

AXIS 2026

Annual Report

ANNUAL OF XAVIER INSTITUTE
OF SOCIAL SERVICE



70 Years
of Excellence



Academic
Rigor



Social Impact
that Matters

XAVIER INSTITUTE OF SOCIAL SERVICE

Dr. Camil Bulcke Path (Purulia Road)
Ranchi- 834001, Jharkhand, Tel: (+91-651) 220-0873, Fax : +91 651 2213381
Email: xiss@xiss.ac.in | Website: <http://www.xiss.ac.in>

64th Annual Convocation



Hon'ble Chief Guest Ms Shilpi Neha Tirkey, Hon'ble Minister
Dept. of Agriculture, Animal Husbandary & Co-operative, GOJ releasing
the AXIS- Annual Brochure with the Editorial Board at the 64th convocation of XISS.



AXIS **2026**

Annual Report

**ANNUAL OF XAVIER INSTITUTE
OF SOCIAL SERVICE**

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Dr. Camil Bulcke Path (Purulia Road)

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Email: xiss@xiss.ac.in | Website: <http://www.xiss.ac.in>



LIST OF FACULTY

1st Row : L To R – Dr. Rupesh Rajak, Dr. Binit Lakra, Dr. Manindra Rajak, Mr. Prashant Jha, Dr. C. Vanlalawna, Dr. Sourya Das, Dr. Prakash Chandra Dash, Dr. Hemant Tigga, Dr. Tanmay Pattnayak,
 2nd Row : L To R- Dr. Bhaskar Bhowani, Dr. Smriti Prasad, Dr. Konathala Kusumavathi, Dr. Sharda Singh, Dr. Arana Kausar, Dr. Pooja, Dr. Madhumita Singha, Dr. Indrani Ghatak, Dr. Rajshree Verma, Dr. Tina Murarka, Dr. Niranjan Sahoo, Dr. Mrityunjay Roy, Dr. Pratyush Ranjan,
 3rd Row : L To R- Dr. Anirudh Prasad, Dr. K. K. Bhagat, Dr. Kumar Mohit Spring, Dr. Ratnesh Chaturvedi, Fr. Ashok Kandulha S.J. (Finance Officer), Dr. Pradeep Kerketta S.J. (Assistant Director), Dr. Joseph Marianus Kujur S.J. (Director), Dr. Amar E. Tigga (Dean), Dr. Anant Kumar, Dr. Bhowani Prasad Mahapatra, Dr. Shaymal Gomes, Dr. Pinaki Ghosh, Dr. Viplava Thakur.

From the Editorial Board

The AXIS 2026 stands as a reflective and forward-looking chronicle of the academic, research, and institutional journey of XISS. Rooted in a legacy of excellence, this volume captures the dynamic interplay of management education, innovation, and social commitment that continues to define the Institute in an era marked by unprecedented global change.

Today's world is being reshaped by disruptive technologies, particularly Artificial Intelligence (AI) and the emerging complexities of Generation G (Gen G)—a generation navigating rapid digital transformation, global interconnectedness, and evolving workplace expectations. In such a context, business education must go beyond conventional frameworks to equip students with adaptability, ethical grounding, analytical depth, and technological competence. AXIS 2026 reflects this pressing need to make learners not only employable but truly market-ready and future-ready.

At the heart of this edition are the Post Graduate Diploma in Management (PGDM) Programmes and the Fellow Programme in Management (FPM), which together nurture future leaders and scholars through rigorous academic engagement. Emerging domains such as Business Analytics for Managers and the PGCM in Geospatial Technology highlight the Institute's responsiveness to evolving industry demands and technological transformations.

The strength of XISS is further reflected in its consistent placements, growing rankings, and expanding engagement with industry and academia. A strong culture of inquiry is sustained through Research and Planning, Research and Publications, and the rich resources of the Library and Knowledge Resource Centre.

Beyond academics, the Institute fosters holistic development through Entrepreneurship Development Programmes (EDP), vibrant student clubs, and a supportive ecosystem that includes the Counselling and Wellness Centre and scholarships. Institutional quality and accountability are upheld by the Internal Quality Assurance Cell (IQAC).

Initiatives such as CIINEX and SWAYAM reflect a commitment to innovation, entrepreneurship, and digital learning. The Distinguished Alumni Award further strengthens the bond between the Institute and its accomplished graduates.

As AXIS 2026 unfolds, it not only documents achievements but also inspires renewed dedication to "profit with purpose," shaping leaders capable of navigating complexity with competence, conscience, and compassion.

Editorial Team



R To L- Ms Aayurshi Sahay, Dr Pradeep Kerketta S.J., Dr Joseph Marianus Kujur S.J. (Editor-in-Chief), Dr Shyamal Gomes

Chairman's Address

Fr Ajit Kr Xess SJ



It is with immense pride and deep satisfaction that I extend my warm greetings to all graduating students of XISS on the auspicious occasion of the Convocation 2025–26. This milestone marks not only the successful completion of your academic journey but also the beginning of a new chapter filled with responsibility, opportunity, and purpose.

Today, we celebrate not just your academic achievements, but also your perseverance, resilience, and growth as individuals. Each one of you has journeyed through challenges, discoveries, and transformations that have shaped your character and sharpened your vision. As you step out of the portals of XISS, you carry with you not only a degree, but also the values, discipline, and spirit that define this institution.

XISS has consistently stood as a beacon of value-based management education, blending academic excellence with a deep commitment to social justice and nation-building. In an era marked by rapid technological disruptions, the rise of artificial intelligence, and shifting global dynamics, the need for ethical, compassionate, and visionary leaders has never been greater. You are entering a world that demands not only competence but conscience; not only innovation but inclusivity.

I urge you to remain grounded in the principles that you have imbibed here—integrity, service, and respect for human dignity. Let your professional success be aligned with a larger purpose: to contribute to the well-being of society, especially the marginalized and underserved. True leadership lies in your ability to create impact beyond yourself, to build institutions, and to inspire others through your actions.

At the same time, never cease to learn. The future belongs to those who are adaptable, curious, and open to change. Embrace lifelong learning, cultivate critical thinking, and remain sensitive to the evolving needs of the communities you serve. Let innovation be guided by ethics, and ambition be balanced by empathy.

I take this opportunity to commend the Director, faculty, and staff of XISS for their unwavering dedication and commitment to excellence. Their tireless efforts have played a crucial role in shaping you into responsible professionals and compassionate human beings. I also extend my heartfelt appreciation to the parents and guardians, whose constant encouragement and sacrifices have made this achievement possible.

To the graduating class of 2025–26, I offer my heartfelt congratulations. May you have the courage to take bold decisions, the wisdom to lead with humility, and the strength to uphold your values in every circumstance. Wherever you go, may you continue to uphold the proud legacy of XISS and bring honour to your alma mater.

I wish you all success, fulfilment, and the grace to make a meaningful difference in the world.

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GOVERNING BODY OF XISS

Fr Ajit Kumar Xess SJ
Chairman



Dr Sudhir Kumar Minj SJ
Vice Chairman



Dr Joseph Marianus Kujur SJ
Secretary



Dr Pradeep Kerketta SJ
Assistant Secretary



Fr Ashok Kandulna SJ
Treasurer



Dr Nabor Lakra SJ
Member



Dr Emmanuel Barla SJ
Member



Dr Roshan Baa SJ
Member



Fr George Kerketta SJ
Member



Fr Francis David Kullu SJ
Member



Dr Ashok Kr Sandil SJ
Member



MEMBERS

BOARD OF GOVERNORS



Fr Ajit Kumar Xess SJ
Chairman



Dr Joseph Marianus Kujur SJ
Secretary



Dr Pradeep Kerketta SJ
Assistant Secretary



Dr S George
Assistant Secretary



Dr John Felix Raj SJ
Vice Chancellor, St. Xavier's
University,
Kolkata



Dr Antony R. Uvari SJ
Former Vice Chancellor
St. Xavier's University,
Bhubaneswar



Dr Kamakshi Raman
Former Executive Director
IICM Ranchi



Ms Lipika Verma
Vice President - HR
Schneider Electric



Dr Pawan Kumar Singh
Former Director
IIM Tiruchirappalli



Dr Prashant Das
Associate Professor & Chairperson
Finance & Accounting
IIM Ahmedabad



Dr Rajorshi Ganguli
President &
Global HR Head
Alkem Laboratories Ltd.



Mr Rajeev Dubey
Ex Group President
Mahindra & Mahindra



Mr Prabal Chatterjee
Head HR
TCS Australia &
New Zealand



Dr Amar Eron Tigga
Dean Academics & Professor
Programme of
Marketing Management
XISS



Dr K K Bhagat
Professor
Programme of Rural Management
XISS



Mr Jasbir Singh Khurana
Vice Chairman
Alumni Association
XISS

AICTE Nominee

**Nominee of State Government,
Jharkhand**

Chief Guest for the 65th Annual Convocation of XISS

Mr D. Shivakumar

Mr D. Shivakumar, or Shiv as he is popularly known, is a seasoned Business leader and a management thinker. He is very passionate about inspiring others, and his punch line is “Look Ahead to Get Ahead”. Mr Shiv is an esteemed alumnus of IIT Madras, IIM Calcutta and The Wharton School, Pennsylvania, USA. He is among the rare alumnus who received the distinguished alumni award from IIT Madras and IIM Calcutta.

Shiv currently serves as the Operating Partner at Advent International, located in Gurgaon. Prior to his role at Advent International, he held the position of Group Executive President, Corporate Strategy at Aditya Birla Group. Before joining Aditya Birla Group, Shiv served as the Chairperson and Chief Executive Officer at PepsiCo Holdings Private Limited in India. Additionally, he has held the position of CEO for emerging markets at Nokia in his previous professional endeavour's.

Shiv spent 19 years with Hindustan Unilever Limited in sales, marketing and general management positions. He moved to Philips, India as Chief Executive Officer of the consumer electronics division in 2003.

Shiv joined Nokia in 2006 as the Managing Director, India. Under his management, Nokia built its entire services portfolio, including Nokia Life Tools. He was also instrumental in pushing low-cost mobile devices across rural India, making Nokia a dominant brand in India. He is credited for driving Nokia's brand from No. 71 to No. 1 in the country. He was instrumental in making Nokia the most trusted brand in India, the first technology brand to become No 1.

Shiv moved as Sr. Vice President, Emerging Markets (India, Middle East, Africa) in 2011. His contribution during this time have become case studies at Harvard University, ISB and other Ivy League Institutes.

In 2013, Shivakumar was appointed as the Chairperson & CEO of PepsiCo Holdings Private Limited, India where he managed brand portfolios across beverages, snacks and nutrition. He has been the driving force in bringing PepsiCo's nutrition portfolio to the forefront with new launches under the Quaker and Tropicana brands. He is known for being the key driver for portfolio transformation and deepen consumer engagement with flagship brands. Apart from overseeing India operations, he also managed PepsiCo's franchise business across Bangladesh, Nepal, Bhutan, Sri Lanka and the Maldives.

As of January 2018, Shivakumar has joined Aditya Birla Group as the Group Executive President, Corporate Strategy. Aditya Birla Group is one of the largest Indian conglomerates with businesses spread across telecommunications, cement, chemicals, mining, textiles, financial services, retail and e-commerce, among others, in 36 countries.

Shiv has joined Advent International on 18th January 2023. Advent International, a global leader is one of the best PE firms for Diversity and Inclusion in 2022.

Shiv is a transformative business leader and pursuits for excellence. His commitment has been in fostering sustainable growth and empowering future leaders.



Fr Michael Van den Bogaert SJ Distinguished Alumni Award

Mr Nipun Jain, Entrepreneur

Nipun Jain represents a new generation of entrepreneurs transforming legacy businesses through structure, systems, and scale. Based in Ranchi, Jharkhand, he has played a key role in evolving Jain Adishwar Hosiery Works LLP from a traditional family-run setup into a process-driven, multi-vertical enterprise spanning wholesale, distribution, manufacturing, retail, and customized clothing. The organisation now has a growing footprint across eastern India and serves institutions and corporates nationwide, especially in the uniforms segment, built on reliability and long-term relationships.

A postgraduate in Marketing (2015–2017) from Xavier Institute of Social Service, Nipun developed a strong orientation towards leadership and institution-building. He actively contributed to initiatives like Media Club Obscura, Embark, and XCEED, and served as Placement Representative.

Business and social impact coexist strongly in his journey. He co-founded Team Green, a CSR-registered Trust focused on grassroots environmental work, planting over 30,000 trees since 2019 and promoting initiatives like composting temple waste, alongside education and livelihood centres. He also co-founded Team Help Ranchi in 2020, a volunteer-driven initiative focused on slum education, employment linkages, and community empowerment. During COVID-19, it worked with the District Administration to deliver relief and support lakhs of beneficiaries.

Additionally, he has contributed to Jharkhand's first community-led 100% organic farming model, promoting sustainable practices. Recognised across platforms, he is also an endurance cyclist who completed the Manali–Khardung La expedition in 2019, later documented as a book. He continues to focus on scalable institutions and enabling entrepreneurial ecosystems.



Sl. No.	Name	Year	Programme
1.	Shri Ashok Singh	2014	IT
2.	Late Awanish Kumar Dev (posthumously)	2015	HRM
3.	Shri Amit Burman	2016	RM
4.	Shri M I Jaffrey	2017	MM
5.	Shri Bidyoot Sarkar	2018	FM
6.	Shri Safwan Jamil	2019	IT
7.	Shri Surendra Kumar & Shri Mussarat Hussain	2020	HRM
8.	Shri Amit Banerjee	2021	RM
9.	Shri Shan Prabhakaran	2022	MM
10.	Shri Soumya Mukherjee	2023	FM
11.	Shri Salil Lal	2024	HRM
12.	Shri Ashok Kumar Singh	2025	RM
13.	Shri Nipun Jain	2026	MM

Platinum Jubilee Distinguished Alumni Award

Mr Mussarat Hussain, Head-Human Resources,
Suzuki Research & Development India (SRDI)

Mr Mussarat Hussain is a proud alumnus of XISS Ranchi, where he completed his Postgraduate degree in PM & IR. Demonstrating that learning is a lifelong pursuit, he is currently furthering his academic journey by pursuing a PhD from IILM Gurgaon.

He has a legacy of Professional Excellence with a career spanning over 35 years. Mr Hussain has become a titan in the Human Resources landscape. His professional journey includes transformative leadership roles at some of the world's most renowned organizations like:

Head of Human Resources at **Suzuki Research & Development India (SRDI)** – Current Role

Maruti Suzuki India Limited: Served as the Head of Corporate HR and Head of the Leadership & Functional School; **KHD Humboldt:** Served as Vice President & Group HR Head; **HEG Limited:** Served as General Manager & Head of HR and **Eicher Group:** Served as Plant HR Head. His expertise is vast, covering **Board and CXO Management, HR Strategy, Corporate Human Resource, Plant HR, HR Transformation and Learning & Development (L&D)** across diverse industrial sectors.

Mr Hussain's influence extends far beyond corporate boardrooms into the wider professional ecosystem like:

CII Engagement: He is currently member of the **CII Regional Committee** on HR & IR (Northern Region) and a past member of the CII Committee on Skill Development & Livelihood.

HR Excellence: He has spearheaded the **CII HR Excellence Assessments** for industry such as Tata Capital, Hindustan Zinc, Infosys, Bharat Petroleum etc

National Leadership: He has served as the Hon. Vice President of **NHRDN (Delhi NCR Chapter, 2021-23)** and Hon. Vice Chairman of **ISTD (Gurugram Chapter, 2022-24)**.

One of the important milestones created by him for the XISS branding with major social impact as a **Founding Secretary** (2013-22) of the **XISS Maruti Suzuki Awanish Dev Memorial Trust**.

A dedicated educator at heart, Mr Hussain frequently shares his insights with the next generation of leaders as a **Visiting Faculty** at **FORE School of Management** and **IIM Ranchi**, serves as a **Guest Speaker** at premier institutions including **MDI, IIFT, and several IIMs**

He contributes to the future of education as an Advisory Council member and member of the Board of Studies for several Business Schools. He has been SAQS Peer Review member from Industry for eminent Institution like MDI Gurgaon & IMT Ghaziabad. He is also the external member of the XISS Internal Quality Assurance Cell.

His contributions have been recognized with numerous prestigious accolades:

- **India's Most Agile Leaders (2025-26):** Recently recognized by PwC & Sapphire Human Capital.
- **Fr. Michael Van Den Bogaert Distinguished Alumni Award:** Bestowed by XISS in 2020 for his exceptional professional achievements.
- Recognized as **"20 Most Impactful HR Leaders"** at the CHRO Vision & Innovation Summit & Awards 2022
- Recognized as HR Influencer on social media in 2021
- Honoured with Excellence Award 2020 @ "Leadership in Learning & Development" at 21st National Management Summit
- **TEDx Speaker:** Recognized for his thought leadership and ability to inspire global audiences.
- Featured in the First Edition of the book **"The Untold Journey of Leaders"** published by XISS in 2024

Most importantly, He is committed to his Alma Mater, XISS Ranchi. Mr Hussain remains deeply connected to his roots, serving as the **President of AAXISS (Delhi-NCR Chapter)**, fostering a strong network for XISS alumni in the national capital region. Always, guiding and helping the Institute for its growth and development. We welcome the visionary leader, mentor and a distinguished Alumni of XISS – Mr Mussarat Hussain of **Batch 1985-87**.



List of Students for XIIS Scholarship

2024-26 Batch (for 1st Year)



PGDM (Financial Management)

Fr. Michael Ven den Bogaert SJ Memorial Scholarship

1.	Ms Aditi Malakar (1 st)	04	amalakar004fm2024-26@xiss.ac.in	50,000/-
2.	Ms Faustina Surin (2 nd)	44	fsurin044fm2024-26@xiss.ac.in	40,000/-
3.	Ms Nidhi Monica Tewari (2 nd)	52	ntewari052fm2024-26@xiss.ac.in	40,000/-

Fr. Michael Albert Windey Memorial Scholarship

1.	Ms Akriti Goel (1st)	14	agoel014fm2024-26@xiss.ac.in	30,000/-
2.	Ms Mayuri Poddar (2nd)	43	mpoddar043fm2024-26@xiss.ac.in	20,000/-

Fr. Louis Francken SJ Memorial Scholarship

1.	Mr Ashish Kumar (1st)	09	akumar009fm2024-26@xiss.ac.in	30,000/-
2.	Ms Shatakshi (2nd)	18	shatakshi018fm2024-26@xiss.ac.in	20,000/-



PGDM (Marketing Management)

Fr. Michael Ven den Bogaert SJ Memorial Scholarship

1.	Ms Retika Sneha Ekka (1st)	31	rekka031mm2024-26@xiss.ac.in	50,000/-
2.	Ms Shreya Xalxo (2nd)	45	sxalxo045mm2024-26@xiss.ac.in	40,000/-

Fr. Michael Albert Windey Memorial Scholarship

1.	Ms Radha Bhala (1st)	50	rbhala050mm2024-26@xiss.ac.in	30,000/-
2.	Ms Shristi (2nd)	41	shristi041mm2024-26@xiss.ac.in	20,000/-

Fr. Louis Francken SJ Memorial Scholarship

1.	Ms Radha Bhala (1st)	50	rbhala050mm2024-26@xiss.ac.in	30,000/-
2.	Ms Shreya Shristi (2nd)	61	sshristi061mm2024-26@xiss.ac.in	20,000/-



PGDM (Human Resource Management)

Fr. Michael Ven den Bogaert SJ Memorial Scholarship

1.	Ms Anshu Selly Lakra (1st)	71	alakra071hr2024-26@xiss.ac.in	50,000/-
2.	Ms Manila Murmu (2nd)	98	mmurmu098hr2024-26@xiss.ac.in	40,000/-
3.	Ms Aditi Saumya Khalkho (2nd)	46	akhalkho046hr2024-26@xiss.ac.in	40,000/-

Fr. Michael Albert Windey Memorial Scholarship

1.	Ms Priyanka Soni (1st)	87	psoni087hr2024-26@xiss.ac.in	30,000/-
2.	Mr Rohit Kumar (2nd)	02	rkumar002hr2024-26@xiss.ac.in	20,000/-

Fr. Louis Francken SJ Memorial Scholarship

1.	Mr Rohit Kumar (1st)	02	rkumar002hr2024-26@xiss.ac.in	30,000/-
2.	Mr Chandan Kumar (2nd)	86	ckumar086hr2024-26@xiss.ac.in	20,000/-



PGDM (Rural Management)

Fr. Michael Ven den Bogaert SJ Memorial Scholarship

1.	Ms Jyoti Jarika (1st)	33	jjarika033rm2024-26@xiss.ac.in	50,000/-
2.	Mr Nitin Surin (2nd)	28	nsurin028rm2024-26@xiss.ac.in	40,000/-

Fr. Michael Albert Windey Memorial Scholarship

1.	Mr Pratham Nishad (1st)	01	pnishad001rm2024-26@xiss.ac.in	30,000/-
2.	Mr Manav Raj (1st)	25	mrj025rm2024-26@xiss.ac.in	30,000/-
3.	Ms Sheenam Anumeha (2nd)	58	sanumeha058rm2024-26@xiss.ac.in	20,000/-

Fr. Louis Francken SJ Memorial Scholarship

1.	Ms Puja Rani (1st)	21	prani021rm2024-26@xiss.ac.in	30,000/-
2.	Mr Manav Raj (2nd)	25	mrj025rm2024-26@xiss.ac.in	20,000/-

FPM-2023

1.	Ms Aayurshi	02	aayurshi02fpm2023@xiss.ac.in	25,000/-
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SCHOLARSHIP AT A GLANCE



5
PROGRAMMES



13
SCHOLARSHIPS



28
STUDENTS



TOTAL AMOUNT
₹8,95,000/-

List of Students for XISS Scholarship

2024-26 Batch (for 2nd Year)



PGDM (Financial Management)

Fr. Michael Ven den Bogaert SJ Memorial Scholarship

1.	Ms Aditi Malakar (1st)	04	amalakar004fm2024-26@xiss.ac.in	50,000/-
2.	Ms Nidhi Monica Tewari (2nd)	52	ntewari052fm2024-26@xiss.ac.in	40,000/-

Fr. Michael Albert Windey Memorial Scholarship

1.	Ms Mayuri Poddar (1st)	43	mpoddar043fm2024-26@xiss.ac.in	30,000/-
2.	Ms Akriti Goel (2nd)	14	agoel014fm2024-26@xiss.ac.in	20,000/-

Fr. Louis Francken SJ Memorial Scholarship

1.	Mr Arnav Kumar (1st)	50	akumar050fm2024-26@xiss.ac.in	30,000/-
2.	Mr Ashish Kumar (2nd)	09	akumar009fm2024-26@xiss.ac.in	10,000/-
3.	Ms Prachi Priya (2nd)	47	ppriya047fm2024-26@xiss.ac.in	10,000/-



PGDM (Marketing Management)

Fr. Michael Ven den Bogaert SJ Memorial Scholarship

1.	Ms Retika Sneha Ekka (1st)	31	rekka031mm2024-26@xiss.ac.in	50,000/-
2.	Ms Jeniffer Kujur (2nd)	39	jkujur039mm2024-26@xiss.ac.in	40,000/-

Fr. Michael Albert Windey Memorial Scholarship

1.	Ms Radha Bhala (1st)	50	rbhala050mm2024-26@xiss.ac.in	30,000/-
2.	Ms Kashish Bhardwaj (2nd)	04	kbhardwaj004mm2024-26@xiss.ac.in	20,000/-

Fr. Louis Francken SJ Memorial Scholarship

1.	Ms Radha Bhala (1st)	50	rbhala050mm2024-26@xiss.ac.in	15,000/-
2.	Ms Shreya Sristi (1st)	61	sshristi061mm2024-26@xiss.ac.in	15,000/-
3.	Ms Shristi (2nd)	41	shristi041mm2024-26@xiss.ac.in	20,000/-



PGDM (Human Resource Management)

Fr. Michael Ven den Bogaert SJ Memorial Scholarship

1.	Ms Anshu Selly Lakra (1st)	71	alakra071hr2024-26@xiss.ac.in	50,000/-
2.	Ms Manila Murmu (2nd)	98	mmurmu098hr2024-26@xiss.ac.in	40,000/-

Fr. Michael Albert Windey Memorial Scholarship

1.	Mr Rohit Kumar (1st)	02	rkumar002hr2024-26@xiss.ac.in	30,000/-
2.	Ms Riya Gupta (2nd)	24	rgupta024hr2024-26@xiss.ac.in	20,000/-

Fr. Louis Francken SJ Memorial Scholarship

1.	Mr Gurpreet Singh Khurana (1st)	50	gkhurana050hr2024-26@xiss.ac.in	30,000/-
2.	Mr Vaibhav Vishal (2nd)	66	vvishal066hr2024-26@xiss.ac.in	20,000/-



PGDM (Rural Management)

Fr. Michael Ven den Bogaert SJ Memorial Scholarship

1.	Ms Jyoti Jarika (1st)	33	jjarika033rm2024-26@xiss.ac.in	50,000/-
2.	Ms Leeza Shiney Kullu (2nd)	02	lkullu002rm2024-26@xiss.ac.in	40,000/-

