ◆ Strategic Management
- ◆ Social Service Field Work
- ◆ Annual Retreat and Industrial Visits
- ◆ Viva Voce
- ◆ Overall Performance Evaluation

Fourth Trimester (Only Electives)

- ◆ Business Laws

- ◆ Decision Support System
- ◆ Emotional Intelligence and Managerial Effectiveness
- ◆ HR Metrics and Analytics
- ◆ Human Resource Planning
- ◆ Industrial Jurisprudence
- ◆ International HRM
- ◆ Performance Management
- ◆ Psychology for Managers
- ◆ Industrial Tour
- ◆ Project Work
- ◆ Viva Voce
- ◆ Overall Performance Evaluation

Fifth Trimester (Only Electives)

- ◆ Compensation Management
- ◆ Data Analytics using R
- ◆ Discipline Management and Dispute Handling
- ◆ Human Resource Information System
- ◆ Learning and Development
- ◆ Macro-economics
- ◆ Organizational Development
- ◆ Principles of Labour Administration
- ◆ Strategic Human Resource Management
- ◆ Talent Management
- ◆ Taxation
- ◆ Project Work
- ◆ Project Viva
- ◆ Viva Voce
- ◆ Overall Performance Evaluation

Sixth Trimester (Only Electives)

- ◆ Business Environment
- ◆ Collective Bargaining
- ◆ Corporate Social Responsibility
- ◆ Employee Counselling
- ◆ Environmental Management System and Green HRM
- ◆ Executive Compensation
- ◆ Gender and Development
- ◆ Managing Diversity at Workplace
- ◆ Social Legislations for Indian Managers
- ◆ Stress Management
- ◆ Supply Chain Management
- ◆ Introduction to Sustainable Development and Corporate Sustainability
- ◆ Overall Performance Evaluation
- ◆ Viva Voce

The Spectrum of Programs

PGDM-RM

PROGRAM OVERVIEW

The Post-Graduate Diploma in Management (PGDM) is one of the flagship programme of XISS. This is a two-year full-time programme. The PGDM(Rural Management) Programme of XISS is rated as one of the best in the rural management field in the country. The Programme facilitates learning in theory and practice of different functional areas of management, and development is carefully designed based on inputs by key stakeholders including faculty, alumni, students, and industry experts. Apart from the academic rigour which ensures that students learn and apply key concepts and analytical tools, the Programme also provides opportunities for students to develop their communication, leadership, interpersonal and networking skills, attributes that are critical in today's increasingly competitive world and fast-changing business environment. The Programme equips a student with requisite knowledge and skills, required for playing leadership roles in the manufacturing and services sectors in India and abroad.

Dr Anant Kumar

Head, PGDM
(Rural Management)



First Trimester

- ◆ Society, Cultural Change and Structural Analysis
- ◆ Theories of Development
- ◆ Rural Economy, Entitlement and Development
- ◆ Child Rights, Gender and Development
- ◆ Development Administration, Programmes and PRIs
- ◆ Principles of Management & Organisational Ethics
- ◆ Communication for Development
- ◆ Quantitative Methods -I
- ◆ Practical Exposures
- ◆ Audit Courses – Yoga & Indian Constitution

Second Trimester

- ◆ Micro Economics for Rural Development
- ◆ Agrarian Relations, Reforms and Contemporary Crisis
- ◆ Behavioural Science
- ◆ Human Resource Management for Rural Managers
- ◆ Financial Accounting
- ◆ Quantitative Methods – II
- ◆ Social Research Methodology and PRA
- ◆ Research & Writing Skills
- ◆ Rural & Urban Exposures & Block Placement

Third Trimester

- ◆ Macro-Economic Principles & Policies for Rural Development
- ◆ Organisational Behaviour
- ◆ Public Health and Sanitation
- ◆ Displacement, Resettlement & Rehabilitation
- ◆ Corporate Social Responsibilities
- ◆ Operations Research
- ◆ Computer Application & MIS & Computer Lab
- ◆ Climate Change and Sustainable Development
- ◆ Sustainable Management of Land and Water

- ◆ Project Management – I
- ◆ Rural & Urban Exposures

Fourth Trimester (Only Electives)

- ◆ Project Management –II
- ◆ GIS & Remote Sensing
- ◆ Livestock Production Management
- ◆ Natural Resource Management & Commons
- ◆ Entrepreneurship Development
- ◆ Rurban Management
- ◆ Public Policy Analysis
- ◆ Disaster Management
- ◆ Sustainable Business and Green CSR
- ◆ Data Analytics for Rural Development
- ◆ Rural Marketing