Fr. Michael Albert Windey Memorial Scholarship

1.	Mr Pratham Nishad (1st)	01	pnishad001rm2024-26@xiss.ac.in	30,000/-
2.	Ms Puja Rani (2nd)	21	prani021rm2024-26@xiss.ac.in	20,000/-

Fr. Louis Francken SJ Memorial Scholarship

1.	Mr Manav Raj (1st)	25	mraj025rm2024-26@xiss.ac.in	30,000/-
2.	Mr Pratham Nishad (2nd)	01	pnishad001rm2024-26@xiss.ac.in	20,000/-

FPM-2024

1.	Ms Swati Chandra	02	schandra02fpm2024@xiss.ac.in	25,000/-
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SCHOLARSHIP AT A GLANCE



5
PROGRAMMES



13
SCHOLARSHIPS



27
STUDENTS



TOTAL AMOUNT
₹7,85,000/-

AWARDS & MEDALS



Rural Management

Sl. No.	Medals	Name	Roll No.
1.	Gold Medal (XIIS)	Mr Pratham Nishad	01
2.	Gold Medal NTPC, New Delhi (SC/ST)	Ms Jyoti Jarika	33
3.	Silver Medal (XIIS)	Ms Puja Rani	21
4.	Bronze Medal (XIIS)	Mr Manav Raj	25
5.	SODA Silver Medal (Best Social Worker)	Mr Kumar Arpit	46
6.	Saibal Baroi Memorial Award (25,000/-)	Ms Anjali Singh	23



Financial Management

Sl. No.	Medals	Name	Roll No.
1.	Gold Medal (XIIS)	Ms Mayuri Poddar	43
2.	Gold Medal (SC/ST Student)	Ms Aditi Malakar	04
3.	Silver Medal (XIIS)	Mr Akriti Goel	14
4.	Bronze Medal (XIIS)	Ms Manshi Giri	17



Marketing Management

Sl. No.	Medals	Name	Roll No.
1.	Gold Medal (XIIS)	Ms Radha Bhala	50
2.	Gold Medal (SC/ST Student)	Ms Retika Sneha Ekka	31
3.	Silver Medal (XIIS)	Ms Kashish Bhardwaj	04
4.	Kamalratna Gold Medal & Cash 27,000/-	Ms Radha Bhala	50
5.	Bronze Medal (XIIS)	Ms Shristi	41



Human Resource Management

Sl. No.	Medals	Name	Roll No.
1.	Gold Medal (XIIS)	Mr Rohit Kumar	02
2.	Gold Medal NTPC, New Delhi (G)	Mr Rohit Kumar	02
3.	Gold Medal NTPC, New Delhi (ST/SC)	Ms Anshu Shelly Lakra	71
4.	Silver Medal (XIIS)	Ms Riya Gupta	24
5.	Silver Medal (Best Social Worker, XIIS)	Ms Shrishti Raj	85
6.	Bronze Medal (XIIS)	Ms Priyanka Soni	87
7.	Best Communication (10,000/-)	Mr Tanmay Tushar	05
8.	Shruti Choudhary Memorial Gold Medal (Female)	Ms Rituparna Dey	01
9.	Pramod Kumar IR Excellence (Rs. 100000.00)	Mr Priyanshu Bhattacharya	70

DIRECTOR'S EXCELLENCE & APPRECAITION AWARD TO THE FACULTY (2025-26)

Sl. No.	Name of the Award	Names of Awardees
1	Excellence Award for Institution Building	Dr Pinaki Ghosh , Professor of Marketing Management – for his exceptional and visionary leadership, marked by integrity and impact.
2	Excellence Award for Teaching	Dr Ratnesh Chaturvedi , Head, Financial Management Program – for his effective and engaging teaching, marked by clarity and innovation.
3	Excellence Award for Governance	Dr Shyamal Gomes , Professor of Human Resource Management – for his exceptional and dedicated contribution to the governance of XISS, marked by integrity and foresight.
4	Excellence Award for Holistic Leadership	Dr Rajshree Verma , Associate Professor, Rural Management – for her exemplary and dynamic leadership at the institute, marked by commitment and inclusivity.
5	Excellence Award for Publications	Dr K. Kusumavathi , Assistant Professor, Rural Management – for achieving the maximum number of quality and impactful publications, marked by rigor and consistency.

DIRECTOR'S EXCELLENCE & APPRECAITION AWARD TO THE STAFF (2025-26)

Sl. No.	Name of the Award	Names of Awardees
1	Professional Excellence Award	Dr Sant Kumar Prasad , Coordinator, Research & Planning Department - for his excellent and strategic coordination, marked by remarkable and sustained revenue growth from about Rs 73 lakhs in 2024–25 to Rs 3.93 crore in 2025–26.
2	Excellence Award for Outstanding Work	Dr Uma Saha Chatterjee , Faculty, Research & Planning Department – for her outstanding and impactful research, teaching, and support, marked by dedication and scholarly excellence.
3	Professional Achievement Award	Mr R K Bhagat , Senior Account Officer - for his outstanding and unwavering commitment and availability for the institute's work, marked by reliability and diligence.
4	Excellence Award for Sincerity & Integrity	Mr Aditya Raj , Assistant Project Officer - for his exceptional and result-oriented contribution to the growth of the institute, marked by initiative and effectiveness.
5	Excellence Award for Commitment & Adaptability	Ms Aditi Mehrotra , Placement Officer – for her dedication and adaptability to late and demanding work hours, marked by ownership and a strong sense of belonging.
6	Excellence Award for Professional Work	Ms Shruti Sahay , Assistant Officer Media & Branding - for her professionalism and creative excellence in media, students' clubs, and the publication of the XISS bulletin, marked by consistency and innovation.
7	XISS Service Appreciation Award	Mr Harsh Vardhan , Assistant Project Officer - for his commitment and professionalism in fieldwork, marked by sincerity and perseverance.
8	Excellence Award for Overall Work & Multitasking	Mr Arvind Dey , Senior Project Officer - for his multitasking and comprehensive contributions at the institute and in the field, marked by efficiency and versatility.
9	XISS Director's Excellence Award for Admin	Mr Christopher Crasto , General Administrator - for his commitment to the overall work of administration and maintenance, marked by diligence and dependability.

Director's Report – 2025-26

Dr Joseph Marianus Kujur SJ

Introduction

The academic year 2025–26 marks a significant phase in the continued journey of Xavier Institute of Social Service (XISS), Ranchi, reflecting its steadfast commitment to excellence in management education, social responsibility, and institutional growth. This year has been characterized by notable achievements, including the attainment of AACSB membership, strengthening the institute's alignment with global academic standards and reinforcing its aspiration towards international accreditation and recognition.

Guided by its Jesuit values of service, integrity, and holistic development, XISS has continued to integrate academic rigor with experiential learning, industry engagement, and community-oriented initiatives. The institute has actively responded to emerging challenges in education and society by embracing innovation, ethical leadership, and inclusive development. Through diverse academic programmes, research initiatives, student engagements, and institutional collaborations, XISS has further enhanced its impact at local, national, and global levels.

This report presents a comprehensive overview of the institute's key achievements, activities, and progress during the year, reflecting its vision of nurturing competent, compassionate, and socially responsible leaders for the future.



AACSB MEMBERSHIP: A STEP TOWARDS THE TRIPLE CROWN ACCREDITATION

Xavier Institute of Social Service (XISS), Ranchi, has achieved a significant milestone by acquiring membership of the Association to Advance Collegiate Schools of Business (AACSB). This membership places XISS among a globally recognized network of leading business schools committed to excellence in management education. It reflects the institute's continuous efforts to enhance academic quality, research, and global engagement. AACSB membership also opens pathways for international collaboration, faculty development, and curriculum benchmarking against global standards. This achievement strengthens XISS's reputation and reinforces its commitment to delivering value-based, industry-relevant, and globally competitive management education. The Director and Officer–Accreditation & Branding represented the Institute at the AACSB Mandatory Eligibility Application Workshop in New Delhi on 24 February 2026, reflecting its commitment to international quality standards. This development strengthens XISS's vision of nurturing future-ready leaders and enhancing its global standing in management education.



XISS awarded AACSB Membership

Departures & New Recruits

Title	Name	With Effect From	Type	Position
Dr	Konathala Kusumavathi	01 February 2025	New Appointment	Assistant Professor - RM
Dr	C Vanlalzawna	01 February 2025	New Appointment	Assistant Professor – HRM

Title	Name	With Effect From	Type	Position
Dr	Swati Minz	01 February 2025	New Appointment	Assistant Professor – HRM
Mr	Ashok Ram Baitha	31 January 2025	Superannuation	Dept of Research & Planning
Mr	Prakash Narayan Shahdev	31 January 2025	Superannuation	Gym Instructor
Mr	Ashok Ram Baitha	04 February 2025	New Contract	Dept of Research & Planning
Mr	Prakash Narayan Shahdev	04 February 2025	New Contract	Gym Instructor
Dr	Anirudh Prasad	01 March 2025	New Contract	Editor - JJDMS
Dr	Hemant Tigga	01 August 2025	New Appointment	Assistant Professor - RM
Dr	Rupesh Rajak	01 August 2025	New Appointment	Assistant Professor – HRM
Dr	Atul Anand Jha	01 August 2025	New Appointment	Assistant Professor – HRM
Dr	Smriti Prasad	01 August 2025	New Appointment	Assistant Professor – FM
Mr	Sarita Kindo	01 August 2025	New Appointment	Examination Department
Ms	Eva Jyoti Lakra	01 August 2025	New Appointment	Dept of Research & Planning
Mr	Seerat Kachhap	01 August 2025	New Appointment	Dept of Research & Planning
Mr	Mayank	01 August 2025	New Contract	Training & Placement Officer
Mr	Raj Kishor Bhagat	01 August 2025	New Contract	Accounts
Dr	Manidra Rajak	01 September 2025	New Appointment	Assistant Professor - FM
Mr	Sajeet Oje Kumar Lakra	12 September 2025	Suspension	Administrator
Dr	Jyoti Verma	09 May 2025	Resignation	Assistant Professor - HRM
Dr	Amit Giri	17 January 2025	Resignation	Assistant Professor - FM
Dr	Rishi Dwevedi	25 April 2025	Resignation	Assistant Professor - FM
Dr	Pawas Suren	31 August 2025	Service End	Assistant Professor - RM

A Brief Report of The Programmes & Functional Departments

Academic Programmes

Post Graduate Diploma in Management (PGDM)

Human Resource Management - The HRM Programme at XISS Ranchi continues to emphasize academic excellence, ethical values, and industry readiness, guided by Jesuit principles like *Cura Personalis* and *Magis*. The curriculum integrates traditional HR areas such as industrial relations with modern domains like HR analytics, AI in HR, and diversity management. Teaching methods combine classroom learning with experiential activities, including internships, live projects, and industrial exposure.

A major highlight was the extensive industrial tour across cities like Delhi, Mumbai, Bengaluru, Hyderabad, and Kolkata, where students interacted with industry leaders and gained practical insights into HR functions. Additionally, a regional industrial visit across Jharkhand and Odisha exposed students to manufacturing processes, CSR initiatives, and workforce management practices.

The Annual Rural Retreat provided immersive exposure to rural life, helping students understand grassroots challenges such as migration, unemployment, and healthcare gaps. Social Service Field Work (SSFW) further strengthened students' empathy and leadership through engagement with NGOs and schools.

Students also excelled in academics, sports, cultural events, and national-level competitions. Overall, the programme successfully bridges theory and practice while nurturing socially responsible, skilled HR professionals.

Rural Management - The Rural Management Programme at XISS is dedicated to developing socially responsible professionals equipped to address rural development challenges. The programme integrates academic learning with extensive field exposure, focusing on sustainability, inclusive growth, and policy understanding. It achieved NBA accreditation, reflecting its academic quality.

Students engaged in Urban and Rural Field Exposure, working in slums and villages to address issues like sanitation, child rights, and livelihoods. Block placements and institutional visits provided hands-on experience with organizations such as Tata Steel and development NGOs. Study tours across major Indian cities and international exposure further broadened perspectives.

Co-curricular activities included participation in symposiums, workshops, and green campus initiatives like the Seed Museum. Extracurricular engagements such as cultural events, awareness campaigns, and sports fostered leadership and teamwork.

Faculty contributions were significant, with research publications, conference participation, and policy advisory roles. Their involvement with government bodies and organizations strengthened the programme's academic and practical relevance.

Overall, the programme successfully combines theory, fieldwork, and research to produce competent professionals committed to sustainable and inclusive rural development.

Marketing Management - The Marketing Management Programme at XISS focused on academic rigor, industry integration, and student development during 2025–26. The curriculum was updated with inputs from industry experts and approved by academic bodies, ensuring relevance to current market trends. Activities such as mentoring, mock interviews, and live projects strengthened practical learning.

Industrial visits to Bangalore, Delhi, and Kolkata exposed students to sectors like FMCG, IT, logistics, and finance, helping them connect theory with real-world practices. Rural immersion visits to Gumla and Khunti provided understanding of rural markets, SHGs, and sustainable livelihoods.

Students actively participated in events like Maxfest 4.0, case competitions, and research conferences, winning accolades for their work. Faculty and students also contributed to international conferences and academic research.

Placement performance remained strong, with around 70% placements and the highest package reaching ₹13 LPA, while some students pursued entrepreneurship. Summer internships saw over 72% placement with top recruiters.

Co-curricular achievements in sports, certifications, and national competitions highlighted holistic development. Overall, the programme effectively blends academic learning, industry exposure, and skill development to prepare competent marketing professionals.

Financial Management - The PGDM in Financial Management at XISS is designed to develop competent finance professionals with strong analytical and decision-making skills. The curriculum progresses from foundational subjects to advanced areas like derivatives, risk management, and international finance, while also incorporating emerging fields such as fintech and ESG.

Experiential learning plays a key role through internships, live projects, and industry interactions. Students completed internships across 39 organizations in sectors like BFSI, manufacturing, and consulting, with competitive stipends. Industrial visits to Mumbai, Delhi, and Bangalore exposed students to real-world financial operations and corporate environments.

Rural exposure visits to Gumla and Simdega provided insights into grassroots financial systems, SHGs, and sustainable livelihoods, reinforcing social responsibility. Placement outcomes were steady, with salaries ranging from ₹4.5 LPA to ₹11.7 LPA and major recruiters like Deloitte, ICICI Bank, and Tata AIG.

The programme also hosted multiple guest lectures and talk sessions by industry experts, enhancing practical knowledge in risk management, investment strategies, and financial markets. Overall, the programme balances technical expertise with ethical awareness, preparing students for dynamic roles in the financial sector.

Fellow Programme in Management - The Fellow Programme in Management (FPM) at XISS Ranchi is a full-time, AICTE-approved doctoral program aimed at advancing quality research across five specializations: HRM, Rural Management, Marketing, Finance, and Operations. With flexible options for working professionals, the program combines rigorous coursework, expert faculty, and strong alumni support. Launched in 2023, the first two cohorts include eight research-driven scholars. The third batch begins July 2025. Guided by Dr Joseph Marianus Kujur, SJ, the FPM reflects XISS's commitment to academic excellence, impactful research, and developing future leaders.

Post Graduate Certificate in Management - The PGCM in Geospatial Technology at XISS integrates GIS, remote sensing, and surveying to support spatial decision-making across sectors. The programme emphasizes both technical expertise and ethical, socially responsible application of technology. The 2025–26 academic year saw

the completion of the second batch and enrollment of the third batch with diverse academic and professional backgrounds. Students received hands-on training in advanced tools like DGPS and ETS, along with exposure to AI and ML applications in GIS. The programme also engaged in research and consultancy projects related to environmental sustainability and resource mapping, strengthening its practical relevance and industry linkage.

Business Analytics for Managers (BAM) Programme

The 6-month Certification Course in Business Analytics for Managers at XISS was designed to build data-driven decision-making skills among professionals. The programme combined theoretical concepts with practical applications using tools like Python, R, Power BI, Excel, and Tableau. Conducted in weekend online mode, it catered to working professionals from diverse backgrounds. A rigorous selection process ensured quality participation, with 22 candidates admitted. The curriculum covered foundational and advanced analytics, including domain-based applications in HR, finance, and marketing. The programme emphasized real-world problem solving and interdisciplinary learning. Future includes launching new batches and strengthening industry collaborations.

Functional Departments

Career Advisory and Advancement Services (CAAS / Placement Report)

XISS rebranded its Central Placement Cell to CAAS, reflecting a shift from placement-focused activities to holistic career development. The 2025–26 placement season saw 105 recruiters and 171 offers despite economic challenges. The highest package reached ₹22.20 LPA, with an average of ₹9.36 LPA and overall placement at 55.16%. Marketing recorded the highest placement rate (79.31%). CAAS emphasized skill mapping, mentorship, and industry alignment while strengthening corporate partnerships. Internship outcomes were strong, with high stipends and PPOs. The initiative highlights XISS's focus on long-term career readiness and adaptability to evolving industry demands.

Library

The XISS Library supports teaching, learning, and research through extensive print and digital resources. It houses over 40,000 books, thousands of e-resources, and access to major databases like EBSCO, JSTOR, and NDLI. User-centric services include digital access, research support, and information literacy programmes. The library conducted orientation sessions and academic events, enhancing user engagement. It also supports institutional committees and offers internships in library science. A notable achievement is recognition as a top-ranked NDLI Club in Jharkhand. Overall, the library remains a key academic resource hub promoting knowledge access and research excellence.

Research & Planning

The Research & Planning Department undertakes impactful studies in CSR, rural development, and livelihoods. In 2025–26, it completed projects like baseline studies for Hindalco, CSR audits for Usha Martin, and asset mapping initiatives in Jharkhand. Ongoing projects include impact assessments for DVC, CCL, and Herbalife CSR initiatives. The department also conducts workshops, training programmes, and research collaborations to promote innovation and capacity building. Its work emphasizes evidence-based policy recommendations and community development. Overall, the department contributes significantly to applied research, social impact, and strengthening partnerships for sustainable development.

Department of Research & Publications (DRP)

The DRP at XISS promotes research, publication, and knowledge dissemination, primarily through its journal JJOMS. In 2025–26, the journal published 36 research papers across diverse themes like NEP 2020, sustainability, and ethical leadership. The department supports faculty, doctoral scholars, and external researchers, enhancing academic visibility through global platforms like DOI and ResearchGate. It also organizes seminars and workshops to strengthen research culture. With a strong legacy since 2002, DRP continues to expand research output and quality, contributing significantly to academic excellence and knowledge creation in management and development studies.



Centre for Incubation, Innovation & Entrepreneurship @ XISS (CIINEX)

CIINEX, established in December 2024, promotes innovation, incubation, and entrepreneurship among students and aspiring entrepreneurs. It focuses on sectors like ed-tech, ag-tech, and health-tech, particularly in Jharkhand. During 2025–26, CIINEX organized expert talks, IPR workshops, and entrepreneurship sessions to build awareness and skills. A major highlight was the Young Entrepreneur Summit 2026, which brought together experts and stakeholders to promote grassroots entrepreneurship. Activities emphasized problem-solving, innovation mindset, and ecosystem development. CIINEX plays a key role in nurturing entrepreneurial talent and supporting sustainable venture creation aligned with regional development needs.

Counselling Centre

The XISS Counselling Centre supports students' emotional well-being and personal development through counselling, mentoring, and psychological support. In 2025–26, 23 students sought help for issues such as anxiety, stress, low confidence, relationship challenges, and career uncertainty. The Centre provided therapeutic interventions and coping strategies to enhance resilience and emotional stability. It also addressed serious mental health concerns and psychosomatic issues. Despite progress, stigma around counselling remains a challenge, prompting initiatives like online support and increased awareness. Overall, the Centre fosters a safe, supportive environment that promotes holistic student development and well-being.

Alumni Office

The XISS Alumni Office plays a crucial role in strengthening alumni-institute relationships through engagement, networking, and collaboration. Key initiatives included the Platinum Jubilee Conclave in Delhi, bringing together industry leaders, alumni, and students to discuss ethical leadership. Alumni meets were held across major cities, fostering networking and mentorship. Social initiatives like a blood donation camp and batch reunions enhanced community bonding. Alumni also contributed through guest lectures and academic interactions. The office actively maintains alumni databases and highlights achievements via digital platforms, fostering pride and connection. Overall, it successfully nurtures a vibrant and engaged alumni network.



Alumni Reunion of PGDM PM Batch 2000–2002

Entrepreneurship Development Programme (EDP)

EDPs at XISS play a vital role in promoting entrepreneurship as a driver of economic growth and self-employment. Aligned with national initiatives like Startup India and Atmanirbhar Bharat, these programmes equip students with technical, financial, and digital skills. They encourage innovation in sectors like AI, agriculture, and rural enterprises while promoting inclusive growth among women and marginalized groups. A key highlight was the MoU with CInI (Tata Trusts), enabling student exposure, internships, research, and livelihood projects. Overall, EDPs contribute to building job creators, strengthening rural economies, and fostering sustainable and inclusive development.

Internal Quality Assurance Cell (IQAC)

The IQAC at XISS ensures continuous improvement in academic and institutional quality through strategic planning and review. It includes academic leaders, administrators, and external stakeholders, promoting a collaborative approach to quality assurance. Key initiatives include examination reforms, adoption of NEP-aligned practices, introduction of open electives, and focus on Indian Knowledge Systems. IQAC also addresses campus development, cleanliness, and sustainability initiatives. A major achievement is the launch of a quarterly report documenting best practices and quality enhancements. Overall, IQAC plays a central role in fostering a culture of excellence and continuous institutional development.

Ranking Department

XISS has strengthened its position in national B-school rankings, reflecting consistent academic and professional performance. It ranked 41st overall in the Times B-School Ranking 2025 and performed strongly in regional rankings, including 11th in the East Zone. Other recognitions include rankings by Business Today, Outlook, The

Week, and Fortune India. The institute also secured 18th rank in the CSR B-School Survey under the “Super Excellence” category. These rankings highlight XISS’s strengths in placements, academic quality, and social commitment. Overall, the institute demonstrates steady growth and increasing national recognition.

Students Clubs

Student clubs at XISS foster holistic development through cultural, academic, and social activities. Events like Panache 2026 and Games Week showcased talent and teamwork. Clubs such as Obscura, Embark, Aawaz, and Pulse contributed to media, management, theatre, and dance activities, enhancing creativity and leadership. The Rotaract Club led social initiatives like health camps and donation drives, promoting community service. Creategic added value through event design and campus aesthetics. These clubs provide experiential learning opportunities, building skills like communication, teamwork, and leadership, while strengthening campus engagement and student identity.

SWAYAM

The SWAYAM/NPTEL report highlights strong academic performance, with an 87.7% success rate in July–December 2025 and multiple gold, silver, and elite certifications. However, a decline in exam registration was observed in January–April 2026, indicating reduced engagement despite enrolments. HRM and Marketing showed relatively higher participation compared to other programmes. XISS continues to be recognized as an Active Local Chapter, reflecting sustained involvement in online learning initiatives. The report emphasizes the need to improve student participation in certification exams while maintaining strong academic outcomes in digital learning platforms.

Key Events

Platinum Jubilee: Testimony of Excellence

XISS Ranchi organised a three-day International Conference (5–7 February 2026) on “Reimagining Governance for Sustainable Futures,” bringing together global academicians, policymakers, and industry experts.

The conference emphasized balancing profit, purpose, and people in the age of AI, highlighting ethical governance and human-centred development. Speakers stressed integrating technology with empathy, sustainability, and social justice. Plenary sessions addressed digital transformation, human capital, and inclusive growth, while research presentations explored AI ethics, rural development, and workforce evolution. Day two featured expert talks on business ethics, marketing innovation, finance, and entrepreneurship, emphasizing purpose-driven digitalization. The final day focused on people-centric development, participatory approaches, and community-driven change. The conference concluded by reinforcing that while technology accelerates progress, human values determine its direction. It provided a multidisciplinary platform for dialogue on governance, sustainability, and leadership, reaffirming XISS’s commitment to ethical, inclusive, and socially responsible development.



XISS, in collaboration with AAXISS Delhi-NCR Chapter, hosted a Platinum Jubilee Conclave on 20 September 2025 at Yashobhoomi, New Delhi, themed “Profit with Purpose – Leading Ethically in the Digital Age.” The conclave celebrated 70 years of XISS’s contributions to social development and management education, emphasizing ethical leadership and responsible business practices. The Director highlighted the institute’s evolution and future vision, including aspirations to become a university and expand globally. Keynote speakers stressed aligning business goals with values, defining true profit as holistic well-being. Panel discussions explored

sustainable strategies balancing profit and environmental responsibility, and the role of technology in driving inclusive growth. The event fostered collaboration among alumni, industry leaders, and students, encouraging dialogue on innovation and sustainability. It concluded by reaffirming XISS's mission to develop leaders with competence, compassion, and commitment, while strengthening its legacy of socially responsible education.

Alumni Meet 2025: Fostering Leadership, Innovation, and Lifelong Connections

The **XISS Alumni Meet 2025**, organized across multiple chapters in collaboration with AAXISS, successfully fostered engagement between alumni, students, faculty, and industry leaders through knowledge-sharing, networking, and celebration.

The **Delhi chapter** focused on the “Future of Work,” highlighting the impact of AI on employment, emphasizing adaptability, upskilling, and ethical technology use. The **Mumbai chapter** centred on leadership and talent management, discussing parenting challenges, hiring strategies, and building future-ready workforces through skill personalization and digital learning.

In **Kolkata**, discussions revolved around integrity in professional and personal life, stressing authenticity, ethical leadership, mentorship, and continuous growth. The **Bengaluru chapter** explored competencies needed for the India-GCC growth corridor, focusing on strategy, leadership, and evolving global skill demands. Meanwhile, the **Hyderabad chapter** highlighted career journeys of alumni, emphasizing adaptability, value-based decision-making, and long-term career vision.

Across all chapters, key themes included leadership development, continuous learning, ethical practices, and industry readiness. Felicitations, cultural programs, and interactive sessions strengthened alumni bonds and institutional pride. Overall, the event reinforced XISS's legacy while preparing students for future challenges through meaningful alumni engagement and insights.

Memorial Lectures

Vinitika Lal Memorial Workshop & Award 2025

XISS and EquiVoice Alliance Foundation organized a workshop on preventing witch-hunting. The event raised awareness through discussions, exhibitions, and performances. Experts emphasized legal awareness and community action. Awards honoured activists working against the practice, promoting social justice.

Dr Kumar Suresh Singh Memorial Lecture

XISS hosted the third Dr Kumar Suresh Singh Memorial Lecture on Birsa Munda's Ulgulan. The lecture highlighted Adivasi identity, land rights, and socio-political struggles, emphasizing the continued relevance of tribal movements. Distinguished speakers discussed history, leadership, and social justice. The event included discussions, tributes, and audience interaction. It reinforced the importance of inclusive development and honoring indigenous heritage.

Awanish Dev Memorial Lecture (Campus to Corporate Talk)

XISS and Maruti Suzuki India Limited hosted the 13th Awanish Dev Memorial Lecture on “Reimagining People Strategy in the Age of AI.”

Industry leaders discussed ethical leadership, HR transformation, and upskilling in a digital world. The event included panel discussions, keynote sessions, and student engagement. It bridged academia and industry, promoting innovative and responsible management practices.

Expert Talks

CIINEX under the Institute's Innovation Council (IIC) hosted a talk session on ‘Creating Entrepreneurial Mindset and Envisioning Entrepreneurship as a Career Opportunity’, by Mr Nipun Jain (Director Jain Adishwar Hosiery Works LLP & Co-Founder: Team Green & Team Help, Ranchi) on 5 November 2025.

Leadership Talk by National Payments Corporation of India (NPCI) led by Mr Jeetendra Manik, Head of Relationship Manager, Public Sector Banks, & Ms Mahi Joshi, Lead Campus Recruiter on the future of fintech and digital payments in the campus on 23 August 2025.

LeadXcellence 3.0, an initiative of Leadership–Academia Connect by Maruti Suzuki India Limited (MSIL) in the campus on 16 October 2025. Executive Officer & Chief Human Resources Officer (CHRO), MSIL and an alumnus of the Institute, Mr Salil Lal was the chief speaker of this talk.

Ms Rashmi Sinha, a seasoned Data Privacy and AI Governance Professional and a proud alumna of PGDM Marketing Management Batch 2014 -16, delivered an insightful session on “Business Analytics in the Age of Data Protection and Ethical Responsibility” on 01 November 2025.

Leadership Talk on Industrial Relations and Labour Laws: Contemporary Issues and Future Challenges, by Mr Mrityunjay Nath Sahu, Vice President – HR, Bellsonica Auto Components India Pvt. Ltd. in the campus on 19 November 2025.

Institutional Events & Celebrations

Institutional-cum-Faculty Development Programme (ICFDP) 13-20 June, 2025

A week-long Institutional-cum-Faculty Development Programme was conducted at St Aloysius University, Mangalore, and St Joseph’s University, Bangalore, focusing on implementing NEP 2020 and frameworks like NCF and IQAC.

XISS leadership and faculty participated to gain insights into academic quality, innovation, and value-based education. The programme emphasized social responsibility, ethics, and environmental consciousness. It enabled faculty to adopt best practices, strengthening teaching and institutional processes. The initiative reflects XISS’s commitment to aligning with national education reforms and enhancing academic excellence while remaining rooted in Jesuit values.

Feast of St Ignatius of Loyola

XISS celebrated the Feast of St Ignatius of Loyola on 31 July 2025, honouring the founder of the Society of Jesus.

The celebration included a Holy Mass, hymns, and spiritual reflections centred on the theme “Ever to love and to serve.” Jesuit priests led the ceremony, emphasizing Ignatian values of faith, service, and reflection. The event encouraged the community to live with purpose and compassion. It concluded with blessings for faculty, staff, and students, reinforcing spiritual unity and the institute’s commitment to Jesuit ideals.

International Day of the World’s Indigenous Peoples

XISS marked the International Day of the World’s Indigenous Peoples on 9 August 2025 with cultural performances and discussions.

The event highlighted the resilience, wisdom, and cultural richness of Indigenous communities while advocating for equity and justice. Faculty emphasized empathy and awareness of Indigenous struggles. Traditional dance performances showcased solidarity and diversity within the XISS community. The celebration reinforced the institute’s commitment to preserving Indigenous heritage and promoting inclusive development through education and engagement.

International Day of Yoga

XISS celebrated International Day of Yoga on 21 June 2025 with over 200 participants. The event emphasized holistic well-being under the theme “Yoga for One Earth, One Health.” A guided session by a certified trainer included asanas and breathing techniques promoting physical and mental health. The Director highlighted yoga as a path to balance and spiritual fulfilment. The event fostered awareness about healthy living and unity, encouraging participants to adopt yoga for long-term wellness.

79th Independence Day

XISS celebrated India’s 79th Independence Day with patriotic fervour on 15 August 2025. The ceremony included flag hoisting, the national anthem, and cultural performances such as dances, songs, and skits. The Director highlighted national challenges like inequality and environmental issues, urging collective responsibility. Organized by students, the event fostered patriotism and unity. It celebrated India’s heritage while encouraging commitment to social progress and inclusive development.

Institutional Scholarships Awarded

XISS awarded ₹8.95 lakh in institutional scholarships to 28 meritorious students across programmes. The scholarships, including memorial awards, recognized academic excellence and overall performance, supporting students from diverse backgrounds. The initiative promotes inclusivity and encourages academic achievement. It reflects XISS’s commitment to nurturing talent and empowering students through financial support and recognition.

Feast of St Francis Xavier

XISS celebrated the Feast of St Francis Xavier on 3 December 2025. The Holy Mass emphasized faith, purpose, and resilience inspired by the patron saint. Faculty, staff, and students participated in prayers and reflections. The celebration reinforced spiritual values and unity within the XISS community.

Christmas 2025

XISS celebrated Christmas on 19 December 2025 with joy and togetherness. The event included prayers, carols, and festive activities promoting peace, love, and compassion. Faculty and families participated, strengthening community bonds. The celebration reflected shared values and harmony.

77th Republic Day

XISS celebrated the 77th Republic Day with patriotic enthusiasm on 26 January 2026. The event included flag unfurling, speeches, and cultural performances highlighting unity and diversity. Students showcased talent through dance, music, and skits. It reinforced constitutional values and civic responsibility.

Symposiums

Jharkhand Local Governance Symposium

XISS, with TRI, organized the Jharkhand Local Governance Symposium focusing on grassroots governance. Discussions covered budget utilization, Jal Jeevan Mission challenges, and local revenue models. Experts emphasized data-driven governance and community participation. The event showcased student research and encouraged policy dialogue, strengthening rural governance frameworks.

Move for Earth Symposium 2025

XISS and SwitchON Foundation hosted the Move for Earth Symposium on sustainability. With wide participation, the event addressed climate challenges, agriculture, and renewable energy. Activities included workshops, exhibitions, and a green pitchathon. It promoted climate-resilient practices and collective responsibility for environmental conservation.

Student Corner

Induction Programme 2025

XISS conducted an induction programme for the 2025–27 batch. The event introduced students to institutional values, academic expectations, and leadership principles. Scholarships were awarded to meritorious students. It marked the beginning of their academic journey with motivation and guidance.

Freshers' 2025

XISS organized Freshers' events for the new batch with cultural performances and activities. The celebrations welcomed students warmly, promoting inclusivity and engagement. Events showcased talent and fostered bonding between batches.

Games & Sports Week 2026

XISS hosted Games and Sports Week featuring multiple sports activities. The event promoted teamwork, discipline, and sportsmanship among students and staff. It encouraged holistic development beyond academics.

Panache 2026 Annual Fest

XISS organized Panache 2026, a two-day inter-college fest themed "Sakura Matsuri." The event featured competitions, performances, and cultural activities, promoting creativity and leadership. It enhanced student engagement and collaboration.

Farewell – Udaan '26

XISS hosted Udaan '26, the farewell for the graduating batch.

The event included speeches, performances, and reflections on student journeys. It celebrated achievements and marked the transition to professional life.

External Participation of Students

XISS students actively participated in national-level competitions and events, showcasing academic excellence and practical skills.

Students achieved notable rankings in competitions like the National Financial Literacy Quiz and Anvesha 2.0, while others secured top positions in case competitions and quizzes. Individual achievements included recognition as an NPTEL Star Awardee. Students also participated in PR conclaves, CSR competitions, and major fests like Ensemble–Valhalla, excelling in sports and cultural events. Additionally, strong performances in NTPC Electron Quiz highlighted analytical capabilities. Social responsibility was reflected through participation in blood donation drives. Overall, these engagements enhanced exposure, skills, and holistic development.

International Connect

XISS strengthened its global engagement through academic collaborations, expert talks, and international exposure opportunities.

Centre for Integrated Rural Development of Asia Pacific (CIRDAP), Dhaka, Bangladesh an inter-governmental agency among 15 countries such as Afghanistan, Bangladesh, Fiji, India, Indonesia, Iran, Lao PDR, Malaysia, Myanmar, Nepal, Pakistan, Philippines, Sri Lanka, Thailand and Vietnam has identified Prof Niranjana Sahoo as an International Expert in the field of Disaster Management and Rural Development for offering training and consultancy services to governments of 15 member countries in Asia and Pacific

The IAU, Seattle, USA has selected Professor Niranjana Sahoo as an IP Professor under its BIPP (Being IP Professor) Program with financial grant support of \$2500. This program seeks to train Jesuit business school faculty from across the Jesuit network of the world to serve as facilitators for spreading the influence of the IP on Jesuit business education. Prof Sahoo will have orientation training in Los Angeles from 12-18 July 2026.

The institute hosted global dignitaries like Dr Joseph Christie SJ and Rev. Fr Arturo Sosa SJ, fostering dialogue on Jesuit education and institutional growth. International academic enrichment included a lecture by Professor An Ansoms on research ethics. Students gained global exposure through internships with Belgium-based organizations, enhancing intercultural competence and policy understanding. Engagements with international Jesuit networks and Belgian delegations reinforced XISS's global identity. These initiatives reflect the institute's commitment to integrating global perspectives with social responsibility and academic excellence.

Industry Connect: MoUs Signed

TRI

XISS Ranchi signed an MoU with the Transforming Rural India Foundation to collaborate on rural development, governance, health, and sustainability initiatives. The partnership focuses on research and field interventions to strengthen rural ecosystems, promoting impactful engagement in areas like women's empowerment, education, and climate change.

NEEDS

XISS partnered with NEEDS through a one-year MoU to enhance student learning via research, sustainability projects, internships, and workshops. The collaboration aims to build practical skills and problem-solving abilities while encouraging meaningful contributions to social development and community-based initiatives.

NISM

XISS signed a three-year LoU with the National Institute of Securities Markets to promote academic collaboration, skill development, and research. The partnership supports faculty training, curriculum enrichment, and student programs, aligning education with industry needs and enhancing capacity building for global market demands.

CInI

XISS collaborated with Collectives for Integrated Livelihood Initiatives to bridge academia and rural communities. The partnership promotes sustainable livelihoods, research, and student engagement, focusing on areas like agriculture, healthcare, and women's empowerment, inspired by initiatives such as the Lakhpati Kisan model.

PHIA Foundation

XISS signed an MoU with PHIA Foundation to promote academic collaboration, gender awareness, and social transformation. The partnership enables student engagement through workshops, leadership initiatives, and safe dialogue spaces, fostering responsible professionals committed to equality and social change.

Heifer International

XISS partnered with Heifer International to enhance rural livelihoods and sustainable development. The collaboration focuses on research, fieldwork, and student exposure through projects in agriculture, livestock, and community development, strengthening experiential learning and promoting inclusive growth.

RCB&KI

XISS signed a three-year MoU with Regional Capacity Building & Knowledge Institute to promote capacity building and academic cooperation. The partnership focuses on training government officials, faculty, and students, fostering institutional collaboration and knowledge exchange without financial obligations.

FJCCI

XISS partnered with the Federation of Jharkhand Chamber of Commerce & Industries to strengthen industry-academia linkages. The MoU supports skill-gap analysis, internships, curriculum development, and policy research, enhancing employability while aligning industrial growth with social and rural development initiatives.

Awards and Accolades

XISS Ranchi was recognized as one of the Top-Performing NDLI Clubs in Jharkhand by the National Digital Library of India during the International Symposium on Knowledge Engineering for Digital Literacy Design (KEDLD-2025) held at Indian Institute of Technology Kharagpur. This honour reflects the institute's strong engagement in promoting digital learning through extensive use of NDLI's vast educational resources. Additionally, XISS was awarded Best Institution contributing to the development of Jharkhand over the past 25 years by The Times of India.

The recognition, presented by Shri Radha Krishna Kishore, Finance Development, Commercial Taxes, Planning and Parliamentary Affairs, GoJ, also placed XISS among the "25 for 25" leading contributors in the state.

The Future Roadmap of XISS

As we stand at the intersection of legacy and transformation, XISS must move decisively from being a centre of excellence to becoming a catalyst of impact in a rapidly evolving world. The future calls for an institution that is not only responsive but anticipatory—one that shapes change rather than merely adapts to it.

The coming years must witness the deep integration of emerging technologies such as Artificial Intelligence, data analytics, and digital ecosystems into our academic, research, and outreach frameworks. However, this technological shift must remain anchored in human values, ethical leadership, and social responsibility—ensuring that innovation serves inclusion and not exclusion. XISS has the potential to pioneer models of "tech-enabled grassroots development," where rural and tribal communities are empowered through knowledge, entrepreneurship, and digital access.

Academically, the institute must strengthen interdisciplinary learning, global collaborations, and industry-linked curricula that prepare students not just for jobs, but for complex problem-solving and nation-building. The Faculty Research Ecosystem should evolve into a dynamic hub generating policy-relevant insights, scalable social innovations, and globally recognized scholarship.

Institutionally, the emphasis must shift towards sustainable growth—financially robust yet mission-driven, expanding our footprint through strategic partnerships, executive education, and international engagement. At the same time, we must nurture a vibrant campus culture that fosters critical thinking, creativity, inclusivity, and leadership with a conscience. Looking ahead, the envisioned extended campus with Xavier University Ranchi will embody state-of-the-art infrastructure, a green and sustainable ecosystem, and world-class facilities emerging as a vibrant hub for innovation, research excellence, global engagement, and transformative learning grounded in values and social commitment.

The Way Forward is not merely a roadmap; it is a commitment—to reimagine education, to redefine impact, and to rekindle our foundational vision of service. With clarity of purpose and courage of conviction, XISS is poised to emerge as a transformative force in shaping a just, equitable, and sustainable future.

Ranking Details of XISS in 2025-2026 for AXISS 2026

The Xavier Institute of Social Service (XISS) continues to build a strong and credible presence in national B-school rankings for 2025–2026, reaffirming its identity as a socially committed and academically sound management institute. In the Times Annual B-School Ranking 2025, XISS secured the 41st position at the national level (overall). XISS keeps 50th among private B-schools, while also maintaining a notable 11th rank in the East Zone, highlighting its regional strength reflected in the Business Today-MDRA B-School Rankings. The Institute's performance across key parameters such as placement outcomes, learning experience, selection process, and future orientation demonstrates a well-rounded academic and professional environment.



At the same time, XISS's 18th Rank in the "Super Excellence" category in the CSR B-School Survey 2025, along with its 35th position in the Outlook I-Care B-School Ranking, and strong showing in The Week (42nd among private B-schools in India and 3rd in the East Zone), point to consistent recognition across diverse evaluation frameworks. Fortune India's ranking further place XISS at 31st among private institutions nationally and 13th in the East Zone, reinforcing its stable national standing with a stronger regional footprint.

Taken together, these rankings reflect a pattern of steady performance and growing recognition. XISS's continued emphasis on academic quality, industry engagement, placement success, and social commitment is clearly visible in these outcomes. With this momentum, the Institute remains focused on further strengthening its academic standards and expanding its impact, while continuing its journey towards greater national prominence and excellence.





CAREER ADVISORY AND ADVANCEMENT SERVICES

Prof (Dr) Amar E. Tigga, Dean-Academics & Head-CAAS

In an era defined by rapid technological shifts and evolving corporate paradigms, the Xavier Institute of Social Service (XISS) remains committed to its mission of moulding “Professionals with a Difference.” To better reflect our holistic approach toward student development and professional success, we are proud to announce the rebranding of the Central Placement Cell (CPC) to Career Advisory and Advancement Services (CAAS).

The Rationale Behind the Change

The transition from ‘Placement’ to ‘Career Advisory and Advancement’ signifies a fundamental shift in our philosophy. While the CPC focused primarily on the final transaction of employment, CAAS adopts a comprehensive, long-term view of a student’s professional journey.

This change is driven by two core objectives:

Bridging the Skill Gap: Aligning student competencies with the “Industry 4.0” requirements, including digital fluency, emotional intelligence, and adaptive leadership.

Holistic Career Pathing: Moving beyond job securing to career building, ensuring students are not just “hired” but are “future ready.”

The CAAS Strategic Focus Areas

Industry-Centric Readiness & Advisory

CAAS will serve as a bridge between academic learning and industry expectations. Recognizing that the needs of the industry are no longer static, the cell has intensified its focus on:

- **Skill Mapping:** Identifying emerging trends in HR, Rural Management, IT, Finance, and Marketing to curate specialized workshops.
- **Career Mentorship:** Providing one-on-one advisory sessions to help students identify their strengths and navigate specific sectoral challenges.
- **Advancement Programs:** Implementing rigorous mock interviews, personality development modules, and technical boot camps to ensure our students stand out in a competitive talent market.

Strengthening Corporate Partnerships

While our name has changed, our commitment to our corporate partners remains steadfast. CAAS continues to act as a robust interface for organizational outreach, focusing on:

- **Sustaining Alliances:** Nurturing long-standing relationships with our “Legacy Recruiters” who have consistently shown faith in the XISS brand.
- **Diversifying the Portfolio:** Proactively reaching out to new-age startups, global consultancies, and social enterprises to provide our students with a diverse array of opportunities.
- **Continuous Engagement:** Beyond the placement season, CAAS facilitates guest lectures, live projects, and summer internships to ensure a year-round connection between the industry and the classroom.

As XISS continues to navigate the complexities of the modern workforce, CAAS will remain the lighthouse for our students—guiding them toward meaningful careers and ensuring that XISS remains a preferred destination for top-tier talent seekers. The goal will be not just to find jobs for our students, but to ensure our students have the careers they deserve.

Placements Report for Class of 2025-26

This year 26.35% of the students received offers exceeding 10 lakhs per annum, 05 pre-placement offers were secured, the highest compensation package for a Rural Management student reaching 21.00 lakhs per annum compared to last year of 10.80 lakhs per annum. The HRM has got highest CTC of 22.20 lakhs per annum. The Marketing Management has achieved 84.48% of placements compared to 68.42% last year.

Placement Overview for 2025-26

The placement process for the Post Graduate Diploma in Management (PGDM) programs at XISS for the 2024-26 batch was conducted in two phases: Phase I (October 28, 2025, to December 18, 2025) and Phase II (January 12, 2026, to March 31, 2026).

The 2025-26 placement season presented significant challenges, reflecting a less supportive economic climate due to the global scenario and heightened uncertainty. Many regular recruiters either froze hiring or reduced numbers and compensation packages due to organizational restructuring. Additionally, many organizations raised eligibility criteria even for lower compensation roles.

Despite these challenges, the XISS placement cell is pleased to report positive outcomes for the 2025-26 placement season, demonstrating resilience in the face of AI & automation, global economic volatility, and uncertainty. A total of 112 companies participated in the placement process, with 27 being new recruiters.

Overall, 209 job offers were extended, with the highest annual compensation package reaching Rs 22.20 lakhs and the average annual compensation package being Rs. 9.36 lakhs. The final placement percentage for the year stands at 67.42%. Placement processes with a few companies are still ongoing, and the placement percentage is expected to reach above 70%.

Demonstrating the students' competence and strong performance during internships, 05 Pre-Placement Offers (PPOs) were secured. Specifically, three students from the PGDM-RM program received PPOs, with the highest compensation package being Rs 21.00 lakhs per annum. One Marketing Management student received the highest compensation package of Rs. 13.00 lakhs per annum. One Financial Management students received the highest compensation package of Rs. 11.70 lakhs per annum, and three Human Resource Management student received the highest compensation package of Rs. 22.20 lakhs per annum. The average salary for the Human Resource Management (HRM) program is Rs 10.82 LPA.

The placement percentage for the various programs were as follows: Marketing Management (MM) at 84.48%, Rural Management (RM) at 70.27%. Human Resource Management (HRM) at 60.83%, and Financial Management (FM) at 60.34%

The summer internship program also saw encouraging results, with the highest stipend offered being Rs 1.00 lakh per month.

We extend our gratitude to our regular recruiters for their continued confidence in our ability to develop a talented pool of professionals. The participation of new recruiters is also greatly appreciated, as it provides opportunities to partner with emerging corporations that are shaping the future of employment. We thank both our regular and new recruiters for their belief in our institution and students and look forward to their ongoing support.

Placement Approach

The CAAS/CPC employs a structured methodology to guide students through their professional transition.

- **Mentorship & Preparation:** Faculty and alumni provide mentoring, support in preparing CVs, mock interviews, and group discussion sessions.
- **Digital Adaptation:** This year, 27.14% of the recruitment process was conducted online, a format to which students adapted with strong commitment.
- **Dream Job Policy:** Placed students are offered the opportunity to pursue their "ideal" job after meeting specific institutional eligibility criteria.
- **Strategy Components:** Timely preparation of placement brochures, identification of corporate needs, and empowering student representatives are central to XISS strategy.

With the changing scenario of job requirements, more emphasis will be given to bridge the gaps between industry and students' skills.

Sector Participation and Job Offers

This year, recruiters came from diverse sectors, including Consultancy, E-commerce, Banking, Dairy, Energy, Insurance, Manufacturing, Food & Beverages, FMCG, Power, Security, Financial Services, Hotel, Real Estate, Telecom, IT, Cement, FinTech and Social/Non-profit organizations.

The highest number of jobs offers came from the Manufacturing Sector (30.81%), Banking Sector (19.46%), followed by the, the Development Sector (17.30%), Insurance Sector (7.03%), Financial Services (4.86%), Consulting (4.86%), Dairy Sector (3.78%) and the FMCG Sector (2.70%)

Key recruiters included ICICI Bank Ltd (23 offers), IDBI Bank Ltd (10 offers), Lahanti Last Mile Services Pvt. Ltd. (08 offers), Bharti Airtel Foundation (07 offers), Uno Minda (06 offers) and BAIF Development Research Foundation, Tata AutoComp Systems Ltd, HCL Foundation (5 offers each).

Other prominent recruiters across various sectors were:

- **Banking Sector:** Axis Bank Ltd, ICICI Bank Ltd, IDBI Bank Ltd.
- **Consultancy Sector:** Uno Minda, Deloitte India, Accolite Bounteous, Maven Magnet, Rodic Consultant Pvt Ltd., Tally Solutions Pvt Ltd, Venture Skill India Pvt Ltd., Anedco, iCresset Solutions, iPrimed, James Douglas, KollegeApply, Tiger Analytics.
- **Dairy Sector:** Mother Dairy, GCMMF Amul, National Dairy Development Board (NDDB).
- **Development Sector:** Ask India, BAIF, Foundation for Ecological Security (FES), SOS Children's Villages India, HCL Foundation, Technoserve, Vision Foundation of India, Prayatn Sanstha, Jubilant Bhartia Foundation, S L Minda Skill Centre, Waste Warriors Society. Bharti Airtel Foundation, Jan Jagran Kendra, Bihar Rural Livelihoods Promotion Society (BRLPS) - Jeevika, Prayas Juvenile Aid Centre (JAC) Society, Lahanti Last Mile Services Pvt. Ltd.
- **Ecommerce Sector:** NPCI, AAJ Supply Chain Management.
- **Energy Sector** – JSW Energy Ltd., Erdee.
- **Power Sector:** Tata Power Ltd.
- **Hotel Sector:** The Indian Hotel Company Ltd (IHCL).
- **Financial Services Sector:** AB Capital Ltd, Hitachi CMS, Narnolia Financial Services Ltd., AUM Capital Market Pvt Ltd.
- **FinTech Sector:** Fibe (Formerly EarlySalary), CR CashRich FinTech Pvt Ltd.
- **FMCG Sector:** HUL, ITC Foods Division.
- **Telecom Sector:** Vodafone Idea Ltd.
- **Food & Beverages Sector:** Bacardi India Pvt Ltd,
- **Insurance Sector:** ICICI Prudential Life Insurance Co Ltd., Tata AIG GIC Ltd., Policy Bazaar, SBI Life Insurance Co Ltd.
- **Manufacturing Sector:** AB Hindalco Industries Ltd, Arvind Fashions, Asian Paints Ltd, Bennett Coleman & Co Ltd (TOI), BPCL, Century PlyBoards (I) Ltd, Exide Industries Ltd, Godrej Properties Ltd, Kohler India, Maruti Suzuki India Ltd, Paharpur Cooling Towers Ltd, Paradeep Phosphates Ltd, Spark Minda, Tata AutoComp Systems Ltd, Tata Steel Ltd, Uno Minda, Vedanta Ltd, Visa Steel Ltd., ArcVac Forge Cast, Eveready Industries Ltd., Tata Electronics, CMR Green Technologies Ltd., Blackmatter Materials Pvt Ltd., Runaya Pvt Ltd.
- **IT Sector:** Aptech Ltd., Infosys, TCS, Tech Mahindra.
- **Cement Sector:** AB UltraTech Cement Ltd., J K Lakshmi Cement Ltd.
- **Real Estate Sector:** Brigade Group.
- **Security Sector:** SIS Ltd.