Fifth Trimester (Only Electives)

- ◆ Crop Production, Organic Farming & Biodiversity Management
- ◆ Agri-Business Management
- ◆ Training for Development
- ◆ Management of Institutions
- ◆ Social Entrepreneurship
- ◆ Women Development
- ◆ Disaster Risk Reduction
- ◆ Management of Cooperatives, Producer Groups & SHGs
- ◆ Data Management
- ◆ Social Marketing
- ◆ Rural Financial Services & MFI
- ◆ Agricultural Exposures

Sixth Trimester (Only Electives)

- ◆ Livelihood Promotion & Skill Development
- ◆ Social Justice & Social Action
- ◆ Supply Chain Management
- ◆ Financial Management
- ◆ Micro Insurance & Risk Management
- ◆ Industrial or Organisational Exposures

The Spectrum of Programs

PGDM-MM

PROGRAM OVERVIEW

The two-year Post Graduate Diploma Programme in Management in Marketing prepares a student for a career in marketing and sales in industry, products and services. It also aims at developing skill sets for the new upcoming areas in Marketing Analytics, Marketing Operations, Digital Marketing. The programme facilitates learning of theory and practice in different areas of Management and to bridge the knowledge and application expectations of the different stakeholders.

Under this programme the courses are designed to develop – (i) the analytical, problem solving and decision making abilities, (ii) the awareness of the socio-economic environment, and (iii) the personality with socially desirable values and attitudes. Towards these objectives and to suit the contents of each course, a variety of teaching methodologies, such as case studies, role-plays, problem solving exercises, group discussions, computer simulation games, audio-visuals, are used in the programme.

The primary objective of the programme is to impart knowledge and skills and, just as important, to transmit certain values. The institute proposes to make the students aware of the occupational mobility and voluntary compliance to ethics, law and social responsibilities.

In this context, not only the imparting of knowledge and skills is of vital importance, but even more crucial is the purpose for which the knowledge and skills are utilized. This will greatly depend on the values that students carry with them once they graduate from the institute.

The programme helps the students to equip themselves with the knowledge, skills and values. This is by way of:

- ♦ Getting the students acquainted with problems of today's business environment which has grown to be dynamic and competitive.
- ♦ Development of decision making skills, analytical skills and logical through several case study analysis, presentations, live projects, company internship, interactive class room lectures and discussions.
- ♦ Improvement in the communication and interpersonal skills of students, that they become confident and influence others.
- ♦ Communication labs are an essential part of the curriculum for students to become good listeners who are sensitized to the expectations of others and play an effective role in group situations.
- ♦ Summer Project / Internship are an integral part of the course curriculum. The summer internship programme is for a period of six to eight weeks.

Rural camps are organized with an objective of imparting an understanding of the deeper aspirations of the common people for justice. The course ensures a perfect blend of humanity and professionalism, the amalgamation of management, leadership and social service is an active ingredient of this esteemed institution that creates, "Professionals with a difference."

Futuristic Approach

The Programme has taken note of the fast changing field of marketing management as a discipline and to attune itself to the changing demands of the industry, the department has decided to continuously work towards identifying the requirements and incorporating it in the curriculum. Faculty members are attending different programs like seminars, workshops and faculty development programs as well as engaging with the industry through live projects apart from the conventional Summer Internships and guest lecturers from the industry experts. Our alumni are also helping out in carrying out this effort. The relevance of the curriculum is also therefore kept only for a period of two years after which the Board of Studies comprising representation from eminent academia, industry and Alumni come together and redesign it.

Dr Bhabani Prasad Mahapatra

Head, PGDM

(Marketing Management)

First Trimester

- ♦ Foundations of Business Analytics-I
- ♦ Accounting for Managers I
- ♦ Managerial Economics
- ♦ Principles of Management
- ♦ Business communication
- ♦ Marketing Management-I
- ♦ IT Skills for Managers
- ♦ Organization Behaviour-1
- ♦ Communication Lab

Second Trimester

- ♦ Research Methodology I
- ♦ Accounting for Managers II
- ♦ Financial Management
- ♦ Economic Analysis and Policy
- ♦ Marketing Management-II
- ♦ Human Resource Management
- ♦ Organization Behaviour-II
- ♦ Operations Research
- ♦ Soft Skill Development