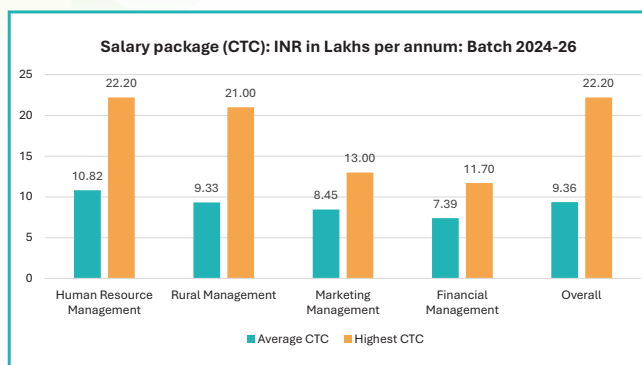
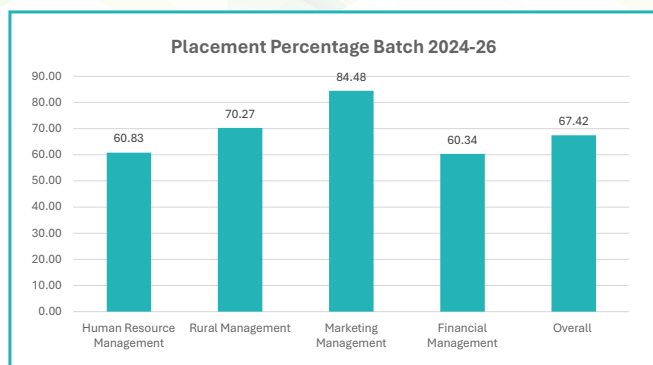
Key Placement Highlights and Statistics for the 2025-26 Class:

- The highest annual compensation package offered was Rs. 22.20 lakhs.
- 44+ students have received CTC more than 10 Lakhs.
- 05 PPOs Offers were secured.
- 40.67% of students were placed in Phase I (October 28, 2025 - December 18, 2025).
- 59.33% of students were placed in Phase II (January 12, 2026 – March 31, 2026).
- A significant number of summer internships for the 2025-26 batch offer stipends and PPO opportunities (with the highest stipend being Rs. 01 lakh per month).

Placement Statistics for the Class of 2024-26

Number of Companies / Organizations participated in the Campus Recruitment process	112
Companies / Organizations that participated for the First Time for Final Placements	27
Number of students joining their family business / Higher Studies / Opted Out of Placements	08

PGDM Programmes	Batch Size for Placement	Placed	%age placed
Class of HRM	120	73	60.83%
Class of Rural Management	74	52	70.27%
Class of Marketing	58	49	84.48%
Class of Finance	58	35	60.34%
Total	310	209	67.42%



Acknowledgements

We extend our sincere appreciation to our esteemed faculty members for their dedication in mentoring students and instilling in them a strong sense of purpose. The students are also to be commended for upholding the institution's reputation.

The CAAS/CPC expresses its deep gratitude to Dr Joseph Marianus Kujur, SJ, Director of XISS, for his consistent guidance and support. We also thank Dr Pradeep Kerketta, SJ, Assistant Director, XISS Ranchi, and Fr. Ashok Kandulna, SJ, Finance Officer, XISS Ranchi, for their unwavering support.

Special acknowledgment is given to the Heads of all PGDM programs - Dr Ratnesh Chaturvedi, Dr Anant Kumar, Dr Kumar Mohit Spring & Dr Bhabani P Mahapatra and the dedicated placement cell team, including Program Placement Coordinators: Dr Pooja, and Dr Hemant Tigga. We thank the programme level coordinators for summers placement: Dr Indrani Ghatak, Dr Tina Murarka, Dr Arana Kausar, Dr Binit Lakra and Dr Sourya Das for their efforts.

Ms Aditi Mehrotra, Placement Officer, deserves sincere appreciation for her tireless commitment and efficient management of the placement process, in collaboration with the student placement coordinators. Ms Koyel Mukherjee, Placement Officer, is also recognized for her dedication and efforts in securing quality summer internship opportunities, which contributed to the success of the internship process and the favourable offers received by students. We inducted this year, Mr Mayank having 18 years corporate experience, in the placement team as Training and Placement Officer for grooming the students as well as to enhance organisations presence in campus. We thank all of them for their unwavering commitment and hard work.

Finally, we acknowledge and thank all the student placement representatives and their team members for their relentless efforts, which we hope will inspire future students.

The Student Placement Representatives were:

- **Human Resource Management:** Mr Vedant Ramaiah, Ms Afifa Nadeem, Mr Siddharth Vikram and Ms Ashwarya Prabha Singh
- **Rural Management:** Ms Sheenam Anumeha and Ms Sifee Kumari
- **Marketing Management:** Ms Shruti Mishra and Mr Kaushal
- **Financial Management:** Ms Sanjana and Ms Kanishka Tripathi

We also extend our gratitude to all XISS officers and staff who contributed to the success of this placement season through their support with arrangements, transportation, and other assistance.

Concluding Remarks and Future Plans

Even in the face of significant hurdles, the success of XISS students in landing roles has inspired the CAAS/CPC to set more rigorous benchmarks. The dynamic nature of the job market necessitates that the Institute capitalize on changing industry needs.

Moving forward, students are encouraged to:

- Align goals with evolving market demands.
- Focus on enhancing digital skills and foundational knowledge.
- Seek effective mentoring and motivation.

The new philosophy of Career Advisory & Advancement Services will play significant role. The CAAS team remains committed to strategically implementing new action plans to ensure quality placements for all deserving students in the upcoming seasons.



MARKETING MANAGEMENT

Dr Bhabani Prasad Mahapatra, Head of the Programme

Overview of the Programme Activities

The academic session 2024–26 began with fourth trimester classes alongside the orientation of the 2025–27 batch. The curriculum for 2025–27 was finalized following peer review, approval by the Board of Studies and finally ratified by Academic Council of XISS. This year, the Board of Studies was expanded to include greater representation from industry professionals and alumni. During the year, the Marketing Management student club successfully organized Maxfest 4.0, showcasing strong coordination and teamwork. To enhance the industry exposure, several sessions were conducted by alumni and professionals across most of the courses. The tutorial programme for the 2025–27 batch was completed, along with ongoing activities such as mentoring sessions, mock group discussions, interviews, and internship-based presentations by second-year students. Each SIP report had to undergo AI and plagiarism check, followed by assessment jointly by an academician and an industry expert to ensure both academic rigor and practical relevance. Second-year students participated in industrial visits to Delhi, Kolkata, and Bengaluru, while first-year students undertook rural exposure visits to Khunti and Gumla. Students across both years also engaged in live projects. Despite challenging market conditions, 70% of the Marketing Management students have secured final placements so far, with the highest package of ₹13 LPA offered by Century Ply, three students chose entrepreneurship.

Three faculty members of the programme participated in International Association of Jesuit Business School conference in Bogota as part of the internationalisation initiative of XISS. In the Platinum Jubilee International conference organised by XISS, research papers were jointly presented by both students and faculty members.

Student participation in case competitions was also notable. Appreciation is extended to AXIS representatives for their support in providing participation data of students for this report. Further details of programme activities for 2025–26 are presented below.

Student Activities and Achievements

Induction-cum-Orientation

The week-long Induction-cum-Orientation Programme (18–27 June 2025) welcomed the 2025–27 batch to XISS, familiarizing them with its academic environment, values, and culture. Students were introduced to programme objectives, outcomes, and faculty strengths by Dr Bhabani Prasad Mahapatra, Head of the Programme (HoP). Activities like student introductions and icebreakers fostered team spirit. The curriculum overview covered SIP, live projects, industrial visits, and rural immersion along with core marketing and sales and general management courses. Preparatory sessions on MS Office, statistics, and accounting built foundational skills, while interactions with industry experts and alumni offered practical insights. The programme was coordinated by Dr Pratyush Ranjan.

Industrial Visit

The Industrial Visit for the Marketing Management Programme (Batch 2024–2026) was organized with the objective of providing students with practical exposure to diverse industries and real-world business operations. The batch was divided into three groups, with visits conducted across major metropolitan cities—Bengaluru, Delhi, and Kolkata—each offering exposure to different industrial sectors under the guidance of Prof Madhumita Singha, Dr Pooja and Dr Pratyush Ranjan respectively.



Industrial Visit in Bengaluru

In Bengalore, students visited organizations such as Karnataka Milk Federation (Nandini), Arthur's Food Company Pvt. Ltd., Atlas Logistics Pvt. Ltd., ABB India Ltd., Adobe India, Micro Labs Limited, Triveni Turbine Ltd., DELOPT, Flipcarbon, Zebra Technologies, J.P. Morgan Chase & Company, GAIL Gas Limited, and Taj Hotels, gaining insights into sectors like dairy, food processing, logistics, IT, pharmaceuticals, and manufacturing.

The Delhi group visited companies including Captain Tractors, PeeSafe, Hindware, Hero MotoCorp, Groz Tools, Maruti Suzuki, Reliance Jio, Bacardi India Pvt. Ltd., Goodyear, Dabur India Ltd., National Stock Exchange (NSE), Uflex Ltd., Max Life Insurance, Whirlpool of India Ltd., Spark Minda Group, Schneider Electric, STT Global Data Centres, CBRE, McCann Worldgroup, and McDermott International, providing exposure to FMCG, automobile, finance, advertising.

In Kolkata, students visited organizations such as Flipkart, Indian Oil Corporation Limited (IOCL), Pan Seeds, NABARD, Pathfinder, CenturyPly, Mahindra Logistics, Bombay Stock Exchange (BSE), and AU Small Finance Bank, gaining insights into e-commerce, energy, agribusiness, finance, and logistics sectors.

The industrial visit provided valuable hands-on learning, helping students connect theory with real-world business practices and understand diverse industry environments.



Industrial Visit in Delhi



Industrial Visit in Kolkata

Rural Camp

Students of the Marketing Management batch (2025–27) undertook a rural immersion visit to Gumla and Khunti from 23–26 February 2026 under the guidance of Prof Pinaki Ghosh and Dr Tina Murarka. The camp aimed to provide practical exposure to rural livelihoods, enterprises, and socio-economic structures through interactions with farmers, SHGs, and organizations such as Sitaara Organization, Jharkhand State Livelihood Promotion Society (JSLPS), and PRADAN.



Rural Visit at Gumla



Rural Visit at Khunti

In Gumla, students explored initiatives like mushroom farming, vermi-composting, and solar irrigation, along with SHG-led enterprises such as Palash Aajeevika Didi Café and the Johar Ragi Processing Unit. In Khunti, they observed integrated farming and agro-tourism at Xalxo Farm, lac cultivation at Tajna Shellac Pvt. Ltd., and activities at Mrid Farm/Nandigram Farm and Nursery. Overall, the camp provided valuable experiential learning on rural value chains and sustainable livelihoods.

Exposure Visit of Entrepreneurship Elective Students

Students with entrepreneurship elective visited Khunti under the guidance of Dr Tina Murarka, the visit provided practical exposure to rural and women-led enterprises. Students interacted with local entrepreneurs, gaining insights into value creation, resource management, and sustainable business practices, thereby strengthening their understanding of entrepreneurship and market viability.



Maxfest 4.0 On 8 November 2025, the Marketing Management Programme and Markbuzzz, the Marketing Club of XISS, Ranchi, organized an inter-college fest Maxfest 4.0 featuring six events, including Ad-o-reel, Unbox it, Shark Tank, Rural-la-carte, Markquizzz, and Devil Follows. Participating colleges included Amity University, Xavier Institute of Social Service, and IHM Ranchi. The fest was inaugurated by Dr Joseph Marianus Kujur, Director of XISS, emphasizing the importance of creative strategy and market intelligence. Winners received cash prizes and certificates for their outstanding performances in showcasing marketing acumen and entrepreneurial spirit.



Paper Presentation by Students in XISS Platinum Jubilee International Conference 2026

Ms Kashish Bhardwaj along with co-author Prof Madhumita Singha presented a research paper *“A Comparative Analysis of Customer Segmentation Techniques using K-Means, Hierarchical Clustering, and DBSCAN”*. The paper bagged the best Paper in the Marketing theme of the conference.

Ms Ishita Singh and Ms Trishala Vijay along with other co-authors Dr Bhabani Prasad Mahapatra & Dr Fedrick Kujur presented a research paper *“Digital Divide and Fintech Literacy among women vendors in Ranchi”*. This paper bagged the best paper award at finance track of the conference.

Mr Raj Kumar, Mr Adarsh Raj and Ms Tannu Priya along with co-author Dr Bhabani Prasad Mahapatra presented a research paper *“Speed vs Sustainability: Environmental Consequences of Quick Commerce”*.

Mr Devaneek Verma with co-author Prof Amar Eron Tigga presented a research paper *“Digital Transformation in Regional Media to Develop the Effective Marketing Solutions Ecosystem for the Advertisers”*

Mr Ansu Minda and Ms Sushmita Kumari Vishwakarma with coauthor Prof Pinaki Ghosh presented a research paper *“Algorithmic Sustainability Bias: How AI-Driven Recommendation Systems Influence Consumer Choices Toward Sustainable Products in Developing Economies”*

Ms Monika Choudhury with co-author Dr Pooja presented research paper *“Understanding Consumer Behaviour and Societal Shifts in India’s Electric Vehicle Adoption Journey”*

Mr Abhisek Kumar with co-author Dr Fedric Kujur presented a research paper *“Balancing Personalization and Privacy : Ethical Marketing in the Age of the DPDP Act, 2023”*

Ms Vishakha Kumari and Abhishek Kumar along with co-author Dr Fedric Kujur presented research paper *“Understanding consumer trust on digital payment aaps and its impact on usage among college students”*



Tutorial

Programme continued the tutorial classes as part of the support system for the needy students. Ms Vishakha Sharma & Ms Madhurima Choudhury for Accounting for Manager, Ms Shruti, & Mr Ayush Raj Yadav for Foundations of Business Analytics, Ms Radha Bhalla, & Mr Ayush Raj Yadav for Operations research and Mr Devaneek for Financial Management provided the tutorial support to identified students from junior. The tutors were selected through an institutional process.

Live Projects

During 2025-26, students of marketing management completed their live projects on sales and marketing in various organisations like *Pee Safe, Bajaj Consumer care, ITC Limited, KCT Group, Puresh Daily, nmadic, The Humming Mind*.

Summer Placement

So far more than 72% of first-year students have been successfully placed in prestigious organizations for their summer internship project. Some of the organisations which participated in the process are Tata Steel, Bacardi, Reckitt Benckiser, Beautyklove, ITC Dairy, Amul, Maati Mitra, SBI Card, Swiggy, and Bajaj Consumer. The highest stipend offered during the summer placement process for the current batch is 30,000 per month. The process is being coordinated by the Summer Placement Representatives, Shreya Bishwakarma and Nishi Kumari in close collaboration with the CPC of XISS, and faculty members of the programme.

79th Independence Day Organised

Xavier Institute of Social Service, Ranchi, celebrated the 79th Independence Day with great enthusiasm and patriotic fervour. The event was organized by the students of Marketing Management Programme, showcasing a spirit of unity and national pride. The celebration commenced with the flag hoisting ceremony by Director Dr Joseph Marianus Kujur, SJ. Students from both first and second year of the Marketing Management Programme contributed vibrant cultural performances including dance, songs and skit all centred around the frames of Independence and patriotism. On this occasion Institutional Scholarships were also conferred upon meritorious students from all the four academic programmes recognizing their academic excellence and dedication.

Fresher's Day organised for the new batch of 2025-27

The Freshers' Party for the Marketing Management batch (2025–27) was held on 6 August 2025 with the theme "Vogue and Velour." Organized by second-year students under the guidance of Dr Bhabani Prasad Mahapatra, the event warmly welcomed the new batch. Ms Sushmita Vishwakarma and Mr Vedant Mohanty were crowned Ms Fresher and Mr Fresher, respectively by Director Dr Joseph Marianus Kujur, SJ.

Annual Games and Sports Week:

The Annual Sports and Games week at XISS Ranchi was held from January 21-24, 2026, where students of the Marketing Management Programme showcased their outstanding performances. The Female Basketball Team earned a gold medal, demonstrating great teamwork.

Ms Nishi Kumari of MM-1 secured gold in Carrom Singles. Ms Nishi Kumari and Ms Vishakha Kumari of MM-1 secured gold in Carrom Doubles. Ms Vishakha Kumari of MM-1 secured gold in Chess Singles, Mr Vishesh Jain of MM-1 secured silver in Badminton Singles. Ms Radha Bhala and Ms Aparna Kumari form MM-2 secured gold in female badminton doubles. Mr Raj Kumar of MM-1 secured the runner up position in Chess. Ms Sushmita Kumari Vishwakarma of MM-1 and Retika Sneha Ekka of MM-2 secured gold in Women Table Tennis while Mr Navneet Kumar of MM-1 secured silver in Men Table Tennis.

Among the faculty, Dr Bhabani Prasad Mahapatra won gold in Chess, Prof Amar Eron Tigga secured the runner up position in table tennis, and Dr Fedric Kujur secured the runner up position in Badminton singles.

Participation of Students

Batch 2024-26

Ayush Raj Yadav actively participated in various national-level competitions including Prod-A-Thon, Devil's Advocate, Case-O-Nova, LoveChild Masaba X Ignite, Kotler's Konundrum 2025, Vendition Vendetta, and Threaded Futures: A Phulkari Revival Case. These competitions were organized by reputed institutions such as IIM Bangalore, IIM Ahmedabad, IIM Indore, and SDA Bocconi in the area such as product case competitions, marketing strategy, case study analysis, product innovation, and go-to-market strategy.

Keshav Agarwal served as the President and Aashna Chaddha as the Vice-President of Markbuzz Shristi served as the President of Embark Club of XISS, Ranchi.

Saptarshi Mazumdar held the position of ICC Student Representative.

Steve Austin Francis secured the 3rd position in Marathon in Panache 2026.

Shruti Mishra won the first prize in Treasure Hunt and 2nd Prize in Face Painting in Annual fest of XISS, in *Panache 2026*

Batch 2025-27

- Mr Adarsh Raj was awarded an Elite NPTEL Online Certification for successfully completing the 8-week course "Entrepreneurship and IP Management". He also participated in L'Oréal Sustainability Challenge.



- Ms Archna Jyoti Beck completed the “Marketing Foundations: Consumer Behavior” course on LinkedIn Learning. She also completed an online course in “Introduction to Generative AI” powered by Google Cloud through Simplilearn. Additionally, she completed the Nestlé E-learning 2025 Resilience Nesternship and two TATA Forage job simulations in “GenAI Powered Data Analytics” and “Data Visualisation”. She also participated in both the Consulting Quiz and Marketing Quiz organized by Tough Tongue AI on Unstop. She has participated in multiple case competitions including HDFC Life Aspire, Product Wizards (TRBS), Consulting Quiz, Tata Crucible, HP Power Lab, Students’ Research Conclave 3.0, organized by Symbiosis Centre for Management Studies, Pune and L’Oréal Sustainability Challenge, Trilytics.
- Ms Jhanvi Wadhwa successfully completed a NPTEL certification course on Design Thinking- A Primer and a live project on Marketing & Sales with Nmadic.com
- Mr Mohit Kumar completed an NPTEL certification course on Retail Marketing Strategy.
- Mr Nikhil Laguri completed an NPTEL certification course on Brand Management.
- Ms Nishi Kumari completed the “Omnichannel Marketing Job Simulation” with Forage on and an “Introduction to Career Skills in Data Analytics” course on LinkedIn Learning. She also successfully completed the TCS iON Career Edge - Young Professional course and the McKinsey Forward Program.
- Mr Raj Kumar successfully completed an “Introduction to Data Analytics” course and the “AI Strategies for Marketing and Sales” course with Great Learning, participated in Kartavya Case Competition (BIT Mesra), National PR Conclave 2025 (CCL), Training Program on Financial Awareness (NSE Academy & Axis Mutual Fund), Ensemble-Valhalla (XLRI) and he also published a research paper in JJDMS.
- Mr Vedant Mohanty completed an NPTEL certification course on Brand Management.
- Mr Bhashkar Sinha completed the “Microsoft Excel - Excel from Beginner to Advanced” course on Udemy.
- Ms Debleena Sarkar completed the “Microsoft Excel - Excel from Beginner to Advanced” course on Udemy and participated in “The Great Indian Marketing Challenge” organized by Shapalgo Products LLP on Unstop.
- Ms Ayushi Priya participated in the Business Idea Pitch at Kartavya 2025 organized by BIT Mesra.
- Ms Rishita Kumari participated in the National PR Conclave 2025 organized by CCL and Ensemble-Valhalla (XLRI), receiving Participation certificates.
- Mr Harsh Kumar completed the Data Analytics Job Simulation by Deloitte, NPTEL certification, and courses on ChatGPT in Marketing (Great Learning).
- Mr Vishesh Jain participated in Badminton at Ensemble-Valhalla (XLRI).
- Ms Ishita Singh participated in Swiggy Case Competition organized at a National level. She also participated in Finquest and Simulops (Quiz and Simulation) organized by IIM Ahmedabad.
- Ms Amisha Bhardwaj has successfully completed a Live Project in Marketing & Sales with Nmadic.com.
- Ms Anushka Srivastava has successfully completed the Google Project Management Skill Development Course, offered by Coursera (Google) and Live Project in Marketing & Sales with Nmadic.com.
- Mr Bhaskar Sinha, Mr Mohit Kumar and Miss Nishi Kumari participated in Bid Wars (Mock IPL Auction) during Finfest 3.0 and secured First Prize.
- Mr Anshuman Choudhary completed certification courses in Digital Marketing (IIDE), Data Analytics (Simplilearn), and Advanced Excel (Udemy).
- Ms Ravina Kandulna participated in Macro Minds (IIM Calcutta)
- Mr Anukaran Khalkho participated in Trilytics (IIM Ahmedabad), The Bricks Summit (IIM Calcutta) and Swiggy Case Competition.
- Mr Aryan Kumar Mishra completed NPTEL certification (IIT Roorkee).
- Ms Bidisha Biswas participated in Swiggy Case Competition, Steel-a-thon (Tata Steel), Nestle E-learning Competition and a live Project with SHG/KCT Group.
- Mr Tushar Sharma participated in Ensemble-Valhalla (XLRI), securing awards. He also participated in Nestle E-learning Competition.
- Mr Abhishek Kumar participated in Aurora 2025 (XLRI), Consultrix (IIT ISM Dhanbad), Tata Crucible Campus Quiz and HDFC Life Aspire.

- Mr Navneet Kumar participated in Table Tennis during Ensemble-Valhalla (XLRI).
- Mr Rishav Kumar participated in NPTEL certification, BIT Case Competition, HDFC Life Aspire and Consultrix
- Ms Vishakha Kumari participated in HP Power Lab Case Competition.
- Ms Kashish Pandey Ms Vindhika Sahay participated in EY Techathon 6.0 at the national level.
- Mr Pawan Kumar Nayak completed the Market Research Analyst Certification Program, organized by Finlatics.
- Mr Rishav Kumar and Mr Aryan Kumar Mishra participated in the Markstrom Marketing Case Competition, organized by IIM Lucknow.
- Mr Abhishek Kumar participated in Jharkhand Startup YESummit- Business Idea Pitching, organized by the Youth Aid Foundation in collaboration with XISS. He secured Second Position in the Treasure Hunt event during Panache 2026 which is the Annual Fest of XISS and Second Position in Cricket during Games and Sports Week 2026, organized by XISS.
- Ms Shreya Bishwakarma secured Second Position in Devil Follows, at Maxfest 4.0 held on 8 November 2025.
- Ms Ishita Singh participated in Finquest and Simulops (Quiz and Simulation) organized by IIM Ahmedabad, held on 28 December 2025.