Third Trimester

- ♦ Financial Market and Services
- ♦ Organization Behaviour-III
- ♦ Research Methodology II
- ♦ Business Environment
- ♦ Foundations of Business Analytics-II
- ♦ MIS
- ♦ Cost and Management Accounting
- ♦ Logistics and Supply chain Mgt
- ♦ Soft Skill Development-II
- ♦ Rural Camp

Non Spl Elective (any one) minimum 25 students threshold

- ♦ India and World Economy
- ♦ Total Quality Management

Fourth Trimester

- ♦ Business Law
- ♦ Soft Skills Development - II

Elective (any 8) minimum 15 students Serial No 1,2,3 are compulsory

- ♦ Services Marketing
- ♦ Consumer Behaviour
- ♦ Sales and Distribution
- ♦ Econometrics
- ♦ Travel and Tourism Marketing
- ♦ Retail Management
- ♦ Digital Marketing
- ♦ Project Management
- ♦ Business Modelling using Excel
- ♦ Financial Product and Services Marketing
- ♦ Banking and Insurance Management
- ♦ Customer Relationship Management

Fifth Trimester

- ♦ Soft Skills Development-III
- ♦ Summer Internship Project
- ♦ Industrial Visit

Elective (any 5) minimum 15 students Serial No 13, 15 and 21 is compulsory

- ♦ Integrated Marketing Communication
- ♦ Retail Store Operations
- ♦ Strategic Marketing
- ♦ Business Modelling using Python
- ♦ Advanced Marketing Analytics
- ♦ Marketing Metrics
- ♦ International Trade
- ♦ Strategic Brand Management
- ♦ Product Management

Sixth Trimester

- ♦ Business Ethics and CSR
- ♦ Business Policy and Strategic Management
- ♦ **Electives (any 3) minimum 15 students)**
- ♦ B2B Marketing
- ♦ Marketing in Practice
- ♦ Entrepreneurship Management
- ♦ International Marketing
- ♦ Rural Marketing

The Spectrum of Programs

PGDM-FM

PROGRAM OVERVIEW

Factors such as globalization, deregulation, mergers and acquisitions, competition and technological innovations have forced companies to rethink their business strategy. In today's ever-changing business environment, finance executives are exploring ways and means by which the financial function can bring greater value to their organizations. Finance executives today need to think beyond the traditional financial information contained in general ledger system and consider how best to provide comprehensive measures and analytical methods needed to drive decisions inside the complex and dynamic companies.

To serve the needs of the changing horizons in financial dynamics of the industry, the course on "Post Graduate Diploma in Management – Finance" helps to build an elaborate knowledge on finance, accounting, taxes / tax structures and the relations of all these aspects on overall business dynamics of complex Industries. The basic aim therefore is to develop skill and knowledge in the financial domain.

The primary objective of the course is to impart knowledge and skill and, just as important, to transmit certain values. The institute proposes to make the students aware of the occupational mobility and voluntary compliance to ethics, law and social responsibilities.

In this context, not only the imparting of knowledge and skills is of vital importance, but even more crucial is the purpose for which the knowledge and skills are utilized. This will greatly depend on the values that students carry with them once they graduate from the institute.

In general the programme helps the students to equip themselves with the knowledge, skills and values. This is by way of:

Acquainting the students with the problems of today's business environment that has become very dynamic and competitive. This is done by broadening of horizons by making available information in the form of books, business magazines and research reports.

To equip the students with the right attitude, knowledge, and skills in areas of business management and information technology necessary to succeed in the data-intensive VUCA environment.

Developing decision making skills, analytical skills and logical reasoning through interactive class room lectures and discussions, individual and group assignments, case study analysis, individual and group presentations, live projects, company internship and class room participation.

Developing the communication and interpersonal skills of the students so that they can express themselves clearly and with confidence in order to convince others. Students are also trained to be good listeners who are sensitized to the expectations of others so that they can play an effective role in group situations. This is done through the communication labs.

Organizing of rural camps in rural areas thereby imparting an understanding of the deeper aspirations of the common people for justice and who should see their training as a preparation for true service to the society. The perfect blending of humanity and professionalism, the amalgamation of management, leadership and social service is the unique objective of this esteemed institution that creates, "Professionals with a difference."

The PGDM-Finance Programme of XISS is designed to achieve the following programme educational objectives and programme outcomes:

About PGDM Finance Programme

The programme Post Graduate Diploma in Management – Finance (PGDM – Finance) at Xavier Institute of Social Service, Ranchi (XISS) is a two-year full time Finance Management Programme. The programme augments the understanding of the role of financial managers in business and society. It helps to enable the students internalize the key business concepts, learn to analyze problems, develop strategies, communicate ideas and motivate people to action. Emphasis is placed on developing analytical mind, which seeks the right knowledge and skill with right leadership attitude.

It is thus expected that the course instructors as well as the students will pay attention to the integration of the subjects of various trimesters with the objective of the curriculum.

Dr Bhaskar Bhowani

Head, PGDM

(Financial Management)

First Trimester

- ♦ Business Statistics – I
- ♦ Accounting For Managers – I
- ♦ Economic Environment of Business
- ♦ Essentials of Management
- ♦ Business Communication
- ♦ Marketing Management
- ♦ Communication Lab
- ♦ Soft Skill Development & Business Sessions

Second Trimester

- ♦ Research Methodology
- ♦ Accounting For Managers – II
- ♦ Financial Management – I
- ♦ Business Statistics – II
- ♦ Organizational Behaviour-I
- ♦ Business Law
- ♦ Soft Skill Development & Business Sessions

Third Trimester

- ♦ Micro Economics For Managers
- ♦ Financial Management – II
- ♦ Cost & Management Accounting
- ♦ Operations Research
- ♦ Financial Markets & Services
- ♦ Marketing of Financial Services
- ♦ Organisational Behaviour-II
- ♦ Rural Exposure (Camp)
- ♦ Human Resource Management
- ♦ Soft Skill Development & Business Sessions

Fourth Trimester

- ♦ Principles & Practices of Banking
- ♦ Customer Relationship Management
- ♦ Soft Skill Development & Business Sessions
- ♦ **Elective Group : A - (Any One)**
 - ♦ Insurance & Risk Management
 - ♦ Behavioural Finance
- ♦ **Elective Group : B - (Any One)**
 - ♦ Certification Courses in NISM
 - ♦ Valuation & Financial Modelling
- ♦ **Elective Group : C - (Any One)**
 - ♦ IT Skills For Managers
 - ♦ Logistics & Supply Chain Management

- ♦ **Elective Group : D - (Any One)**

- ♦ Basic Econometrics
- ♦ Inventory & Materials Management

Fifth Trimester

- ♦ Macro Economics For Managers
- ♦ Business Ethics & Corporate Social Responsibility
- ♦ Financial & Tax Planning
- ♦ Industrial Visit
- ♦ Soft Skill Development & Business Sessions
- ♦ **Elective Group : E - (Any One)**
 - ♦ Micro Finance
 - ♦ Entrepreneurship Development
- ♦ **Elective Group : F - (Any One)**
 - ♦ Investment & Portfolio Management
 - ♦ Project Management
- ♦ **Elective Group : G - (Any Two)**
 - ♦ Financial Derivatives
 - ♦ Investment Banking
 - ♦ Ethics in Finance
- ♦ **Elective Group : H - (Any One)**
 - ♦ Total Quality Management
 - ♦ Decision Making in Business

Sixth Trimester

- ♦ Summer Internship Report – Final Evaluation
- ♦ Summer Internship Report - Viva-Voce
- ♦ Grand Viva-Voce/Overall Assessment
- ♦ **Elective Group : I - (Any One)**
 - ♦ Finance in Practice
 - ♦ Personal Financial Planning
- ♦ **Elective Group : J - (Any One)**
 - ♦ International Financial Management
 - ♦ Applied Econometrics for Finance
- ♦ **Elective Group : K - (Any Two)**
 - ♦ Retail Management
 - ♦ Sales & Salesmanship
 - ♦ Consumer Behaviour & Market Analytics
- ♦ **Elective Group : L - (Any One)**
 - ♦ Strategic Financial Management
 - ♦ Corporate Finance
- ♦ **Elective Group : M - (Any One)**
 - ♦ Business Policy & Strategic Management
 - ♦ Financial Engineering

CAMPUS PLACEMENT PROGRAM

At XISS we believe in nurturing the talent and making them “Ready for the real world”. The Placement Cell helps connect the Organizations with the talent at the Institute. We have tried to keep the entire campus placement process simple and convenient to all.

The Placement Cell

The Campus Placement of the students of XISS is coordinated by the Central Placement Cell headed by the Chief Placement Coordinator. It works in unison with Departmental Placement Cells constituted of students’ representatives. The Departmental Placement Cells are also guided by the senior faculty members. In general, the Campus Placement schedule is as follows: It commences from October end every year and finishes in December for the first phase. The second phase commences in January and ends by April.