Faculty Activities and Achievements

Dr Bhabani Prasad Mahapatra

- Re-appointed as Head of the programme of Marketing Management, XISS, Ranchi from 2025-2028.
- Was a Co Applicant and was granted patent for invention titled: Machine Learning-Enabled System for RealTime Performance Monitoring and Risk Assessment in Business Operations vide Application No.202441103790
- Participated in and presented a paper “Sustainable Enterprise Models in Jharkhand: Balancing Profit and Planet” as a co-author at the International Conference, held from 27-30 June 2025, organized by the International Association of Jesuit Business Schools (IAJBS) at Pontificia Universidad Javeriana, Bogotá, Colombia.
- Participated in a meeting of the 6-Member XISS delegation at the Catholic University of Leuven on 07 July 2025.
- Attended a meeting of the 6-Member XISS delegation at KADOC Studies on Religion, Culture & Society in Leuven on 08 July 2025.
- Attended a meeting of the 6-member XISS delegation at Antwerp University on 08 July 2025
- Member of the Organizing Committee for “Profit with Purpose: Leading Ethically in the Digital Age” held on September 20,2025 at Yashobhumi, New Delhi
- Core Member of the Organizing Committee of International Conference on “Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI”, organized by Xavier Institute of Social Service (XISS), Ranchi, India, held from 5–7 February 2026.
- Published a research paper “Profit with Purpose: Reimagining the Future of Business Models ” in Jharkhand Journal of Development and Management Studies, vol 23, No 4, October -December 2025, pp 11085
- Invited as a panelist to speak on “Enabling MSMEs: Building a Resilient, Inclusive & Future-Ready Ecosystem in Jharkhand” on 25.02.2026 in a State-level Interim Validation Workshop organised by Grant Thornton Bharat LLP
- My opinion on Jharkhand budget 2026-27 published in Dainik Jagran dated 25.02.2026. My opinion on 16th finance commission and its implication on Jharkhand Finance published in Dainik Jagran on 23rd February 2026.
- My opinion on Union Budget 2026-27 was published in Dainik Jagran on 2.02.2026.
- My opinion on Jharkhand Development was published in Dainik Jagran on 15.11.2025.

Prof Amar Eron Tigga

- Re-appointed as Dean Academics of Xavier Institute of Social Service, Ranchi for three years.
- Participated in and presented a paper “Sustainable Enterprise Models in Jharkhand: Balancing Profit and Planet ” as a co-author at the International Conference, held from 27-30 June 2025, organized by the International Association of Jesuit Business Schools (IAJBS) at Pontificia Universidad Javeriana, Bogotá, Colombia.

- Participated in a meeting of the 6-Member XISS delegation at the Catholic University of Leuven on 07 July 2025.
- Attended a meeting of the 6-Member XISS delegation at KADOC Studies on Religion, Culture & Society in Leuven on 08 July 2025.
- Attended a meeting of the 6-member XISS delegation at Antwerp University on 08 July 2025
- Conducted the Academics & Administrative Audit (AAA) for the St. Francis Institute of Management and Research (SFIMAR), Mumbai on December 8, 2025. Serving as an External Peer Reviewer, he evaluated the institute's standards and measures for autonomous status in accordance with UGC Guidelines 2023.
- Participated as a panelist in an International Conference organized by ICFAI University, Ranchi (IUR) on September 25, 2025. He contributed to the panel discussion titled "AI, Society & Governance: Opportunities and Challenges for Sustainable Business," addressing the evolving role of technology in modern governance.
- Delivered an insightful talk on Navigating the New Management Landscape and How to become Future Ready? to the visiting faculty and students of the Management Department, IEM, Kolkata on December 10, 2025.
- Acted as the Chairperson for the International Conference at XISS (5-7 Feb 2026) as part of the Platinum Jubilee celebration.

Prof Pinaki Ghosh

- Invited as a Marketing Expert to conduct the interview process as one of panel members for Jharkhand Milk Federation on 16th July 2025
- Published an article titled "Social Media Strategies and Brand Engagement Among Asian Entrepreneurs: A Digital Marketing Perspective" in Journal of Asia Entrepreneurship and Sustainability (ABDC-C category) 21(2), 44-51. <https://doi.org/10.53555/jaes.v21i2.27>. The paper was published in July 2025.
- Published an article titled "Innovative Audio-Visual Techniques in Information Systems: Enhancing Creative Processes and Consumer Engagement in the journal titled "Journal of Information Systems Engineering and Management", <https://jisem-journal.com/index.php/journal/article/view/7548>, DOI: <https://doi.org/10.52783/jisem.v10i40s.7548>
- Invited to participate in the Certificate Distribution Ceremony of the Live project on Demand Analysis of Products Made by Self Help Groups on 16th September 2025
- Participated as the BOS Member for the Course restructuring for the different Vocational Courses offered by St. Xavier's College Ranchi on 8th November 2025

Prof Madhumita Singha

- Published a paper titled "An analysis of code quality metrics applying correlation and regression for identifying bug occurrences" in International Journal of Statistics and Applied Mathematics, vol 10(4) ISSN: 2456-1452, <https://www.doi.org/10.22271/math.2025.v10.i4a.2018>
- Attended a training workshop on AI, as a Resource Person at the UGC Malaviya Mission Teacher Training Centre, Ranchi University, and delivered a session on "AI Powered Pedagogy: Transforming Classrooms into Smart Learning Spaces" on 12 September 2025.
- Participated in a three-day NPTEL Faculty Development Programme (FDP) conducted by the Indian Institute of Industrial and Social Research (IIISR) from November 27–29, 2025. The programme, titled "Plagiarism in the age of AI: Detection, Prevention, and Ethics," provided critical insights into the evolving landscape of academic integrity and the ethical challenges posed by generative artificial intelligence in research and scholarship.
- Awarded a formal membership by the Indian Institute of Industrial and Social Research (IIISR), further strengthening the programme's ties with esteemed professional and research bodies.
- Presented a paper titled "Handwritten Customer Feedback Form Mining in the FMCG Sector using Meta-Learning" at XISS Platinum Jubilee International Conference, Ranchi, India from February 5–7, 2026.

Dr Pooja

- Appointed as IQAC Co-Ordinator at XISS, Ranchi.

- Published a paper titled “Exploring the role of emotional intelligence and gender in faculty burnout” in International Journal of Workplace Health Management, Vol. 18 (4): 353–370. Doi: <https://doi.org/10.1108/IJWHM-09-2024-0184> (Scopus)
- Presented a paper titled “Virtuous leadership, happiness and performance of teachers and staff: The Moderating role of Internal Communication” at International Conference on Education and New Developments held from 28-30 June 2025 at Budapest, Hungary.
- Conducted a session on the topic “Leaders vs Managers: The role of Integrity, equity and Inclusion” on 10th March 2026 for the MDP organized for the executives of Bharat Dynamics Ltd by XLRI Jamshedpur on Purpose driven leaders and Profit Making Companies.
- Published a research paper “Impact of emotional intelligence and inclusive leadership in curbing burnout” in Jharkhand Journal of Development and Management Studies, vol 23, No 4, October -December 2025, pp 11039
- Member of the Organizing Committee of International Conference on “Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI”, organized by Xavier Institute of Social Service (XISS), Ranchi, India, held from 5–7 February 2026.
- Member of the Organizing Committee for “Profit with Purpose: Leading Ethically in the Digital Age” held on September 20, 2025 at Yashobhumi, New Delhi
- Completed Post Doctorate from the School of Technology and Management, Polytechnic Institute of Leiria, Portugal in the area “Inclusive leadership & its impact on employee’s emotional exhaustion: The moderating role of Emotional Intelligence”
- Acted as Session Chair at XISS Platinum Jubilee International Conference, Ranchi, India from February 5–7, 2026.

Dr Tina Murarka

- Participated in and presented a paper “Sustainable Enterprise Models in Jharkhand: Balancing Profit and Planet” as an author at the International Conference, held from 27-30 June 2025, organized by the International Association of Jesuit Business Schools (IAJBS) at Pontificia Universidad Javeriana, Bogotá, Colombia.
- Participated in a meeting of the 6-Member XISS delegation at the Catholic University of Leuven on 07 July 2025.
- Attended a meeting of the 6-Member XISS delegation at KADOC Studies on Religion, Culture & Society in Leuven on 08 July 2025.
- Attended a meeting of the 6-member XISS delegation at Antwerp University on 08 July 2025
- Invited as resource person to take a session in the training programme at RTI on “Financial Market, Borrowing from Financial Institutions, and Public Finance” on 4 August 2025 at Ranchi.
- Invited to serve as Panelist for Interview - District Coordinator and Social Worker Position by NUSRL, Ranchi on 10 March, 2026.

Dr Fedric Kujur

- Published a research article on “The moderating effect of handicraft goods in influencing the tourists’ intention to select sustainable tourist destination in Journal of Enterprising Communities: People and Places in the Global Economy. <https://doi.org/10.1108/JEC-12-2024-0261>. The article was published in September 2025.
- Co-authored a research article with Mr Rajkumar and Mr Pawan K Nayak, both first year students of Marketing Management Programme, published an article: Peoples’ perceptions towards NGOs: Evidence from Eastern India in Jharkhand Journal of Development and Management Studies, 22(1), 1–20. <https://doi.org/10.70994/jjdm.10881.10897>.
- Presented a research paper “The Role of Digital Experience in Influencing Patient Revisit Intention: A Study of selected NABH-Accredited Hospitals in Kolkata, India,” at the prestigious 10th PAN IIM World Management Conference held from November 27-29, 2025 at IIM Ranchi.
- Acted as Session Chair at XISS Platinum Jubilee International Conference, Ranchi, India from February 5–7, 2026.
- Appointed as Associate Editor of the Journal of Strategic Marketing, a leading peer reviewed journal indexed in Scopus, ABDC, and Web of Science, specialising in marketing and business strategy research.

Dr Pratyush Ranjan

- Published a paper titled “Understanding sustainable consumer product disposal through personality traits: Implications for profit with purpose” in Jharkhand Journal of Development and Management Studies, 23(4), 11135–11156. <https://doi.org/10.70994/jjdm.11135.11156>
- Member of project “Impact Assessment and Baseline cum Need Assessment of CSR Projects of DVC in Jharkhand”
- Completed an online workshop on NEP 2020: From Policy to Practice – Incorporating IKS, NPTEL, 20 December 2025

Collaborations and Connections-Industry and Alumni

Board of Studies Meeting

The Marketing Management Programme held its Board of Studies (BoS) Meeting on 6th May 2025, attended by faculty members and external experts. Chaired by Dr Joseph Marianus Kujur SJ, the meeting aimed to enhance the academic curriculum and incorporate best practices in academia. The agenda focused on proposed changes to the 2025-27 course curriculum, aligning it with industry trends and requirements. Notable external members included Mr Mridumesh Kumar Rai (Head of the Department, Lewa Trading Enterprises LLC, Dubai, UAE), Dr Sandip Anand (Allahabad University), Dr Saurav Snehrat (XLRI Jamshedpur), Mr Arijit Sen, Vice President, Sales, Pee safe, New Delhi, Mr Pranoy Dutta, Senior Creative Director, Dentsu Creative Isobar, Mumbai and alumni representatives: Mr Lenin Anthony (National Head, Phone Pe) and Ms Susmita Bose, Lead: Omnichannel Outreach-Digital Transformation, Cipla, Mumbai. The meeting was coordinated by Dr Bhabani Prasad Mahapatra, Head of the Programme.

Guest Lectures

Dr Shishir Dutta, GM (Research & Development), CMPDI Ranchi took sessions on Project Management for the second year Marketing Management students on 23 and 25 August 2025.

Dr Umashankar Singh, Adjunct Professor at Szczecin University, Poland, delivered an insightful guest session for first year students titled “Financing Tomorrow’s Business through Learning, Unlearning, and Relearning” on November 13, 2025.

Mr Sriram B. Iyer, former Head of Learning & Development for Reliance Market (Cash & Carry Format) delivered a series of insightful guest sessions on Retail Store Operations for the second-year students on 11 and 19 November 2025.

Mr Nishant Sinha, Offshore Account Lead at Horizontal Talent, Australia, a distinguished alumnus of XISS delivered an enriching session on “Competency-Based Hiring” for the first year students on November 20, 2025.

Mr Himanshu Gupta, Assistant Professor at ISM Dhanbad delivered a session on Application of Operations Research in Management Decision Making for the first year students on November 21, 2025.

Mr Akshat Arora, Head of APAC and Japan, GTM & Advocacy at Adobe delivered a guest lecture for the first year students on December 11, 2025.

Mr Pranoy Dutta, Senior Creative Director, Dentsu Creative Isobar, delivered a lecture on “Integrated Marketing Communication” for the second year students on November 07, 2025

Mr Pradeep Hazari, Special Secretary and Advisor, Department of Agriculture, Animal Husbandry, delivered a lecture on Agri-input Marketing & Market led Extension for second year students on February 16, 2026.

Mr Deepak Kumar Patro, Sales Force Certified Trainer, delivered a lecture on Soft Skill Development for students of first year on February 2, 2026.

Mr Debajyoti Banerjee, CEO & Founder, Seven Boats Info System Pvt. Ltd., delivered multiple lectures on Website Development using WordPress, and Website & Landing Page Optimization for students of second year on January 29, 2026, SEO- How brands get discovered, Paid advertising-Performance Marketing on January 30, 2026; Paid Advertising – Performance Marketing, Analytics &



ROI Measurement on February 19, 2026; and Social Media Marketing – Content & Growth, Analytics & ROI Measurement on February 20, 2026.

Dr Rahul Agarwal, M&E Head, Phia Foundation, delivered multiple lectures on Business Idea Screening, Writing Business Proposal, Feasibility Test for Business Plan for students of second year on February 19 & 20, 28, 2026.

Mr Abhishek Choudhary, MD, Finish Services Management Company Pvt. Ltd. delivered lecture for second year students on Rural Entrepreneurship on March 11, 2026 and on Portfolio Management to first year students on March 12, 2026.

A seminar on Investor Awareness was organised on October 11, 2025, at the Fr Michael Van den Bogaert, SJ Memorial Auditorium for first year and second year students. The seminar featured a panel of distinguished experts, including Mr Gaurav Kumar, Manager at SEBI (Kolkata), and Mr Karan and Mr Rajdeep Das from the BSE Investor Service Department (Ranchi).

Alumni Interaction

Mr Sudipta Das, Manager Automotive Consulting Practice, PWC and alumnus of XISS, interacted with both batches of students of marketing management on 4th February 2026. He deliberated on career prospects in the field of consulting.

Mr Amar Nath Thakur, Head, Sales Operations GTM, Hindware and alumnus of XISS delivered a lecture on Business Strategy for second year students on January 01, 2026.

Mr Timmavajjula Venkata Shashank (Alumnus of Batch 2016-18 (IT)) delivered a guest lecture on “Applying Data Analytics and Project Management Techniques for Business with a Brief Overview of Business Modelling and Marketing Analytics” on 22 August 2025.

Mr Himalaya Indraprasth, Deputy Manager, CCL and alumnus of XISS, delivered a lecture on Corporate Social Responsibility for students of second year on February 27, 2026.

Ms Rashmi Sinha, AVP, Chief Data Office-HSBC Global Team and XISS alumna, delivered a lecture on Strategic Brand Management for second year students on November 01, 2025.

Mr Amit Burman, IFPRI, and alumnus of XISS, delivered a lecture on Agribusiness Marketing, Cooperative Markets, FPOs, and FPCs for second year students on February 28, 2026.

Mr Rohit Patodiya, Area Sales Manager at Whirlpool and alumnus of XISS, interacted with students on 7th July 2025. He shared on how to prepare for sales and marketing roles in FMCG industry.

Mr Sonu Marandi, Brand Specialist, Canada AVS, Amazon and alumnus of XISS interacted with first year students in 9th February 2026. He shared his experience on how to work towards getting placed in one's dream company.



Way Forward: Programme Development Plan for 2026-27

Reflection for continuous excellence will guide the programme for the years to come. A comprehensive review of the 2026–28 curriculum is planned, involving industry practitioners and academic experts from reputed institutions, followed by a rigorous peer review process. Programme-specific outcomes is being revisited through a stakeholder-driven approach to better align with the programme's educational objectives.

Entrepreneurship, Project Management and Rural Marketing will be offered as core courses (earlier they are offered as electives), alongside new offerings such as Business Intelligence and Business Analytics as an elective, and Universal Human Values as core course. Efforts will also be made to integrate Artificial Intelligence into the curriculum. While maintaining a strong focus on enhancement of skills on sales, marketing, operations, and strategy through classroom as well as guest lectures, students will be encouraged to undertake more live projects, participate actively in competitions, and engage in outreach activities. Programme will organise more interaction of students with industry representatives through panel discussion and lectures. A more structured mentoring programme will be started in the forthcoming year.

Faculty members will be motivated to deliver highly engaging and enriching classroom experiences and to contribute to quality research publications. With continued support from the esteemed management of XISS, the programme is confident of achieving higher standards of academic excellence in the coming year.



Marketing Management

2024-26

First Row (Left to Right) : Ishika Agarwal, Tanisha Rachel Sahu, Retika Sneha Ekka, Shreya Dey, Shruti Jaiswal, Vishakha Sharma, Anamika Kerketta, Madhurima Chowdhury, Anita Kumari, Mahzabeen Khanam, Muskan Singh, Madhu Pushpa, Shreya Sristi, Nikita Thakur, Gazal Agrawal

Lower Middle Row (Left to Right) : Aparna Kumari, Shristi, Kashish Bhardwaj, Aysha Bilquees, Anuradha Yadav, Ekta Solanki, Shruti Mishra, Jennifer Kujur, Aashna Chadha, Monika Choudhary, Smriti Xess, Shreya Xalxo, Radha Bhala

Upper Middle Row (Left to Right) : Abhishek Kumar Singh, Vivek Kumar Shahi, Prakhar Anand, Abhishek Sharon Kujur, Debyansh Kumar, Sarthak Agrawal, Pratham Kumar, Keshav Agarwal, Ashish Joseph, Devashish Lakra, Harsh Aditya, Vinay Khalkho

Top Row (Left to Right) : Kundan Kumar, Hemant Kumar, Devaneek Raj, Ayush Raj Yadav, Steve Austin Francis, Swapan Swarup Bodra, Ankur Lakra, Himanshu Jaiswal, Mayank Shekhar Sinha, Anjar Alam, Nirnay Raj Shourya, Navneet Kujur, Vanshaj Lohia, Vibhuti Das Yadav, Kaushal, Rishab Kumar, Harsh Prasad



FINANCIAL MANAGEMENT

Dr Ratnesh Chaturvedi, Head of Programme, Financial Management

Program Overview

The PGDM in Financial Management is a two-year, full-time program aimed at developing capable finance professionals who can respond to the changing demands of the industry. The program focuses on building a clear understanding of financial principles while strengthening analytical thinking and practical decision-making, enabling students to explore careers in areas such as banking, corporate finance, capital markets, and financial services. The course structure gradually moves from fundamental subjects—such as financial accounting, managerial economics, and financial management—to more specialized areas like risk management, security analysis, mergers and acquisitions, derivatives, and international finance. This progression allows students to connect theoretical concepts with real-world applications.

Keeping pace with current trends, the program also introduces learners to emerging areas including fintech, financial analytics, ESG practices, and behavioural aspects of finance. A strong emphasis is placed on learning by doing, with opportunities through internships, live projects, case discussions, and industry interactions that help students understand practical challenges.

What sets the program apart is its grounding in the broader values of XISS, where financial knowledge is complemented by a sense of social responsibility. Students are encouraged to understand the impact of financial decisions on communities, engage with grassroots realities, and approach their roles with empathy and ethical awareness.

Overall, the program prepares students to handle complex financial situations with clarity and confidence, opening pathways to diverse roles in the financial sector while nurturing a balanced, responsible, and socially conscious professional outlook.

Students Activities and Achievements

Summer Internship

The 8-week Industrial Internship is an integral part of the PGDM FM program at XISS, with the current batch successfully completing their assignments across a diverse range of 39 organizations. Facilitated by the central placement cell and the departmental coordinators, the program secured opportunities in key sectors including Manufacturing, BFSI, Consulting, and FMCG. High-profile recruiters such as Tata Motors, Axis Bank, Ernst & Young (EY), and Indian Oil played a significant role in this process. Within this placement cycle, a total of 13 internships were paid, reflecting the professional value of the students' contributions. The financial compensation for the batch saw the highest stipend of Rs 20000, while the average stipend was recorded at Rs 8000. By engaging with both public sector undertakings and private enterprises, the internship phase ensured that students gained comprehensive practical exposure to the multifaceted operational and financial demands of the current industrial landscape.

Rural Camp

As part of their academic curriculum, the PGDM (Financial Management) students of Xavier Institute of Social Service (XISS) undertook rural exposure visits to Gumla and Simdega to gain a closer understanding of grassroots development and livelihood systems. The Gumla visit was led by Dr Arana Kausar and Dr Smriti Prasad, while the Simdega visit was guided by Dr Manindra Rajak.

In Gumla, students were introduced to practical models of rural entrepreneurship, particularly through Self-Help Groups (SHGs). Initiatives such as the Palash Aajeevika Didi Café, ragi processing unit, and poultry farming demonstrated how local communities create sustainable income sources. Exposure to fishery activities further highlighted the role of natural resources in supporting livelihoods.

In Simdega, the focus shifted to the organizational strength of SHGs and their federations. Students observed how Gram Sangathans and Cluster Level Federations operate with financial discipline, regular savings, and collective decision-making. Government schemes supporting housing, health, and livelihoods were actively integrated into these systems, with strong participation of women in driving change.

Together, the visits offered a meaningful perspective on how community efforts, supported by institutional frameworks, contribute to sustainable rural development.

Students of Financial Management visited Gumla Haat at the Collectrate Office



Students of Financial Management at Garima Kendra Kalebira, Simdega



Industrial visit:

The industrial visits for the PGDM Financial Management students of the XISS 2024–26 batch provided a comprehensive look at diverse corporate environments across Mumbai, Delhi, and Bangalore. This innovative program serves to bridge the gap between classroom theory and the modern corporate landscape, which is marked by rapid technological breakthroughs and shifting consumer behavior. By interacting with working managers and experts, students gained real-world knowledge and networking opportunities that surpass textbook learning.

In Mumbai, students engaged with several prestigious organizations, including Emcure Pharmaceuticals, BSE Ltd, Aditya Birla Capital, Nippon India Mutual Fund, and the Food Corporation of India (FCI). These visits allowed for a deep dive into the practical applications of finance, human resources, and operations within the pharmaceutical and financial services sectors. The Delhi leg of the tour expanded this sectoral exposure by incorporating industry leaders such as Hindware, Jio, UFLEX, Powergrid, Dabur, and Mother Dairy. These interactions provided a contrast between Mumbai's market-driven financial hubs and the high-velocity supply chains and large-scale infrastructure management found in Delhi.



The Bangalore leg of the tour involved a third group of students who explored major organizations to gain a comprehensive viewpoint of the industry. This itinerary featured key visits to Britannia, Tata AIG Life Insurance, Zebra Technologies, and the Economic Times. The exposure was further diversified through engagements with the Azim Premji Foundation and Narnolia, focusing on social responsibility and investment management.

Collectively, these visits across Mumbai, Delhi, and Bengaluru ensured that the students developed a holistic understanding of the finance and marketing industries. The combination of on-the-ground learning and expert dialogue provided the essential skills required to successfully negotiate the complexities of the current global economic environment.

The placement outcomes for the PGDM (Financial Management) batch at XISS show a steady and encouraging trend, with students securing opportunities across banking, insurance, consulting, and financial services sectors. A number of well-known organizations such as Deloitte India, ICICI Bank, Tata AIG GIC Ltd, and Hitachi Cash Management Services participated in the process, offering a mix of roles relevant to finance students.

The salary packages range from around ₹4.5 LPA to ₹11.7 LPA, with the highest offer made by Tata AIG GIC Ltd. Most offers fall within the ₹6–8 LPA range, indicating a consistent market standard for the batch. The BFSI sector continues to be the primary recruiter, followed by financial advisory and fintech firms.

While a good proportion of students have been placed, a few are still in the process, suggesting scope for continued placement efforts. Overall, the placement season reflects a balanced performance with credible recruiters, reasonable compensation levels, and opportunities aligned with the specialization.



Bengaluru



Delhi

Co-curricular activities

Talk Sessions

Talk Session by Mr Sriram Pankaj: On 25 July 2025, XISS Financial Management students attended an insightful session, “Data-Driven Literacy: A Strategic Approach to Risk Management,” led by Mr Sriram Pankaj, a Certified Financial Planner. The interaction bridged the gap between classroom theory and real-world application, emphasizing data’s role in smart financial planning and risk mitigation. Mr Pankaj provided personalized guidance on stocks, mutual funds, and cryptocurrency, stressing the importance of informed decision-making and discipline. This engaging experience equipped students with the practical insights necessary to navigate dynamic markets and evolve into financially responsible professionals.



Talk Session by Mr Joydeep Das: On 25 August 2025, the PGDM Financial Management program hosted an insightful session, “Risk Management and Evolving Global Insurance market”, with XISS alumnus Mr Joydeep Das, Senior Executive Officer at Mahindra Insurance Brokers Ltd. – DIFC. Mr Das shared his expertise on how the global insurance market is changing, focusing on technical areas like reinsurance, catastrophe bonds, and cyber risk. By connecting classroom lessons to real-world challenges, he gave students a clear look at how risk management works in a professional setting. He also shared his own career journey, providing a helpful roadmap for students preparing to enter the finance and insurance industry.

Talk Session by Mr Shubham Modi (NSE)

On 16 October 2025, students from the Financial Management Programme at XISS Ranchi had the opportunity to attend an engaging Investor Awareness Programme conducted by the National Stock Exchange (NSE). The session served as a valuable platform for enhancing students’ understanding of financial markets and investment strategies.