Placements 2022-2024

The placement process of PGDM programmes of XISS for the Batch 2022-24 was conducted in two phases: Phase I (27 Oct to 15 Dec 2023) and Phase II (16 Jan to 30 April 2024). This placement season, 2023-24, came with unprecedented challenges as the economy was not very supportive in terms of job requirements due to global recession, industries going for automation and adoption of Artificial Intelligence (AI), and increased uncertainty due to changing global dynamics. Many of the regular recruiters have either frozen their hiring or reduced the required numbers as well as salary package due to restructuring of their organizations. Many organizations have also increased their eligibility criteria even for lower CTCs due to lesser requirements. This overall situation has a significant impact on the placements of the various B-schools and other professional institutes. 28 Number of Record Pre-Placements Offers Record Highest CTC in Rural Management as 18.5 Lacs/annum. In this situation also, the placement cell of XISS is happy to declare that the placement season 2023-24 has been good despite the impact of automation, global economic volatility, and its uncertainty. A total of 128 companies participated in the placement process, out of which 44 were new recruiters. A total of 193 offers were made with a highest CTC of Rs 21.00 lacs per annum and the overall average CTC was Rs. 9.36 lacs per annum. The final placement figures this year have reached 80.42%. The process for a few companies is still due and it is expected to reach 85%. As a testimony of competence and tenacity of our students exhibited during their internship period, we received 28 PPOs with an average CTC of Rs. 15.39 LPA. The number of students achieving the highest CTC has increased. Seven students from PGDM-HRM were offered PPO with the highest CTC of Rs 21.00 lacs/annum. Four students of Marketing Management have received the highest CTC of Rs. 11.70 lacs/annum. Three students of Financial Management have received the highest CTC of Rs. 11.70 lacs/ annum. One student of Rural Management has received the highest CTC of Rs. 18.50 lacs/annum. The stipend offered to summer interns was equally encouraging with the highest stipend of Rs 1.00 lakh/month. The achievement we have reached wouldn't have been possible without the steadfast trust our corporate partners have placed in the caliber and competitiveness of our students. As the needs of businesses evolve, they seek fresh talents capable of propelling growth amidst new challenges. XISS Ranchi is dedicated to furnishing such talents, individuals, who not only drive organizational progress but also prioritize people and the environment. This acknowledgment is both gratifying and humbling, fueling our commitment to serving diverse organizations with capable, dynamic, and skilled managers. Credit for this success must be shared with our regular recruiters, whose unwavering confidence in our ability to nurture a talented pool is invaluable. Additionally, the involvement of new recruiters excites us, signaling opportunities to collaborate with emerging corporations shaping the future of employment. We extend sincere gratitude to both our regular and new recruiters for believing in our institute and our students. We eagerly anticipate their continued support as we strive to exceed their expectations.

XISS Thranks among the top 5 B-Schools in the East Zone (Outlook Group). Ranked 38th at the National Level by Times.