The resource person, CA Shubham Modi, delivered an insightful session covering a wide range of investment options. He emphasized the importance of portfolio diversification as a means of risk management and provided

a clear overview of SEBI regulations. In addition, he explained the different categories of mutual funds in a simple and structured manner, making complex concepts easy to grasp. A key highlight of the session was his focus on the benefits of starting investments early to harness the power of compounding for long-term financial growth.

The programme was both informative and inspiring, leaving students better equipped with practical knowledge and encouraging them to approach investing with greater awareness, confidence, and responsibility.

Induction-cum-Orientation Programme

The Xavier Institute of Social Service (XISS), Ranchi successfully conducted an eight-day *Induction-cum-Orientation Programme* from June 18 to 27, 2025, to welcome the incoming PGDM Batch of 2025–27. The inaugural ceremony was graced by the esteemed presence of Director Dr Joseph Marianus Kujur SJ, Chairman Fr. Ajit Kumar Xess SJ, and the Chief Guest, Prof D.K. Singh, Vice Chancellor of Jharkhand University of Technology (JUT).

The programme was thoughtfully designed to provide a comprehensive introduction to academic life at XISS, integrating the Institute's core values with insights into academic processes, administrative systems, and avenues for holistic personal and professional development.

For the Financial Management Students (2025–27), the induction was further enriched through insightful sessions conducted by distinguished faculty members. These sessions offered an overview of the curriculum, familiarized students with essential financial tools, and emphasized the importance of continuous learning and skill enhancement in a rapidly evolving financial landscape.

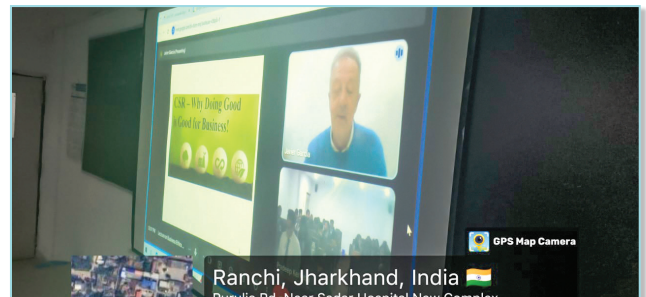
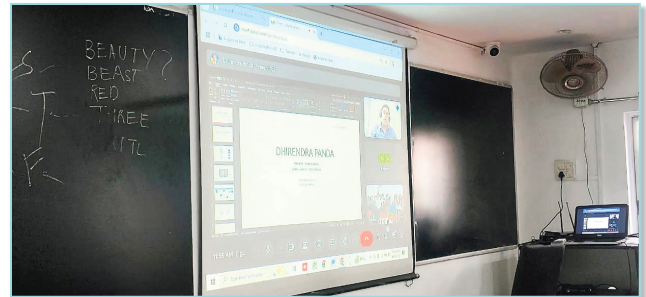
The programme also featured engaging interactions with accomplished alumni and industry professionals. Notable speakers included Mr Arvind Das, Founder of LifeKraft Training Academy; Mr Saumya Mukherjee and Mr Swapneel Verma from Deloitte; and Mr Dharendra Panda from AB InBev. Additionally, eminent industry experts such as Mr A. D. Wadhwa, former General Manager (Finance) at CCL; Mr Gyanendra Neeraj, Deputy General Manager at SEBI; and Mr Lagan Agarwal, Regional Head (Bihar and Jharkhand) at SBI Mutual Fund, shared their valuable insights and experiences, inspiring students and guiding them toward informed career paths.

Guest Lectures

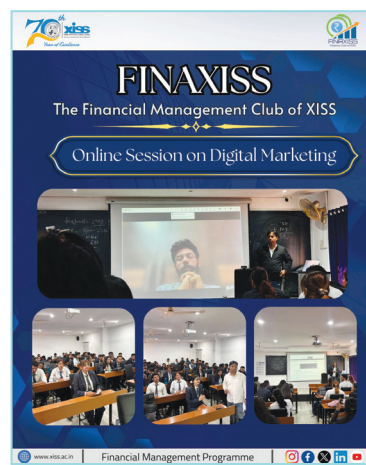
- On June 19, 2025, Miss Anima Gracy Lakra, a Research Scholar at IIM Ranchi, delivered a lecture on “The academic and research prospects”, to students after completing a PGDM in Finance. The session provided a comprehensive roadmap for those interested in pursuing higher studies or specialized research roles within the financial sector.
- Mr Arvind Das, Founder of LifeKraft Training Academy Pvt. Ltd., conducted a session on June 24, 2025, on “Soft skills and professional excellence”. He guided students on the essential behavioural competencies and interpersonal skills required to navigate and succeed in high-pressure corporate environments.
- On June 24, 2025, Mr A. D. Wadhwa, the GM of Finance at CCL, spoke on “Psychological preparation necessary for finance executives and managers”. His talk emphasized the importance of mental resilience and strategic mindset in handling the complex responsibilities of modern financial leadership.
- Mr Rajesh Derhgawen, the CHRO of Nippon India MF, presented a session titled “Campus to Corporate” on June 25, 2025. This lecture helped students understand the cultural shift required when moving from an academic setting to a professional organization and how to meet corporate expectations effectively.



- On June 25, 2025, Mr Aaron Dirk Lazarus from DSP Mutual Fund delivered a talk on “Asset management and the current dynamics” of the mutual fund industry. The session offered practical insights into investment strategies and the operational nuances of managing large-scale financial portfolios.
- On June 26, 2025, Mr Dharendra Panda, Manager of Total Rewards at ABInBev GCC Services India Ltd., delivered a session on “Corporate compensation and total rewards systems”. He explained how financial strategy and human resources align to create effective incentive structures within global organizations.
- Mr Saumya Mukerjee, a Director at Deloitte India, shared his expertise on June 26, 2025, on “Strategic Financial consulting and professional advisory services”. His lecture provided a deep dive into the consulting industry, highlighting the skills needed to solve complex business problems for major international clients.
- During the afternoon on June 26, 2025, Mr Gyanendra Neeraj, a DGM at SEBI, delivered a lecture on “Capital markets and securities regulations”. He provided students with a vital understanding of the regulatory environment in India and the role of oversight in maintaining market stability and investor protection.
- On June 27, 2025, Mr Swapneel Verma from Deloitte India conducted a session on “Industry best practices and emerging trends in financial services”. The lecture focused on the practical application of accounting standards and the importance of ethical transparency in the audit and advisory sectors.
- On June 27, 2025, Mr Lagan Agarwal, the Regional Head for Bihar and Jharkhand at SBI Mutual Fund, spoke about “Investment management and the regional growth of the mutual fund industry”. He provided a localized perspective on market penetration and the challenges of distributing financial products in diverse economic landscapes.
- On 14, November, 2025 an engaging guest lecture on Business Ethics and Corporate Social Responsibility was conducted by Dr Mathew M. Cobb, President & CEO Cross Cultural Studies Program, Inc. DBA Walks Back. He delivered the session, highlighting ethical decision-making, responsible leadership, and sustainability. Through real-world examples, he emphasized the importance of moving beyond profit-driven approaches to consider societal and environmental impact. The interactive session encouraged active participation and meaningful discussions, enabling students to understand how ethical values can be integrated into professional practices and contribute to long-term organizational success.
- On 17, November, 2025 an insightful Guest Lecture on Business Ethics and Corporate Social Responsibility was delivered by Mr Javier Garcia, CEO at COMEXCO (COMERCIO EXTERIOR COMERCIALIZACION SLU). The session highlighted ethical decision-making, responsible leadership, and the importance of CSR in today’s corporate environment. Through practical insights and real-world examples, Mr Garcia encouraged students to adopt sustainable and ethical practices. The interactive discussion made the session engaging and inspired students to integrate ethical values into their professional journeys.



- A guest session on “Empowering the Next Generation through Education, Financial Management, and Career Building” was held on 19 November 2025 at XISS. Delivered by alumnus Mr Bidyoot Sarkar, Senior Vice President at PL Capital Group, the session highlighted career growth, financial awareness, and leadership. Students gained practical insights into aligning education with professional goals. The session was informative, inspiring, and encouraged students to prepare confidently for future career opportunities.
- An engaging online lecture on Six Sigma was held on 24 November, 2025, delivered by Mrs. Samina Zareen of ANZ. The session explained Six Sigma as a data-driven approach to reducing defects and improving quality. Key methodologies like DMAIC and DMADV, along with Poka Yoke, were discussed. Practical examples highlighted its industry relevance, making the session informative and beneficial for students’ understanding of quality management.
- A guest lecture on “Replacement Theory and Equipment Management” was delivered by Md. Azahar Alam on 26, November 2025 under the subject Decision Making in Business. The session highlighted cost analysis, economic life of assets, and key factors influencing replacement decisions. It provided practical insights into optimizing costs and improving efficiency. Overall, the lecture was informative and enhanced students’ understanding of real-world business decision-making.
- A guest lecture was delivered on 1, December, 2025 by Fr. Oke M. Robert Gbedolo, S.J., Jesuit Mveng Productions Founder MFA in Film Production, highlighting the role of media in shaping public perception and promoting ethical business practices. He emphasized CSR, transparency, and ethical decision-making as essential for sustainable development, stakeholder trust, and enhancing organizational reputation in today’s corporate environment.
- On 9–10 February 2026, The Financial Management Programme hosted an online session on Digital Marketing led by Prof Debajyoti Banerjee, Founder & CEO of Seven Boats. The session covered SEO, SEM, social media marketing, YMYL, creative strategy, and risk management. His practical insights and industry-oriented guidance provided valuable learning, helping students understand essential skills required to succeed in today’s digital-first marketing landscape.
- The guest lecture series featured a rich blend of industry insights delivered by distinguished resource persons, each addressing a unique theme relevant to PGDM Financial Management students of the batch 2025–27. Ms Rashmi Verma, Compliance Analyst at Invesco, discussed Working Capital Optimization, while Mr Shourya Singh, Associate Manager at Shyam Metallics, explored Financial Due Diligence in M&A. Mr Nitin Taneja, Management Trainee at Bajaj Projects, provided practical guidance on Equity Research Report Writing, and Mr Jishan Ali, Entrepreneur at Firewize, examined Behavioral Biases in Investing. The banking perspective was further strengthened by Mr Shreyash Singh, Management Trainee at ICICI Prudential AMC, who spoke on NPAs and Asset Reconstruction, and Mr Piyush, Senior Manager at Deloitte, who shared insights on Banking Sales and Relationship Management. Additionally, Mr Stany Gulshan, Technical Sales Head (India) at Metamark, delivered an engaging session on Financial Planning for Individuals. Together, these sessions offered a comprehensive and practice-oriented understanding of modern finance, effectively bridging academic concepts with real-world industry applications.



Extra-Curricular activities

Fresher’s Party

The Fresher’s Party for the incoming batch of PGDM (Financial Management) 2025–27 at Xavier Institute of Social Service (XISS) was held on 7 August 2025. The event served as a warm welcome for the new students, giving them an opportunity to interact with seniors and become part of the institute’s vibrant community.

The evening was marked by dance performances, singing, and a range of fun games that encouraged participation and created an easy, friendly atmosphere. One of the key highlights was the Mr and Ms Fresher segment, where students displayed confidence and creativity. Mr Abhinav Choudhary and Ms Ritika Angelina Dhanson were awarded the titles of Mr and Ms Fresher respectively.

Overall, the event set a cheerful and engaging tone for the PGDM (Financial Management) batch, helping them begin their academic journey at XISS with enthusiasm and a sense of belonging.



FINFEST 3.0

FinFest 3.0, organized by FINAXIS, the Financial Management Club of XISS, was a premier event designed to foster experiential learning and analytical development. The fest featured four flagship events—Money Heist, BidWars, TradeTrek, and FinQuest—each simulating real-world financial scenarios through competitive formats.

By blending classroom theory with gamified challenges, FinFest 3.0 provided an interactive platform for students to test their decision-making, teamwork, and practical understanding of financial markets.



Republic Day Celebration

The first-year students of the Financial Management Programme organized a beautiful event to celebrate the country's 77th Republic Day. The program was a heartfelt tribute to India's heritage, featuring patriotic songs, energetic dances, and meaningful skits that captured the attention of everyone present.

The performances filled the room with a strong sense of pride and unity. More than just a show, the celebration was an emotional experience that reminded the audience of the sacrifices made by our freedom fighters. By highlighting the nation's core values of diversity and inclusivity, the event inspired a renewed sense of responsibility and love for the country in every student.



Sports Week at XISS, Ranchi

The annual Games and Sports Week, held by the Xavier Institute of Social Service (XISS) from January 21 to 24, 2026, saw great energy and participation from all departments. The Financial Management Programme stood out, with students showing excellent athleticism, team spirit, and competitive drive. Their active involvement and sportsmanship added significantly to the success and vibrant atmosphere of the entire event. Some notable performances are: -

- Basketball (Female – Runner-up | Male – Runner-up)
- Table Tennis (Female - Runner-up)
- Badminton (Female singles – Winner | Mixed doubles – Runner-up)
- Chess (Male – Runner-up)
- Tug of War (Male - Runner-up)
- Football (Winner)
- Carrom (Male singles - Runner-up | Female doubles – Runner-up)

These achievements not only highlight the physical prowess of the students but also exemplify the department's dedication to holistic development beyond academics.



Faculty Activities and Achievements (2025-26)

A detailed description of the individual faculty activity and achievements during the academic year have been outlined hereunder.

Dr Ratnesh Chaturvedi

- Was nominated by the Vice-Chancellor of the Central University of Jharkhand to serve on a selection committee for appointment of Assistant Professor (temporary) at the department of business administration. The interview was conducted on July 22, 2025
- Was nominated as an external panel expert in Finance & Accounts for the Jharkhand Milk Federation. He was invited to be part of an interview panel to assess employees for promotion in the Executive cadre, scheduled for July 12, 2025.
- Co-authored a paper with Dr Arup Mukherjee titled "Learning Tax aware allocation: An AI infused framework for predictive and prescriptive Mutual Fund Strategy" in International Journal of Environmental Sciences. ISSN : 2229-7359, Vol 11 (Scopus indexed)

Dr Arup Mukherjee

- Published a book, "Fundamentals of Investment Banking: Historical Foundations and Evolutions" in the year 2025. His book has received great attention from students and academic.
- Co-authored a paper with Dr Ratnesh Chaturvedi titled "Learning Tax aware allocation: An AI infused framework for predictive and prescriptive Mutual Fund Strategy" in International Journal of Environmental Sciences. ISSN : 2229-7359, Vol 11 (Scopus indexed)

Dr Bhaskar Bhowani

- Was nominated as a subject expert and panelist for the recruitment process conducted by the Jharkhand State Faculty Development Academy (JSFDA) for the selection of the following positions: General Manager (Finance) and Manager (Accounts and Compliances) for JSFDA on 18 December 2025.
- Contributed as a co-investigator (on behalf and as part of the XISS, Research and Planning Department) in a Baseline-cum-Need Assessment Study for Hindalco Industries Limited, Muri; Silli Block, Ranchi, Jharkhand. The team completed the study successfully and presented the final report of the study to the Hindalco Management on March 18, 2026.

Dr Arana Kausar

- Completed a 12 weeks Faculty development Programme through NPTEL on Entrepreneurship in the Month October 2025 and she scored 81% marks with a Silver Certification
- Conducted 2 sessions on Constitutional Provisions relating to the Budget and the procedure in the Parliament relating to Financial matters on 10 December, 2025 for MCTP level-1 Orientation Training for AAO/Supervisors at RCB&KI of Indian Audit & Accounts Department headed by the Comptroller & Auditor General of India.
- Conducted a session on Gender Sensitization and Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) on 17 December, 2025 for MCTP level-1 Orientation Training for AAO/Supervisors at RCB&KI of Indian Audit & Accounts Department headed by the Comptroller & Auditor General of India.
- Moderated the Panel Discussion on, "From Livelihoods to Enterprises: Scaling grassroots entrepreneurship in Jharkhand." a part of The Young Entrepreneur Summit (YESummit 2026) held at XISS Ranchi on the occasion of National Start-up Day on 16 January, 2026.

Dr Manindra Rajak

- In collaboration with Gupta, A. A., Chauhan, M. P., and Kumar, A., published a literature review titled "Supply Chain Model for Perishable Goods under Trade Credit Policy" in March 2026 in *ES Food and Agroforestry* (Vol. 23), Engineered Science Publisher. The journal is a Scopus-indexed (Q1 category) publication in Agricultural and Biological Sciences, with strong citation metrics.

- Presented a poster titled “AI-Driven Risk Interconnectedness and Sustainability Assessment of NIFTY 50 Firms: A Multi-Model Framework for Forecasting, Classification, and Stress Testing (2015–2024)” at the India Management Research Conference (IMRC 2025), held at IIM Ahmedabad (December 5–7, 2025).
- Presented a research paper titled “Optimising Biomedical Waste Management Strategies through MCDM: Advancing Sustainability in Healthcare” at the International Conference on “Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI,” held at Xavier Institute of Social Service (XISS), Ranchi, Jharkhand, from February 5–7, 2026. This scholarly contribution highlights active engagement in research and a commitment to advancing sustainable healthcare practices.
- Served as a Session Chair at the International Conference on ‘Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI,’ held at Xavier Institute of Social Service (XISS), Ranchi, Jharkhand, from February 5–7, 2026, effectively facilitating technical sessions and steering academic discussions.

Dr Smriti Prasad

- Served as the academic supervisor for a B.A. Final Year Economics student who successfully completed a 120-hour internship during this period. The study was titled “A Descriptive Study on SHG–Bank Linkage in Jharkhand.” The internship involved identification of research objectives, data collection, data analysis, and preparation of the final report under her supervision.
- Presentation in International Conference: A paper titled “From cash to clicks: Socioeconomic determinants of digital payment adoption among SHG members of Sikkim” was presented at the International Conference on “Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI” held at XISS, Ranchi on February 5-7, 2026

Mr Prashant Kumar Jha

- Participated as an expert panelist in the DD Jharkhand program “Beech Behes Mein” on 13 September 2025.
- Delivered a lecture on “Financial Market and Economy” at the Economic Association of Jharkhand Forum on 22 December 2025.
- Successfully earned the NISM Series XII Certification on 13 January 2026.
- Empanelled as a Resource Person with NISM in collaboration with the ICICI Foundation for conducting Financial Literacy and Awareness programs.

Student Achievements

- On 22 June 2025, Ms Meghna Rani and Mr Ashish Kumar participated in Eastern Regional Round of the National Financial Literacy Quiz 2025, organised by the NISM - a SEBI initiative. They secured the 10th position in the proctored round (PG category), qualifying for the stage round. In the stage round, the team went on to secure the 12th position
- The students of the Financial Management Programme of XISS Ranchi, attended an insightful “Investor Awareness Programme” in collaboration with the National Stock Exchange (NSE) (16 October 2025).
- Ms Kusum Srivastava (FM 2025-27) and Ms Khushi Hora (FM 2025-27) co-authored with Dr Arana Kausar , presented a paper entitled “A Study on Ethical Branding Practices and Management of Pink Tax for Sustainable growth” at the National Conference “Transforming Business and Society-Innovation, Leadership and Sustainable Future” organised by SCMS, at Dayanand Sagar University on 27 January, 2026.
- Ms Khushi Hora (FM 2025-27) and Ms Kusum Srivastava (FM 2025-27) co-authored with Dr Arana Kausar, presented a paper entitled “The Invisible Price Tag : Unravelling the Economics and Behaviour Revealed by the Pink Tax and Gender-Based Market” at the international Conference “Reimagining Governance for Sustainable Futures ; Balancing Profit, Purpose and People in the age of AI” held at Xavier Institute of Social Service on 6 February, 2026.
- Mr Ashish Kumar (FM 2024-26) has cleared CFA Level 1
- Mr Amandeep Singh (FM 2024-26) has successfully cleared the CMA Final Examination in the Dec.,2025

Other Student achievements

- Five (5) students from the Programme of FM have obtained NPTEL Certification.
- Fourteen (14) students from the Programme of FM have completed NISM Certifications.
- The Young Entrepreneur Summit (YESummit, 2026) was successfully held at XISS Ranchi on the occasion of National Start-up Day on 16 January, 2025. Ms Prachi Sonu FM (2025-27) played a central role in the event, serving as the host and facilitating several key sessions throughout the day. In addition to her leadership responsibilities, she participated in the business pitching segment alongside her peers. The session featured diverse entrepreneurial concepts, with Mr Sylvain Das (2025-27), Mr Swastik Mahato (2025-27), and Mr Shubham Sharma (2025-27) each presenting their respective business ideas to the audience.

A Tribute to a Promising Life

The Financial Management programme mourns the loss of Mr Amandeep Singh (Batch 2024–26), who left us on 14 January 2026. His humility and dedication, coupled with his gentle nature, deeply influenced those around him. Though gone too soon, his memory will continue to inspire us. May his soul rest in peace and his family find courage and strength.



Late Mr Amandeep Singh

Collaborations and Connections – Industry : 2025-26

On November 27, 2025, the Xavier Institute of Social Service (XISS), Ranchi, and the Regional Capacity Building & Knowledge Institute (RCB&KI), Ranchi-under the Indian Audit and Accounts Department, Government of India-formally signed a Memorandum of Understanding (MoU) for a three-year term. The partnership aims to establish a collaborative framework to promote institutional cooperation and capacity building for government officers, as well as the faculty, staff, and students of XISS.

This academic collaboration focuses on strengthening initiatives in governance and public administration through joint research projects, faculty exchange programs, and specialized training sessions. By sharing knowledge, best practices, and academic resources, both institutions seek to foster mutual growth and professional development.

Established in 1982, RCB&KI Ranchi is one of the ten regional training institutes under the Indian Audit & Accounts Department (IA&AD), catering to 17 offices across Bihar, Jharkhand, and Odisha. Guided by a Regional Advisory Committee notified by the Comptroller and Auditor General of India, the institute serves as a knowledge center for IT, general, and specialized training programs.

This partnership is expected to generate significant benefits for both institutions without creating any financial liability for either party. The MoU remains effective for three years, with the possibility of renewal upon mutual written consent.

Strategic Plan (PDP for 2026)

The Financial Management Programme for the year 2026 is designed to advance academic excellence, industry relevance, and research impact through a structured and forward-looking approach. A key academic initiative includes a 3-day workshop on Data Visualization and Data Analytics using Power BI, complemented by focused software skill training in Python to enhance students' analytical capabilities.

The programme aims to strengthen industry engagement by expanding Memorandums of Understanding (MoUs) beyond existing collaborations with NISM, Vedant Assets and Regional Capacity Building & Knowledge Institute (RCB&KI). In addition, a roundtable meeting with corporate professionals will be organized to identify current market requirements and align the curriculum accordingly, ensuring its continued relevance and responsiveness. The curriculum already incorporates Fintech, and special emphasis will be placed on enhancing students' competencies in the application of Artificial Intelligence in finance. Management Development Programmes (MDPs) will also remain an integral component of the year's strategic initiatives.

To promote experiential learning and research, the programme plans to acquire advanced financial databases and analytics platforms, enabling deeper engagement in areas such as equity research, risk modeling, and valuation. Student research will be actively encouraged through dedicated forums, finance competitions, and opportunities for peer-reviewed publications.

Further strengthening the industry-academia interface, the programme will introduce a corporate mentorship initiative and expand MDP offerings for professionals and entrepreneurs. It will also deepen its engagement with skill-based institutions such as NSE Academy, IIBF, and ISDC. Collectively, these initiatives aim to develop graduates who are industry-ready, ethically grounded, and equipped with the strategic agility required to excel in a rapidly evolving financial ecosystem.



Financial Management

2024-26

Row 1: (LEFT TO RIGHT) : Prachi Priya, Komal Keshri, Nidhi Monica Tewari, Meghna Rani, Nisha Kumari Singh, Radhika Sharma, Pleasha Ghosh, Shatakshi, Bhavya Singh, Sanskriti Kejariwal, Akriti Goel, Nidhi Singh Rajput, Manshi Giri, Akanksha Tigga & Garima Anand

Row 2: (LEFT TO RIGHT) : Richa Eileen Nathaniel, Mayuri Poddar, Anjali Agrawal, Nisha Kumari, Shruti Raj, Sakshi Das, Priya Mishra, Faustina Surin, Olivia Ekka, Shatabdi Ghosh, Urwashi Singh, Shukla Sarkar, Aditi Malakar, Sanjana, Kanishka Tripathi, Pragati & Shruti Kumari

Row 3: (LEFT TO RIGHT) : Prashant Mehra, Ujjwal Kumar, Kaushtubh Punit, Amandeep Singh, Rohit Raj, Kunal Kant Sonal, Arnav Kumar, Nishant Kumar, Rakesh Anthony Kandulna, Harshit Wardhan, Amandip Singh & Ujjwal Kumar

Row 4: (LEFT TO RIGHT) : Anand Kumar, Ayush Raj, Ashish David Marandi, Sahil Soren, Arpan Xalxo, Rahul Kumar, Ayush Bhagat, Abhinav George Singh, Ashish Kumar, Sayan Naskar, Abhinav Toppo, Jwala Suryaveer, Abhishek Kumar, Rishu Raman, Shivam Kumar & Amit Munda



HUMAN RESOURCE MANAGEMENT

Dr Kumar Mohit Spring, Head of Programme

Overview of the Programme

The Human Resource Management (HRM) Programme at XISS, Ranchi, continues to uphold its legacy of academic excellence, industry relevance, and value-based education. Rooted in the Jesuit philosophy of *Cura Personalis* (care for the individual) and *Magis* (the pursuit of excellence), the programme is designed to develop socially responsible, ethically grounded, and industry-ready HR professionals. The curriculum integrates foundational knowledge in Industrial Relations and Labour Laws with contemporary HR practices such as HR Analytics, Talent Management, Diversity & Inclusion, and AI in HR. The pedagogy is a blend of classroom learning, case-based discussions, live projects, industrial visits, internships, and experiential learning modules. The programme also benefits from a strong alumni network, industry partnerships, and a focus on holistic development through academic rigor and co-curricular engagement.

The HRM programme welcomes the following faculties:

Dr Rupesh Rajak has joined the programme as an Assistant Professor. He did his full-time Ph.D. from the Indian Institute of Technology (ISM), Dhanbad. He's an MBA in Human Resource Management from Tilak Maharashtra University, Pune. Prior to this, he worked as an Assistant Professor at Symbiosis International University, Hyderabad, for three years. He also served as an Assistant Professor at Lovely Professional University, Mittal School of Business, for four years, where he taught undergraduate and postgraduate students. Additionally, Prof Rupesh worked as a Research Assistant at the Indian Institute of Technology (ISM), Dhanbad, for one year on a project under the guidance of his Ph.D. supervisor, Dr Bibhas Chandra.

Dr Atul Anand Jha has joined the department as a faculty member of Economics in August 2025, specializing in financial economics and econometrics. He holds a Ph.D. with research on non-performing assets in the Indian banking sector using quantitative methods. His interests include banking stability and financial risk.

Student Activities and achievements

Student-Industry interface (Industrial Tour 2024-26): To understand the current business environment and the integration of HR and IR operations in industries, a comprehensive industrial tour was organized this year for the batch of 2024–26 from 14-24 September 2025. During the tour, students visited several prominent industrial organizations across five major locations in India—NCR Delhi, Mumbai, Bengaluru, Hyderabad, and Kolkata. The objective of the tour was to provide students with first-hand exposure to shop-floor operations, enable interaction with experienced HR and IR practitioners, offer insights into corporate functioning, and establish connections with organizations for campus recruitment opportunities.

The location-wise brief outcomes are as follows:

Delhi -NCR: Dr K M Spring took a group of 25 students for their Industrial Tour to New Delhi from the 14-24, Sept'25, as part of their academic curriculum, aimed at gaining practical exposure to corporate environments and contemporary HR practices. During the visit, students explored a diverse range of organizations across sectors such as IT, manufacturing, consulting, and services, where they engaged in interactive sessions with HR professionals and industry leaders who shared insights on talent acquisition, employee engagement, performance management, and evolving workplace dynamics. These visits provided valuable firsthand experience of organizational culture, operational processes, and the strategic role of HR in driving business success. A key highlight of the trip was the Alumni Meet held in Delhi NCR, which offered students an excellent opportunity to connect with XISS alumni working in reputed organizations. Alumni shared their professional journeys, industry expectations, and practical advice on career development, emphasizing the importance of adaptability, continuous learning, and networking. Overall, the visit proved to be a highly insightful and rewarding experience,

significantly enhancing students' industry understanding and preparing them for future HR roles. They visited organizations like - ICICI Lombard, Hero Moto Corp, MSIL, Powergrid, ITC, Mother Dairy, Case New Holland, GMR, Greenlam, Uflex, Jindal Saw, MetLife, NHPC, Spark Minda and many more.

Bengalore-Industrial Tour : A group of 24 students visited Bangalore under the supervision and guidance of Dr Swati Minz. During the visit, the students explored several organizations, including Flipkart, Viatrix (formerly Mylan Laboratories Ltd.), Danaher Corporation, Asper.ai, Zebra Technologies, Lam Research, Maersk, RedBus, Airbus, Divinus India Pvt Ltd, Indian Hotels Company Limited (Taj Hotel), Cusmat, and BEML Limited. The industrial visit aimed to provide insights into modern HR strategies, employee engagement programs, and organizational behaviour practices. It also served as a platform to bridge the gap between academic learning and corporate realities. The tour offered students valuable exposure to corporate HR practices, while interactions with HR professionals helped them gain a better understanding of industry expectations and potential career opportunities.



Industrial Tour at Lam Reserach

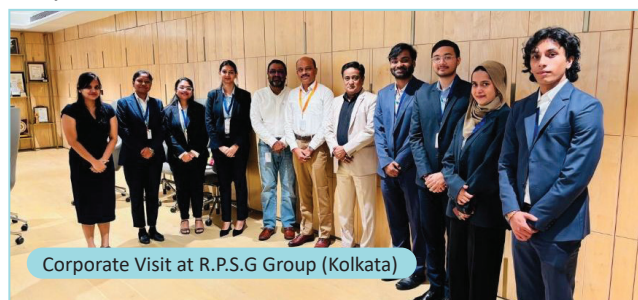


Industrial Tour at Airbus

Kolkata : Prof (Dr) Shyamal Gomes took a group of 25 students of HRM batch 2024-26 to Kolkata from 13-22, September 2025 for their Industrial Tour. They visited 35 corporate offices and 5 plants in various locations at Kolkata and Kharagpur. They interacted with Industry leaders (HR IR Practitioners) from various prestigious companies like TSDPL, Reliance Jio, Tata Metaliks, Ambuja Group, HDFC, AXIS, SAIL, DVC, TATA AIG, Century Ply, SAPL, TATA Hitachi, Reshmi Metaliks, RPSG Group, Taj Bengal, Britannia, BPCL, AIR Tel, L&T and others. On 14 September 2025, the day they arrived in Kolkata for industrial tour, they had the privilege of attending an engaging and insightful conference session with one of our distinguished alumni, Mr Sujoy Banerjee, Group People Officer & Group Head – Marketing. The session offered a rich blend of professional wisdom, personal experience, and futuristic perspectives on how technology and human potential can work together to drive organizational success. This tour reinforced the relevance of their academic coursework in real organizational settings. The exposure helped them to relate subjects such as Human Resource Management, Organizational Behaviour, Strategic Management, and Business Ethics to actual business practices. They understood how theories of motivation, leadership, and organizational development directly influence company performance and employee satisfaction. The experience also prepared them to approach future internships and placements with a stronger practical perspective and professional maturity.



Industrial Tour at TATA Hitachi (KGP)



Corporate Visit at R.P.S.G Group (Kolkata)

Hyderabad: The Industrial Tour to Hyderabad, held from 14-24, September 2025, was an experiential learning initiative for 24 students of the Human Resource Management programme, selected from a larger cohort of 120 students divided across multiple locations. The programme was guided by Faculty In-Charges Dr Sharda Singh and Dr C. Vanlalazawna, whose coordination ensured a valuable academic and professional experience. The tour offered practical exposure to industrial operations and modern HR practices through visits to organizations in sectors such as manufacturing, pharmaceuticals, IT, engineering, and hospitality. Students gained insights into recruitment, employee engagement, training and development, performance management, compensation, and industrial relations through interactions with industry professionals. Additionally, the tour enhanced key managerial skills, including teamwork, communication, leadership, adaptability, and time management. It also

helped bridge the gap between theoretical learning and real-world application by exposing students to diverse organizational cultures and workplace challenges.



ITC Industrial visit



Hyderabad Alumni meet 2025

Mumbai : Under the leadership of Dr Binit Lakra, a group of 24 students visited the Mumbai region from 14-24, September 2025. During this period, the students had the opportunity to visit several prestigious organizations, including Bennett Coleman & Company Limited (BCCL), Tata AutoComp, Tata Motors, Emcure, Alkem, Reliance, Mahindra & Mahindra, Hindalco, Godrej & Boyce, Safari, Huhtamaki, JSW, ABCL, Hettich, and BPCL.

Industrial Visit/Camp

A comprehensive industrial visit was organized for the batch of 2025–27 in 21 February-01 March 2026, covering the Ranchi–Jamshedpur–Rourkela–Angul region. The current HRM batch of 2025–27 was divided into four groups of 30–32 students each, who undertook the visits under the guidance of Dr Sharda Singh, Dr Indrani Ghatak, Dr Tanmay Pattnayak, and Dr Atul Jha. All visits were carefully planned and executed following a structured approach to maximize learning and engagement. Prior to the visits, both faculty and students conducted extensive research to identify relevant industries and organizations aligned with the academic curriculum.

Group A, under the supervision of Dr Atul Jha, visited Ranchi and Jamshedpur. Group B, guided by Dr Sharda Singh, visited NTPC Pakri Barwadih in Hazaribagh. Group C, under Dr Indrani Ghatak, visited different Steel Plants and Coal Mines in these 3 days. The group visited Tata Steel (Meramandali) and Tata Steel (Kalinga Nagar), the Lingaraj Area – the major coal production Unit of Mahanadi Coalfields Limited (MCL), Jindal Stainless Steel Private Limited (Jajpur Plant) and Jindal Power Limited (Angul), Visa Steel Private Limited and NTPC. Group D, supervised by Dr Tanmay Pattnayak, visited Hindalco, BPSL (JSW Steel), Dulanga Mines, NTPC Darlipali, and OPGC Jharsuguda.

The industrial visit provided valuable insights into manufacturing processes, business operations, HR practices, the role of trade unions, and CSR activities. Students gained an understanding of raw material processing, blast furnace operations, and continuous casting, along with business aspects such as market strategies and sustainability practices. They also observed key HR functions, including workforce management, training, and safety measures. Additionally, the visit highlighted how organizations actively contribute to CSR through initiatives in education, healthcare, environmental sustainability, community development, and employee welfare.



Annual Rural retreat

The Annual Rural Retreat (ARR), an integral component of the HRM programme at XISS, is designed to immerse future HR professionals in the socio-cultural fabric of rural India. ARR 2026 was conducted in a revised format, combining “Retreat and Rehearse” with “Exposure and Social Learning,” where students visited villages directly from the XISS campus over a four-day period between 21 February and 1 March 2026.

The batch was divided into four groups of 30–32 students each. Groups B and C were supervised by Dr Mrityunjoy Roy and Dr Rupesh Rajak, while Groups A and D were guided by Dr Binit Lakra and Dr Rupesh Rajak. The groups

visited rural areas in Angara, Ranchi, and Hazaribagh. Prof Dr Shyamal Gomes technically supported two group of 30 students each (Group – B & Group - D) of the HRM 1 batch 2025-27 for Annual Rural Retreat from 21-24 Feb. and 25-28 Feb. 2026 at SRI Ranchi and Villages in Angara Block as part of their Rural Exposure and Experiential (Social) Learning. Four days each the students gathered the real life situation from the Revenue village named Dhurleta & Pashra Deepa, under the Rajadera Panchayat, Block-Angara (Ranchi).

Key activities included preparing village resource maps with SHGs, interacting with PRI members as well as forest and school committees, performing Nukkad Nataks, participating in Shramdan, and honouring village elders. The programme also helped students develop essential managerial skills such as leadership, teamwork, and time management.

Furthermore, students gained insights into critical rural challenges, including unemployment, youth migration, and gaps in healthcare. Overall, ARR provided a meaningful learning experience, enabling students to move beyond classroom knowledge and develop a deeper understanding of rural realities and community-driven development.

Social Service field work (SSFW) 2025-26

Social Service Field Work (SSFW) is a core component of the HRM Programme at XISS, designed to bridge classroom learning with real-world practice. It fosters experiential learning and empathy by placing students in non-profit and humanitarian organizations around Ranchi twice a week. The main objective of SSFW is to enhance emotional well-being, build self-confidence, and motivation among individuals, fostering a supportive environment for personal growth and resilience. Thus, SSFW initiative provides the HRM students an experiential way to learning opportunities heading towards Outcome Based Education. In the academic session 2025–27, 120 first-year HRM students were assigned to six Field Work Centres: Braj Kishore Netroheen Balika Vidyalaya, MMK High School, Cheshire Home, Guru Nanak Home, St. Xavier's School, Doranda (outreach), and Government Middle School, Bariatu. Apart from regular academic support to the disadvantaged children of the centres, there are unique prominent activities also which HRM students do in the centres like



Name of the Centre	Innovative Activities apart from regular Teaching
Guru Nanak Home for Handicapped Children, Bariatu.	Thumb Painting, Awareness session on Cerebral Palsy, Legos and Hit the Target activity, Best from waste, Dr wing competition, Session on Good touch and bad touch.
Government Middle School, Bariatu.	Emotion Circle Activity, Problem-Solving Role Play, Team Building Activities like Tower Challenge, My Dream Board Activity, Gratitude Tree Activity
Cheshire Home	Innovative educational activities like Atlas Games, Elocution, Storytelling, Quiz Competitions, Sessions on Creative Arts, Role play, Storytelling sessions, Stand-up comedy, write about my favourite person etc.

Name of the Centre	Innovative Activities apart from regular Teaching
MMK High School	Routine mapping of students, career pathway exploration, the 'Human Knot', Post-Exam Agility Games, Peer 'Dance-off' etc.
St. Xavier School Doranda (Outreach)	Teaching Personal Hygiene, Imparting moral values and courtesy, Hands-on Art and Craft Activities, Quizzes etc.
Brajkishore Netraheen Balika Vidyalaya	Kite Making (celebration of Makar Sakranti), Pair-Based Interaction Activity, Sound Auditory Guessing Game, Discussion on different cultural and festival awareness, Kabaddi and Antakshari activity, Menstrual Health Education, Yoga for Positivity etc.

Students also conducted Inter-Centre Visits, which fostered leadership, teamwork, and interpersonal communication skills. SSFW not only helped students deepen their understanding of social issues but also inspired them to become socially responsible professionals with a strong sense of compassion and community engagement.

Students Achievement 1st year

Name of student	Name of the activity
Tanisha Victor	-Summer Placement Representative -Content Team Member-HRfX -Air Force Common Aptitude Test Combined Defence Service Exam
Shourya Pathak	Finalist, 4 th Place Finish, NTPC Quiz, Jharkhand Zonal Round, November 2025
Sanskar Shantanu	Runner Up Nukkad Natak Ensemble Valhalla XLRI November 2025
Saloni John Kerketta	Participant, UNHRC in Global Model United Nations, IIT Kharagpur 2026
Janvee	Position holder of Corporate Bingo Quest held by BIT MESRA (Team SJSR)
Akriti Kumari	-Participant, Tata steel-o-thon season 11, 2025 -Participant, GMUN, IIT Kharagpur, 2026 -Gold medal , mix doubles badminton,XISS SPORTS EVENT,2026 -Second position holder, panache treasure hunt, XISS, 2026
Dwayne Kevin Vanhae	- Second prize for Solo dance competition at Ensemble Valhalla, XLRI (2025) - First prize for solo dance competition at Panache, XISS (2026) - Second prize for group dance competition at Panache, XISS (2026) - Vice President of the XISS DANCE CLUB (2026)
R Ashwin	-Finalist in NTPC electron quiz (Regional Round) -Participated in GMUN at IIT-KGP
Sinjeni Sinha	-Position holder. Corporate Bingo by Daftar, BIT MESRA 2025 -Participant, 15 th National HR Conference by Sapphire Club, XLRI -2 nd position group dance competition, Panache, XISS
Harsh Mishra	-NPTEL Swayam Certification (Gold Medal) -XLRI Valhalla Participant - Table Tennis -FinFest - Bidding War - 3 rd Position -Steel-a-thon - participant -ASPR - Central Placement Cell XISS -OBSCURA - Blog vertical -HRfX Technical Vertical

Name of student	Name of the activity
Master Gaurav	- Participant, 15 th National HR Conference at XLRI, Jamshedpur 2026 -Participant, YE Summit 2026 at XISS, Ranchi 2026
Shubham Barnwal	Winner, Sports Week Chess Competition 2026
Yashwee Madhuvarshi	Winner Tug Of War
Smriti Singh	Participant, 9-5 Quiz competition, IMI DELHI, Unstop, 2026
Astha Anand	-Participant, Tata Steel- O- Thon -Participant, MTR Ready to eat food contest, orkla diaries -Participant, International conference, Platinum jubilee celebration
Aman Kumar Sarswat	- Elected as the Class Representative 2025-26 (HRM 1 - B) - Participant , Campus Engagement Event, Confluence 5.0 – Orkla India Career Day. - Discipline Committee Member , Fresher’s 2025 - XISS - Discipline Committee Member , Farewell 2026 - XISS - Discipline Committee Member , Panache 2026 - XISS - Discipline Committee Member , ICC 2026 -XISS - Sponsorship Committee Member , Panache 2026 - XISS - Venue Management Team , ICC 2026 - XISS - Overall Management , Industrial Visit 2026 - Overall Management , Rural Retreat - Elected as the Liaison Head , Obscura - SMPR Vertical Core Member , HRfx Club - Technical Vertical Core Member , EMBARK
Sattap Sandil	Liaisoned the industrial visit for my group (30 students) at Nuvoco Vistas Corp Ltd
Shreya Raj	Bronze medallist in East zone shooting championship
Harsh Kumar	-Certificate of Appreciation (DRISTI NGO) 2025 -International Conference on Reimagining Governance for Sustainable Future: Balancing Profit, Purpose and People in the age of AI (2026) -Certificate of Appreciation for being Executive Member at Management Society (2025) -NPTEL Onilne Certification (HR Analytics 2025) -Certificate of Appreciation from Wake Up India Foundation for being Executive Member (2025) -Certificate of Merit for NATIONAL HR Conference (2026)
Rishika Kumari	- 3 rd in Case competition at BIT Mesra - Runners up in “on your toes” competition during Panache fest.
Rishita Ranjan	-Gold Medal Winner of Tug of War , -Participated in Girls Basketball team during sports day, -Participated in Walk the ramp of Panache 2026 -Participant - International conference 2026, -Rapporteur Writing and Participants in International Conference 2026
Muskan Vijay	- Panache Rangmanch winner -Participated in International conference

Name of student	Name of the activity
Rebecca Alisha Matthew	1 st Runner Up, Walk the Ramp, Panache XISS, 2026
Chahat Chulbul	-Participant, One Day Workshop on Latest Technologies – Jharkhand Government Tool Room, Ranchi (2026) -Member of Winning Team (1st Position), Tug of War – Games & Sports Week, Xavier Institute of Social Service (2026) -Runner-up, Treasure Hunt – Panache (Annual Fest of XISS), Xavier Institute of Social Service (2026) -Participant, International Conference on “Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose and People in the Age of AI” – Xavier Institute of Social Service (2026) -Participant, TATA Crucible Campus Quiz – Tata Group (2025) -Participant, Aptitude Assessment (Aspire 2.0) – HDFC Life (2026)
Reetika Raman	-Volunteered in the health camp organised by Embark and RCSR -Participated in International Conference organised by XISS -Worked in venue management team for International Conference organised by XISS -The Alumni Relations Vertical Head in the Hrfx club -Group Leader of Brajkishore Netraheen Balika Vidyalaya (social field work)
Kamal Sinha	-Participant, IIT GMUN 2025 -Elite, NPTEL (Business Development) IIT Bombay 2025 -Elite Silver, NPTEL (Labour Welfare & IR) IIT Roorkee 2025 -Volunteer, Health Camp, RCSR & EMBARK XISS 2025 -Volunteer, Children’s Day Event, RCSR XISS 2025 -Participant, Tata Crucible Campus Quiz 2025 -Volunteer, Makar Sankranti Event, RCSR XISS 2025 -Volunteer, Diwali Event, RCSR XISS 2025 -Awarded Certificate, (Brand Management) University of London (Coursera) -Awarded Certificate, (Project Management) Google (Coursera) -Awarded Certificate, (Information System) Howard University (Coursera) -Awarded Certificate, (Agile Coach) Agile Enterprise Coach -Awarded Certificate, (Lean Six Sigma) Council for Six Sigma Certification
Ankit Kumar Singh	-UGC-Net qualified -Participated in International conference
Deepak Kumar	Qualified UGC NET in labour code 2026
Shlok Lal	-Participant in International conference at XISS
Rashmi Agarwalla	-First position in Rangmanch, Panache 2026 -First Runner up, of BIDWARS 3.0 during FINFEST 3.0 -Second Runner up of Weekly case challenge organised by Unstop.

Student's Achievement 2nd year

Name of the student	Name of the activity
Rohan Deshraj Kujur	Winners of Interdepartment Basketball Tournament (HRM) at Annual Sports Week in XISS (January 2026)
Vaibhav vishal	-Runner Up in Xigyasa 5.0 Business Quiz in Panache 2026 - The annual fest of XISS -Participant as a Delegate, in the Global Model United Nations organised by IIT Kharagpur (January 2026) -Qualified UGC NET with 97.92 percentile in paper 055 -Scholarship Recipient, Maruti Suzuki Awaneesh Kumar Dev Memorial Scholarship for exhibiting excellence in academics, communication and leadership ability (October 2025) -Panel speaker in student panel discussion on "Beyond Paychecks: Purpose Growth and Meaning at Work organised by Maruti Suzuki India Limited. (September 2025)
Ashwarya Prabha Singh	- Campus Finalist of Kartavya '25 - organised by BIT Mesra. (November 2025) - Participant, Impetus -A Gender Gap Case Study, IIM Bengalore (August 2025)
Pulkit Tirkey	1st place in tug of war, XISS (January 2026) 1st place in basketball, XISS (January 2026)
Geetanjali Singh	-Secured 2nd Position in Mathèmind, of SHE ASPIRE 2.0, by the IEEE VSSUT Student Branch in collaboration with the IEEE VSSUT WIE Affinity Group (June 2025) -Second Runner-up of Weekly Case Challenge 22 & 29 organized by Unstop (September 2025)
Ayush Raj	-Participated in C-Suite, A Multi-Domain Simulation Competition of Venix 2025 organised by Indian Institute of Management (IIM), Bengalore. (August 2025) -Participated in Headhunter - The HR Case Study Competition of Atharv Ranbhoomi 2025: The International Management, Cultural, Literary and Sports Fest of IIM Indore organised by Indian Institute of Management (IIM), Indore. (October 2025) - Runner Up in Mens Carrom (Double) at Sports Week of XISS (January 2026) -Participated in UDBHAV'25 - Annual Flagship HR Event of IIM Lucknow of Manifest-Varchasva 2024-25 organised by Indian Institute of Management (IIM), Lucknow. (January 2026) -Participated in Fulcrum 2025 organised by Xavier School of Management (XLRI) (January 2026) -Participated in Corporate Case Competition Quiz organised by COEP Technological University, Pune, Maharashtra. (February 2026) -Participated in T-HR-IVE: The HR Case Study of Yashasvi 2026 organised by Symbiosis Centre for Management and Human Resource Development (SCMHRD). (March 2026)
Sakib Nasim	1 st prize, tug of war (January 2026)
Sumit Chauhan	Certificate of Participation – Kartavya'25, Department of Management Studies, Birla Institute of Technology, Mesra (October 2025)
Ambuj Upadhyay	NTPC electron Quiz, participant
Ayush Gupta	-Gold medalist of Table Tennis Men's Double's During XISS Annual Sports week 2026 -Gold medalist of Basketball Men's Team During XISS Annual Sports week 2026 -Gold medalist of Table Tennis Men's Singles During XISS Annual Sports week 2026

Name of the student	Name of the activity
Sneha Kumari I	-Winner of Weekly Case Challenge 39 by Unstop (November, 2025) -Runner up of Weekly Case Challenge 41 by Unstop (November, 2025) -Runner up of Weekly Case Challenge 35 by Unstop (October, 2025)
Jigyasu Singh	Article writing competition 11 th Rank - Jigyasu Singh IIT DELHI, Department of Management Studies
Chandan Kumar	-Achievements - Recipient of Fr. Louis Francken SJ Memorial Scholarship, -Runners up of Quiz Competition(Panache), XISS

Faculty Achievements

Dr KM Spring

- Participated in the 15th NATIONAL HR CONFERENCE conducted by SAPPHIRE (Students' Association for the Promotion of Personnel Management, Human Resources, and Industrial Relations) on the topic, "Skill Velocity: Staying Ahead in an Era of Rapid Change", at XLRI Jamshedpur on January 31 to February 1, 2026.
- External expert in the selection committee for interviews being conducted for various posts in the "Recruitment of HR Professionals in the Regular Scale of Pay." at Mecon Ltd, Ranchi, on the 15th of November 2025.
- External resource person for Madhyama 1, a Mid Career Program for officers, conducted by Indian Oil Management Centre for Learning, Kolkata, from 26 July to 2 August 2025.