Recruiters in Last Five Years

- ◆ Aarti Industries Ltd
- ◆ ACC Ltd.
- ◆ ACT
- ◆ Action for Social Advancement (ASA)
- ◆ Adani Group
- ◆ Addverb
- ◆ Aditya Birla Capital
- ◆ Aditya Birla Fashion & Retail Ltd.
- ◆ Aditya Birla Sun life Asset Management Company
- ◆ Aga Khan Rural Support Program
- ◆ Air Liquide India
- ◆ Alembic Pharmaceutical
- ◆ Alkem Laboratories Limited
- ◆ Allergan India
- ◆ Amazon
- ◆ Ambadi Enterprises Ltd.
- ◆ Annapurna Micro Finance
- ◆ APCO Infrastructure
- ◆ Arohan Financial Services
- ◆ Ascent Wellness & Pharma Solutions Pvt Ltd.
- ◆ Asian Paints Ltd.
- ◆ Aspire Systems
- ◆ Atkins Global
- ◆ Atos Ltd.
- ◆ Atria Communications
- ◆ Axis Bank
- ◆ Azim Premji Foundation
- ◆ Bajaj Allianz GIC Ltd.
- ◆ Bajaj Allianz LIC Ltd.
- ◆ Bajaj Electricals Ltd.
- ◆ Balmer Lawrie & Co. Ltd.
- ◆ Bandhan Bank
- ◆ BASF
- ◆ Bharat Financial Inclusion Limited
- ◆ Bharat Petroleum Corp. Ltd.
- ◆ Bharti Airtel
- ◆ Bharti AXA Life Insurance Company Ltd.
- ◆ Blue Star Ltd.
- ◆ British Paints
- ◆ BRLPS- Jeevika
- ◆ Brooke India
- ◆ BYJU'S - The Learning App.
- ◆ Cadila Pharmaceuticals Ltd
- ◆ Cairn India
- ◆ Capital First Ltd.
- ◆ CARE India
- ◆ CASA
- ◆ Cavinkare
- ◆ CEAT Ltd.
- ◆ Centre for Research & Development
- ◆ CESC Ltd.
- ◆ CHANGE ET AL
- ◆ Chetna Vikas
- ◆ Child Fund India
- ◆ Cholamandalam Finance
- ◆ CIBC
- ◆ CII, Jharkhand
- ◆ CISCO
- ◆ Cognixia
- ◆ Cognizant
- ◆ Colgate Palmolive
- ◆ Collabera
- ◆ Coromandel International
- ◆ CREA India
- ◆ Credforce Asia Ltd.
- ◆ CRMNEXT
- ◆ CROMA IT
- ◆ Crompton Greaves Ltd.
- ◆ Crystal Crop Sciences
- ◆ Cummins Ltd.
- ◆ Daimler (Bharat Benz)
- ◆ Dalmia Bharat Ltd - Cement
- ◆ Data Resolve
- ◆ Dell Technologies
- ◆ Delphi
- ◆ Dev. Support Agency of Gujarat
- ◆ Dexter Consulting
- ◆ Dharma Life

- ◆ Disruptive Analytics
- ◆ DLF Pramerica LIC Ltd.
- ◆ Dr. Reddy's Foundation
- ◆ DSP Black Rock Investment Managers Pvt Ltd
- ◆ Dylis Business Services Pvt Ltd.
- ◆ East West Seeds
- ◆ eClerx
- ◆ Ecom Express Pvt Ltd.
- ◆ Ekjut Foundation
- ◆ Electrosteel Ltd.
- ◆ Emagine People Solutions
- ◆ Emco India Ltd.
- ◆ Emcure Pharmaceuticals Ltd.
- ◆ Encyclopedia Britannica
- ◆ Engender Health
- ◆ ESAF Microfinance
- ◆ Essar Power Ltd.
- ◆ Essel Mining & Industries Ltd.
- ◆ Eupheus Learning
- ◆ Exide Industries Ltd.
- ◆ Extramarks Education India Pvt Ltd.
- ◆ Federal Bank
- ◆ Fincare Small Finance Bank
- ◆ Finish Society
- ◆ FLIP Ltd.
- ◆ Flipcarbon
- ◆ Foundation for Ecological Security
- ◆ Foundation to Educate Girls Globally
- ◆ Future Generali
- ◆ Future Supply Chain
- ◆ GE
- ◆ GIC Housing Finance Ltd.
- ◆ GIZ RSBY
- ◆ GKB Rx Lens Pvt Ltd.
- ◆ Global Shiksha
- ◆ Global Web Technologies
- ◆ Globsyn
- ◆ Godrej & Boyce
- ◆ Good Weave
- ◆ Google Ad words
- ◆ GormalOne LLP
- ◆ Gramin Shiksha Kendra
- ◆ GSWMA
- ◆ Gujarat Alkalies
- ◆ Havells Limited
- ◆ HCL Technologies Ltd.
- ◆ HDFC Bank Ltd.
- ◆ HDFC Ltd.



- ◆ HDFC Mutual Fund
- ◆ HDFC Securities Ltd.
- ◆ Hero Corp Enterprise
- ◆ Hero Motocorp
- ◆ HIL Ltd
- ◆ HINDALCO
- ◆ Hindustan Copper Ltd.
- ◆ Hindustan Media
- ◆ Hindustan National Glass Ltd.
- ◆ Hindustan Unilever Ltd.
- ◆ Hindustan Zinc Limited- Vedanta Group
- ◆ Hitech Chemicals
- ◆ Huhtamaki PPL
- ◆ ICICI Bank Ltd.
- ◆ ICICI Lombard GIC Ltd.
- ◆ ICICI Prudential LIC Ltd.
- ◆ ICICI Securities Ltd.
- ◆ IDBI Bank Ltd.
- ◆ Idea Cellular
- ◆ IDFC First Bank
- ◆ IFFCO Tokio GIC Ltd.
- ◆ IIM Net Ventures
- ◆ iLeadHR
- ◆ IndiaCan Education
- ◆ Indian School of Microfinance for Women
- ◆ Indian Steel & Wire Products Ltd.
- ◆ Indus Net
- ◆ IndusInd Bank
- ◆ Info Edge
- ◆ Infosys BPO
- ◆ ING VVSYA Bank
- ◆ Institute for Financial Management & Research
- ◆ iPrimed
- ◆ ITC Ltd.
- ◆ J K Agrico
- ◆ Jaipur Rugs
- ◆ Janalaxmi Foundation
- ◆ Janalaxmi Micro Finance
- ◆ Jaro Education
- ◆ JCB
- ◆ Jet Airways
- ◆ Jharkhand Milk Federation
- ◆ Jharkraft
- ◆ Jindal Stainless Ltd.
- ◆ Jindal Steel & Power Ltd.
- ◆ JK Paper
- ◆ JK Trust
- ◆ John Deere
- ◆ JSLPS- Aajeevika
- ◆ JSW Ltd.
- ◆ Jubilant Bharatia Foundation
- ◆ Jubilant Generics
- ◆ Jubilant Lifesciences
- ◆ Justice & Care
- ◆ Knowledge Consortium of Gujarat
- ◆ Korn Ferry
- ◆ Kotak Mahindra Bank
- ◆ Kotak Mahindra Life Insurance Pvt Ltd.
- ◆ Kudumbashree
- ◆ Kutch Nav Nirman Mandal
- ◆ L&T Construction
- ◆ L&T Finance



- ◆ L&T Hydrocarbon
- ◆ L&T Infra
- ◆ LEADS
- ◆ Leighton India Contractors Private Limited
- ◆ LG Electronics
- ◆ Lifeboat Risk Management Services Pvt Ltd.
- ◆ Linde Group
- ◆ Lindstorm
- ◆ Lixil Water Technology
- ◆ Magic Bus
- ◆ Magma Fincorp Ltd.
- ◆ Mahindra and Mahindra Ltd.
- ◆ Mahindra Finance
- ◆ Mahindra First Choice Wheels Ltd.
- ◆ MAQ Consulting
- ◆ Marico Limited
- ◆ Maruti Suzuki India Ltd.
- ◆ McNally Bharat
- ◆ Medha
- ◆ Medica Group
- ◆ Metro Cash & Carry
- ◆ MIDCOM
- ◆ Minnova Digital Pvt Ltd
- ◆ Mirae Asset Investment Managers (India) Pvt Ltd.
- ◆ Mjunction
- ◆ MMTC Ltd.
- ◆ Modi Trust
- ◆ MRF
- ◆ Mswipe (Payso)
- ◆ MTR Foods Ltd.

- ◆ Naandi Foundation
- ◆ NARDES/GNFC
- ◆ Narnolia Financial Advisors Ltd.
- ◆ National Dairy Dev. Board.
- ◆ National Institute for Smart Government (NISG)
- ◆ National Stock Exchange
- ◆ Naukri.com
- ◆ Neoniche
- ◆ Nestle India
- ◆ Netafim Irrigation
- ◆ Netscribes India Pvt. Ltd.
- ◆ Neutral Publishing House
- ◆ NIIT Foundation
- ◆ Nirmana Oak Foundation
- ◆ NoPaperForms
- ◆ NPCI
- ◆ Odisha Livelihood Mission
- ◆ Odisha Tribal Development Society
- ◆ Olympeo Infrastructure Ltd. Operation ASHA
- ◆ Operation ASHA
- ◆ Oracle India
- ◆ Orient Fans Ltd. ORMAS
- ◆ ORMAS
- ◆ Osam Dairy
- ◆ PAN IIT Alumni Reach for India
- ◆ Pantaloons
- ◆ Petro IT
- ◆ Pinclick Property Management Pvt Ltd.
- ◆ Pod Techserve Pvt Ltd
- ◆ Polaris Software Ltd.

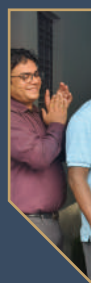
- ◆ Practo
- ◆ Pradan
- ◆ Pragyaam
- ◆ Pratibha Industries Group
- ◆ Pravah
- ◆ Prayatna
- ◆ Price WaterhouseCoopers
- ◆ Prism Johnson Limited
- ◆ Punj Lloyd
- ◆ Puresh Daily Foods Pvt Ltd.
- ◆ Quess Corp-Excelus
- ◆ Rajasthan Gramin Aajeevika Parishad
- ◆ Raymond Ltd.
- ◆ Relaxo Footwear
- ◆ Reliance Communication
- ◆ Reliance Foundation
- ◆ Reliance GIC Ltd.
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- ◆ Reliance JIO
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- ◆ Reliance Retail
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- ◆ SAB Miller
- ◆ Safe Chem Industries.
- ◆ Safeducate
- ◆ Saija Micro Finance
- ◆ Salto Dee Fe Consulting
- ◆ Samagra Vikas Sansthan
- ◆ Samasta Microfinance
- ◆ Sambandh Finserve Pvt Ltd.
- ◆ Samsung
- ◆ Sarthak Education Trust
- ◆ Satya Micro Capital
- ◆ Satyam Auto
- ◆ Satyam Micro capital Ltd.
- ◆ Save The Children
- ◆ SBI General Insurance Co. Ltd.
- ◆ SBI Life Insurance Co. Ltd.
- ◆ Seed CSR.
- ◆ Seva Mandir, Udaipur
- ◆ Shantilal Detergents Pvt Ltd. (SDPL)
- ◆ Shine Abdur Razzaq Ansari Institute of Health Education & Research Centre
- ◆ Shiv Nadar Foundation
- ◆ Shree Cement
- ◆ Shriram GIC Ltd.

- ◆ Shriram Transport Finance Co. Ltd.
- ◆ Siesta Group
- ◆ Siesta Hospitality Group -Talent
- ◆ SKGFS- IFMR Trust
- ◆ Skill Art & Beyond (SAB)
- ◆ Skill Pro Foundation
- ◆ Skoda
- ◆ Smart Joules Pvt Ltd.
- ◆ Smile Foundation
- ◆ SONATA
- ◆ SOS Children's Village Sparrow Softech
- ◆ Sparrow Softech
- ◆ SPML Ltd.
- ◆ SREI Finance
- ◆ SRF Ltd.
- ◆ SRIJAN
- ◆ SRKPS
- ◆ Stackmybiz
- ◆ Stanely Black & Decker
- ◆ Steps2Strategy
- ◆ Sterlite Technologies
- ◆ SUPPORT, Hazaribagh
- ◆ Taj Group of Hotels
- ◆ Tata AIG GIC Ltd.
- ◆ Tata AMC
- ◆ Tata Autocomp Systems
- ◆ Tata Chemicals
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- ◆ Tata Motors Finance
- ◆ Tata Motors Ltd.
- ◆ Tata Power
- ◆ Tata Power Delhi Distribution Ltd.
- ◆ Tata Steel BSL Ltd.
- ◆ Tata Steel Ltd.
- ◆ Tata Technologies Ltd.
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- ◆ Tata Tinplate
- ◆ TCI Ltd.
- ◆ Teach for India
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- ◆ Techstern
- ◆ Tega Industries Limited
- ◆ Teqforce Solutions
- ◆ TERI
- ◆ The Indian Hotels Company
- ◆ Times Group



- ◆ Times Group
- ◆ Titan Industries Ltd.
- ◆ TM International Logistics Ltd.
- ◆ TNT India Ltd.
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- ◆ Uday Foundation
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- ◆ Ujjivan Small Finance Bank
- ◆ Ultra Tech Cement Ltd.
- ◆ UNICEF
- ◆ Uninor India
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- ◆ UTI AMC
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- ◆ Vati Consulting
- ◆ Vaya India Finserv Ltd.
- ◆ Vedanta Electrosteel Steels Ltd.
- ◆ Vedanta Group
- ◆ Vedika Credit Capital Ltd.
- ◆ Vizag Steel
- ◆ Vodafone Idea Ltd.
- ◆ Volvo Eicher Commercial Vehicles Ltd.
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Contact Us

Admission Co-ordinator

+91 62063 61750, 99314 01500

admissions@xiss.ac.in

Convener Admission

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admissions@xiss.ac.in

XAVIER INSTITUTE OF SOCIAL SERVICE, RANCHI

Camil Bulcke Path (Purulia Road), Ranchi - 834001, Jharkhand



E-BOOK

Admission Helpline

+91651 2200873 admissions@xiss.ac.in

+91 6206361750; +91 9931401500; +91 898749984; +91 8987499842

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