Prof Shyamal Gomes

- Appointed as Board Member for selecting and guiding the Research Scholars under XISS Fellowship Programme in Management.
- Appointed as Coordinator for Anti-Ragging Committee at XISS.
- Best Paper Presentation Award received at the XISS Platinum Jubilee International Conference, held from 5–7 February 2026 at the Manresa House Auditorium, under the theme "Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI." The title of the paper was "Human-Centered Technology Rooted in Jesuit Values: An Ignatian Pedagogical Perspective."
- Conferred with the prestigious "Best Professor in Human Resource Management Award" at the 34th Edition of the World HRD Congress, held in Mumbai on 16 February 2026. He was recognised for his outstanding contribution to teaching, unwavering dedication, and steadfast commitment to Human Resource Development and Social Service.
- Coordinated two MDPs (Madhyama–1), conducted online on 1–2 August 2025 and 9–10 January 2026, in which XISS served as the Knowledge Partner with the Indian Oil Institute of Petroleum Management (IIpM). In these programmes, a total of seven sessions were conducted on behavioural management topics, including Individual and Organizational Ethics, Influencing Skills, Customer Delight, Emerging Trends: Industry 4.0, POSH, RTI, the SC & ST Act, Business Etiquette, and Personal Finance. Around 142 middle- and senior-level executives from IOCL refineries across India participated in these MDPs. Faculty members from HRM and RM served as the resource persons.
- Kujur, J. M., Prasad, A., & Gomes, S. (2025). Combined Volume of "Jharkhand Journal of Development and Management Studies" Vol. 23. Ranchi: Xavier Institute of Social Service, Ranchi. It is the reprint edition of the back issues of our In-house research Journal covering specific themes published during January-December 2025.
- Gomes, S. (2025).Nurturing Destitute Children with Ethical Leadership: A case of Kishore Nagar - Boys Town. Jharkhand Journal of Development and Management Studies. ISSN 0973: Volume 23, Issue 4 (Pages: 11053-11066). XISS Ranchi.

Dr Mrityunjoy Roy

- Roy, M., Smita, Sinha, A. K., & Dwivedi, R. (2026). Smart machining choices: A hybrid CIMAS-PIV model for titanium precision. In R. K. Ghadai, P. Mandal, & S. K. Chaubey (Eds.), *Developments in electric discharge machining*. CRC Press.
- Conducted two sessions on 'Industry 4.0 and its disruptive technology' in the IOCL – Madhyama-I A Mid-Career programme for Officers (EDP) organized by L&D, Eastern Region, Marketing Division, Indian Oil Corporation Ltd. on 1 August 2025 and 9 January 2026.
- Nominated as an external panel expert in the Interview panel for assessing our JMF employees in "Executive" and "Managerial" cadre for the area of "Stores" and "Purchase" department of The Jharkhand State Co-operative Milk Producers' Federation Ltd on 16 July 2025.

Dr Indrani Ghatak

- Nandi, A., & Ghatak, I. (2025, March). Advancing Diversity, Equity and Inclusion through HRM Practices. *International Journal for Multidisciplinary Research*, 7(1), 1-16. doi:<https://doi.org/10.36948/ijfmr.2025.vo7i01.36301>.
- Nandi, A., & Ghatak, I. (2025, December). Gen Z Perspectives on Emotional Intelligence in Ethical Leadership - A Quantitative Study. *The IUP Journal of Business Strategy*, 22(4), 15-36. doi:<https://doi.org/10.71329/IUPJBS/2025.22.4>.
- Resource Person on 'Maintenance and Welfare of Parents and Senior Citizens Act, 2007 – Through the Eyes of a Social Worker' organised by XISS National Institute of Social Defence; Ministry of Social Justice and Empowerment, Government of India, New Delhi on 10 and 11 April, 2025.
- Resource Person a one-day Workshop on "Navigating the NBA Accreditation Process" organized by Jharkhand Rai University on 11 October, 2025.
- Presented a research paper jointly on 'Role of Emotional Intelligence in Ethical Leadership – A Quantitative Study on Management Graduates' at 30 Annual IAJBS World Forum hosted by Pontificia Universidad Javeriana held in Bogota, Colombia from June 27 to June 30, 2025. The Central Theme of the Conference was "Profit with Purpose – Leading Ethically in the Digital Age".
- Presented a research paper jointly on 'Workplace Conflict and its Resolution Mechanism – A Framework for Implementation of Thomas Kilmann Conflict Management (TKCM) Model in Indian Organisations' at the International Conference on "Reimagining Governance for Sustainable Futures – Balancing Profit, Purpose and People in the Age of AI" held at Xavier Institute of Social Service, Ranchi, Jharkhand on February 5-7, 2026.

Dr Binit Lakra

- Participated and completed the Faculty Development Programme (FDP) titled, "National Education Policy-2020-Orientation and Sensitization Programme", conducted by the UGC- Malaviya Mission Teacher Training Centre, Mizoram University, during (22 April, 2025-30 May, 2025). (Online mode)
- Participated and completed the FDP programme titled, "Nurturing Future Leadership Programme", under the aegis of Malaviya Mission Teacher Training Programme (MMTTP), Ministry of Education, Government of India, during (19-23 May, 2025) at IIM Shillong Campus at Umswali.
- Participated as a Speaker at the HCL Tech Grant Edition XI- Pan India Symposiums 2025-CSR for Nation Building conducted on 24 June, 2025 at the Xavier Institute of Social Service (XISS), Ranchi.
- Participated as a resource person/external panel member in the execution of the Jharkhand State Cooperative Milk Producers' Federation (JMF) promotion policy, 12 July, 2025, the Jharkhand State Co-operative Milk Producers' Federation Ltd., Farmer's Training Center Campus, H.E.C., Sec-II, Dhurwa, Ranchi.
- Participated in a research workshop titled, "Five-day national level faculty development program on research approaches and questionnaire designing", 27-31 October, 2025 organized by the Ideal Institute of Academic and Research Advancement (IIRA), MSME GOI Registered, ISO certified, Mumbai. (Online mode)
- Conducted a training session on "Reservations in India" for the personnel of Hindustan Copper Limited (HCL) at Ghatsila, Jamshedpur on 30 May 2025.
- Conducted a session as a faculty/resource person for the Indian Oil Corporation Limited (IOCL) Madhyama-I-Mid-level managers training program (1-2 August, 2025). (Online mode)

- Conducted a session as a faculty/resource person for the Indian Oil Corporation Limited (IOCL) Madhyama-I-Mid-level managers training program (9-10 January, 2026) on the topic of 'Reservation in India'. (Online mode)
- Conducted a session on Leadership in the workshop for young leaders of the Association for Eastern Unit, Chhattisgarh Unit, Odisha Unit & Jharkhand Unit organized by All India Bank of India SC/ST/OBC Employees' Association Jharkhand State Unit on 15 February, 2026.
- Co-presented a paper titled, 'Competency Assessment of Nursing Staff Using Talent Analytics in Healthcare', along with PGDM-HRM-2 student in Track 1: Human Capital, Technology, and Organisational Transformation of the International conference on reimagining governance for sustainable futures: Balancing profit, purpose and people in the age of AI, 5-7 February, 2026 XISS Ranchi.

Dr Sharda Singh

- Subramani, A., Nigoti, U., Akbar Jan, N., David, R., & Singh, S. (2026). Friendship at work matters: A moderated mediation model of proactive performance through engagement and self-efficacy in hospitality industry. *International Journal of Hospitality Management*, 136, 104648. <https://doi.org/10.1016/j.ijhm.2026.104648> (ABDC, category A*)
- Gomes, D. R., N.Ribeiro, S.Gonçalves, S.Singh, and R.David. 2026. "Understanding the Indirect Effects of Sustainable HRM: Cognitive and Relational Pathways to Engagement and Performance." *Business Strategy and the Environment* 1–17. <https://doi.org/10.1002/bse.70640> (ABDC, category A)
- Singh, S. and Nandi, A. (2025). Ethical HR Analytics in the Digital Age: Using Exit Interview Mining to Support Purpose-Driven Retention Strategies. *Jharkhand Journal of Development and Management Studies*, 23(4), 11103-11116. (UGC Care Indexed)
- Khanna, A., David, R., Nigoti, U., Singh, S., and Kartik, B.S.S. (2025). Does Organizational Virtuousness Influence Job Crafting? Mediating Effects on Organizational Identification and Well-Being in the Hospitality Sector of India. *Journal of Hospitality Application and Research*, Volume 20, Issue 2, (July 2025). (ABDC, category C)
- Prasad M. and Singh S., (2026). Advancing Employee Engagement Measurement: Developing a Psychometrically Robust Instrument for the Digital Hybrid Workforce. *International Conference on Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI*, organized by XISS Ranchi on February 5 to 7, 2026.
- Chauhan S. and Singh S., (2026). Reimagining Employee Experience: Technological Disruption, Behavioral Shift, and the Road Ahead. *International Conference on Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI*, organized by XISS Ranchi on February 5 to 7, 2026.
- Singh et al., (2025). Performing through pain: Exploring sickness presentation among PwD's. 10th PAN IIM Conference Organised by IIM Ranchi, on November 27 to 29 2025.
- Panelist on the topic "Teamwork: Creating Passion" at SPARSH HR Conclave, organized by BCCL, Dhanbad, from 8-9 August, 2025.
- Resource Person on the topic "Importance of Intergenerational bonding" in National Institute of Social Défense sponsored workshop under the Ministry of Social Justice and Empowerment, on The Old age: A Blessing or A Burden at XISS Ranchi from 10-11 April 2025.
- Panelist on the topic "Implementation of NEP 2020 in HEIs" in Education Conclave 2026 organized by Danik Bhaskar on 25 March 2026 at Hotel BNR Chanakya, Ranchi.
- The Director's Excellence Award for Publication by XISS, Ranchi, on May 3, 2025.
- Guide of FPM Research Scholar, Manmay Prasad, FPM-2023/01, XISS, Ranchi.
- Core organizing member for the International Conference on Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the age of AI, organized by XISS Ranchi on February 5 to 7, 2026.
- Core Organizing member for the International Conclave on Profit with Purpose: Leading Ethically in the Digital Age, on September 20, 2025, at Yashobhoomi, Dwarka, New Delhi

Dr Swati Minz

- Paper published at International Journal of Research and Scientific Innovation (IJRSI) on Topic: Immediate and Long-Term Factors Influencing Police Personnel's Work-Life Balance and Leadership Skills. DOI: <https://doi.org/10.51244/IJRSI.2025.120700113> Received: 04 July 2025; Accepted: 07 July 2025; Published: 06 August 2025 Volume XII Issue VII/July 2025"
- Paper published at Jharkhand Journal of Development and Management studies (JJDMs) on Topic: Role of ethical AI in re-engaging Gen Z and building future skills Doi: <https://www.xiss.ac.in/JJDMs/current Vol. 23, No. 4, October-December 2025>
- Paper presented at the International conference on "Reimagining governance for sustainable futures: balancing profit, purpose, and people in age of AI" held at XISS, Ranchi on Feb 5-7, 2026 on the title: Role of ethical AI in re-engaging gen Z and building future skills.
- Faculty Development program on "National Education Policy 2020 –orientation and sensitization program conducted by UGC-MMTTC, Mizoram university from 22-30 April 2025.
- Faculty development program on "Innovative teaching and learning pedagogy" (19-24 may 2025) by Research Foundation of India.
- Nurturing Future Leadership Program at IIM Bodh Gaya from 29 Sep to 3 Oct 2025 sponsored by the Ministry of Education, Govt. of India.
- Completed course on Capacity building program on cyber security conducted by MMTC by IIT Madras from (19-23 May 2025)
- Completed course on Capacity building program on cyber security-Intermediate course organized by teaching learning centre (TLC), conducted by MMTC by IIT Madras from (2 - 6 June 2025)
- Five days' workshop on "Deep Learning models for assessment of mental wellness amongst young adults" (DLMW2025) at BIT Mesra, Lalpur Centre (27-31 Jan 2025)
- E-workshop on Data Analysis using MS Excel (24 -29 March, 2025) by Meerashpa Learning solutions.
- Workshop on cybersecurity & its investigation (23-30 May 2025) by research foundation of India.
- Review of the paper People Before Algorithms: Integrating Ignatian Wisdom to Foster Human-Centric Corporate Practices in the AI Era for JJDMs

Dr C. Vanlalawna

- Delivered lectures on the topic "Developing Wealth Mindset and Personal Finance" for participants of XISS–IOCL Madhyama I and Madhyama II programmes from 26 July to 2 August 2025 and 9-10 January 2026.
- Awarded Best Paper for Human Capital Econometrics in Indian Corporations: A Lev–Schwartz Based Valuation of Selected Companies" International Conference on 'Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of Artificial Intelligence organized by Xavier Institute of Social Service (XISS) during 5-7 February, 2026.
- "Impact of the announcement of a change in the management team on stock price behavior: analysis based on the case of three emerging African markets". Asian Journal of Economics, Business and Accounting. (ISSN: 2456-639X).
- "Towards Inclusive Fiscal Policy: Rethinking Taxation and Social Security for the Gig Economy". Journal of Indian Taxation. VIIT-11-2025-31. <https://www.journalpressindia.com/reviewed-manuscript-list.php>
- "Impact of Liquidity, Solvency, and Efficiency on Profitability: Evidence from major Indian Commercial Banks". Academy of Accounting and Financial Studies. Journal. Volume 29, Special Issue 2, 2025. ISSN: 1096-3685.
- "An Analysis of the Fama-French Three Factor Model in the Indian Stock Market". The IUP Journal of Applied Finance. Volume 31, Issue 3, July- Sept 2025. DOI: 10.71329/IUPJAF/2025.31.3.5-17
- "Do Size and Value Factors Continue to be Relevant in the Indian Stock Market? Indian Journal of Research in Capital Markets. Volume 12, Issue 2, April-June 2025.
- Innovative Teaching and Learning Pedagogy' Organized by Research Foundation of India (RFI) during 17-22 March, 2025.

- ‘NEP 2020 Orientation and Sensitization Programme’ Organized by UGC-MMTTC, Mizoram University during 22-30 April, 2025.
- ‘Short-term course on Research Methodology’ Organized by UGC-MMTTC, University of Mumbai during 2-7 June, 2025.
- ‘Five- Day National Level Faculty Development Programme on Research Approaches and Questionnaire Designing’ Organized by Research Foundation of India (RFI) during 27-31 October, 2025.

Dr Tanmaya Pattnayak

- One-day training program on the New Labour Codes for managers of coal India. During the day a brief idea about the four New Labour Codes were given to the participants with the changes that took place and how it is going to impact their organisation. Conducted by- IICM Ranchi Date- 06.02.2026 Venue- IICM Ranchi
- One-day training program on the New Labour Codes for managers of coal India. During the day a brief idea about the four New Labour Codes were given to the participants with the changes that took place and how it is going to impact their organisation. Conducted by- IICM Ranchi Date- 17.02.2026 Venue- IICM Ranchi

Collaborations and Connections – Industry and Alumni

The HRM programme worked consciously towards strengthening of industry linkages through internships, live projects, and guest sessions. There were regular interaction with alumni through mentoring sessions, guest lectures, and networking events. Initiatives were taken for future collaborations with organizations for training, research, and consultancy projects. The esteemed HRM alumni have positively contributed towards placements, curriculum feedback, and career guidance for their Alma Mater.

Sessions conducted

Name	Topic
Ms Tanu Singh Partner & Director – Intellect Vidhya Solutions	Session Title: <i>IPR: Importance, HR's role in IP protection, organizational challenges and discussing real world complexity and cultural/training needs</i> Date: 16 June 2025
Ms Tumul Singh CHRO – MeraPashu360	Session Title: <i>The evolving face of HR Leadership: Lessons Across Industries, Crises and Cultures</i> Date: 09 August 2025
Mr Samar Banerjee CHRO – Star Cement Limited	Session Title: <i>Career Navigation Across Diverse Sectors: An HR Leadership Pathway</i> Date: 13 August 2025
Ms Amrita Pandey Lead, Learning Delivery (APAC, EU, AEA) – Colgate Global Business Services	Session Title: <i>The Strategic Role of Learning and Development in Enabling Business Transformation: A Global Perspective</i> Date: 22 August 2025
Mr Jagjit Singh Head, Capability Learning Solutions – Novartis	Session Title: <i>Business Partnership in Corporate through Learning and Development</i> Date: 23 August 2025
Ms Jagriti Bhadra SHRM - SCP Prosci CCP	Session Title: <i>Building HR Centres of Excellence: Strategy to Execution, by Exploring Frameworks for Global Talent Programs and Deploying HR Products</i> Date: 24 August 2025
Mr Amitabh Singh CHRO – ICICI Home Finance Company Ltd	Session Title: <i>Shaping the future of work: Redefining the role of HR in a dynamic world</i> Date: 30 August 2025
Ms Rashmi Sinha Data Privacy & AI Governance Professional	Session Title: <i>Business Analytics in the Age of Data Protection and Ethical Responsibility</i> Date: 01 November 2025
Mr Mritunjay Nath Sahu Vice President – HR – Bellsonica Auto Components India Pvt. Ltd.	Session Title: <i>Industrial Relations and Labour Laws: Contemporary Issues and Future Challenges</i> Date: 19 November 2025

Name	Topic
Mr Suraj Chhetri Founder & CEO – SuChe Business Advisory	Session Title: <i>Fireside Chat</i> on 25 February, 2026
Ms Sarika Arora Senior Director HR – Birlasoft	Session Title: <i>Diversity, Equity and Inclusion (DEI)</i>
Mr Dharam Rakshit Senior HR Leader – Hero MotoCorp Ltd.	Session Title: <i>HR Leadership Talk</i>
Mr Sanjay Suthar & Mr Sandeep K. Puthar Industry Experts	Session Title: <i>New Labour Codes</i>
Ms Monika Agarwal TSDPL	Session Title: <i>Business Ethics</i>
Mr Imaad Ali Tata Steel Ltd.	Session Title: <i>Evolution of HR</i>

Other Activities

- 9-11 January 2026: Participation of 23 HRM students in the Global Model United Nations organized by IIT Kharagpur
- 8-9 October 2025: Participation of 10 HRM students in PR Conclave organized by CCL at Darbhanga House Ranchi.

Future Roadmap

Academic Excellence

- Introduction of advanced electives in HR Analytics, AI in HR, and Strategic Workforce Planning.
- Enhancement of experiential learning through live consulting projects and simulations.
- Strengthening research culture among students and faculty.

Industry Integration

- Deepening corporate engagement through structured partnerships and MoUs.
- Increased focus on industry certifications and skill-based training.
- Expansion of internship and placement opportunities across sectors.

Student Development

- Holistic development through leadership programmes, mentoring, and career coaching.
- Strengthening of student clubs and peer learning initiatives.
- Focus on employability skills and global competencies.

Faculty Development

- Encouraging interdisciplinary research and funded projects.
- Increased participation in global academic forums.
- Continuous upskilling in emerging HR technologies and pedagogies.

Institutional Growth

- Leveraging alumni network for strategic initiatives and brand building.
- Enhancing national and international visibility of the programme.
- Adoption of digital tools and platforms for teaching and administration.



Human Resource Management

Sec-A (2024-26)

Row 1 (Sitting-left to right) : Ms Sneha Kumari, Ms Amisha Kumari, Ms Aishwarya Prabha Singh, Ms Ritika Negi, Ms Daisy Shalini Xalxo, Ms Riya Gupta, Ms Shalini Xalxo, Ms Sarina Smita Khess, Ms Nikita Hemrom, Ms Disha Pamela Kerketta, Mrs. Rituparna Dey, Ms Sujata Kumari, Ms Shristi Saraf, Ms Alisha Shrestha, Ms Diya Verma

Row 2 (Standing on Middle-left to right) : Mr Sumit Chauhan, Mr Anish Ekka, Mr Rohit Kumar, Ms Vishakha Kumari, Ms Shaurya Guria, Ms Trishala Kumari, Ms Mushkan Singh, Ms Tanushree Behera, Ms Aditi Saumya Khalkho, Ms Aditi Kumari, Ms Nishu Kumari, Ms Priyanka Kumari, Ms Neelam Kumari, Ms Shalini Sakshi, Ms Divya Priyadarshini, Ms Geetanjali Singh, Mr Abhishek Kumar, Mr Prajuwal Alwin Xalxo, Mr Rupam Tamli

Row 3 (Standing on Stage-left to right) : Mr Drn Puniyani, Mr Sankalp Mahato, Mr Ayush Denzil Tirkey, Mr Tanmay Tushar, Mr Yuvraj Kumar, Mr Siddhant Marshall Dass, Mr Rohit Baxla, Mr K. Sagar, Mr Gurpreet Singh, Mr Krittik Bhaduri, Mr Jayant Kuldip Mini, Mr Vikash Kumar Sahu, Mr Neelak Ghosh, Mr Ankush Kumar Singh, Mr Suraj Kumar, Mr Ronik Tirkey, Mr Abhishek Kumar, Mr Deepak Prakash, Mr Ayush Abhinaw



Human Resource Management

Sec-B (2024-26)

Row 1 (Sitting - left to right) : Ms Anshu Selly Lakra, Ms Afifa Nadeem, Ms Princy James, Ms Risha Kumari, Ms Shefali Shristi Ekka, Ms Anjali Tiwari, Ms Sweta Kumari, Ms Meghna Ankita Murmu, Ms Kritika Duttagupta, Ms Anjani Nath, Mrs. Richa Aditya, Ms Simpi Mishra, Ms Sanya Krishna, Ms Manila Murmu

Row 2 (Standing - left to right) : Mr Priyanshu Bhattacheryya, Mr Rohan Deshraj Kujur, Mr Aryan Singh, Mr Ayush Prasad, Mr Gourav Pasayat, Mr Samuel Solomon Joseph, Mr Vedant Ramaiah, Mr Vaibhav Vishal, Mr Glorious Ekka, Mr Sumit Pardhia, Ms Anne Ruth Mukherjee, Mr Yash Kumar Solanki, Mr Alextius Kerketta, Mr Pawandeep Singh, Mr Ishan Parashar, Mr Kushaj Pandey, Mr Chandan Kumar, Mr Ambuj Upadhyay, Mr Ayush Raj, Mr Ankit Kindo, Mr Shubham Swami, Mr Sakib Nasim



RURAL MANAGEMENT PROGRAMME

Prof Anant Kumar, Head of Programme, Rural Management

Overview of the Programme

The PGDM in Rural Management (RM) at Xavier Institute of Social Service (XISS), Ranchi, continues to uphold its commitment to developing socially responsible and professionally competent rural development practitioners. The programme is designed to integrate academic rigour with intensive field-based learning, enabling students to engage meaningfully with grassroots realities while understanding broader policy and governance frameworks. Rooted in the principles of sustainable development and inclusive growth, the programme emphasizes community engagement, ethical leadership, and evidence-based decision-making.

During the year, the programme further strengthened its academic and institutional standing, notably through NBA accreditation with a score of 700/1000. Continuous curriculum enrichment remained a priority, guided by inputs from the Board of Studies, with a focus on aligning with the National Education Policy (NEP) 2020, incorporating Indian Knowledge Systems, and integrating emerging domains such as ESG, digital tools, and sustainability. The programme maintained its distinctive experiential learning model, combining classroom teaching with Rural Camps, Urban Field Exposure, Block Placements, Institutional Visits, and Study Tours. These components collectively ensured that students developed both conceptual clarity and practical competence, preparing them to address complex rural development challenges.

The Rural Management Programme also welcomes Dr Hemant Tigga, who has joined the Programme as an Assistant Professor on 1 August 2025. He earned his Ph.D. in Anthropology and Tribal Studies from the Central University of Jharkhand in July 2024 and previously taught in the Department of Social Work at Doon University, Dehradun. An alumnus of XISS, Dr Tigga completed his PGDRD in 2011 and has extensive professional experience in impact assessments, CSR initiatives, and development projects, including work with Hindustan Zinc Limited (Vedanta), the Government of Gujarat, and Krishi Gramin Vikas Kendra, Ranchi (Usha Martin Ltd.). He also worked as a bank officer for five years before moving into academics. Alongside his professional career, Dr Tigga nurtures creative interests. He completed a Screenplay Writing course at AAFT, Noida (2024) and published a book of poetry on Amazon Kindle (2023).

Student Activities and Achievements

The academic year witnessed a wide range of student activities and achievements across curricular, co-curricular, and extracurricular domains, reflecting the programme's holistic development approach. Curricular engagement was anchored in structured experiential learning through Urban Field Exposure across ten slums, including Hatma Upper, Hatma Lower, Madhukam, Hatia Talab, Lowadih, Samlong, Akra Kocha, and Kalam Kocha, where students implemented interventions on hygiene, sanitation, child rights, and environmental awareness. This was complemented by Rural Field Exposure in Angara, Namkom, Itki, Mander, and Bero, where students facilitated the application of PRA tools, conducted socio-economic surveys, and engaged in micro-level planning. Block placements were conducted across seven blocks—Ormanjhi, Angara, Itki, Namkom, Kanke, Nagri, and Ratu, providing students with opportunities for in-depth, practice-oriented learning. Institutional visits to CSR units of Jindal Steel, Tata Motors, and Tata Steel, along with engagements with CSOs such as Arouse (Gumla), WOTR (Khunti), and Jan Vikas Kendra (Hazaribagh), significantly enriched learning outcomes. Study tours to Kolkata, Bangalore, Chennai, Lucknow, Delhi, Raipur, and Puri exposed students to diverse development and industry contexts. Students also visited organizations such as Samvedana Development Society, Sahbagi Shikshan Kendra, Population Services International, Caritas India, Valvoline Cummins, Synopsis, Vishwa Yuvak Kendra, Nestlé, Spark Minda, and HCL Foundation. Global exposure through international summer schools and internships in Belgium further strengthened perspectives on policy, sustainability, and cross-cultural engagement, fostering competencies in inclusive and ethical development.

Co-curricular initiatives significantly augmented academic and professional competencies. Students participated in key platforms such as the Jharkhand Local Governance Symposium, the Webinar on World Egg Day, the Move for Earth Symposium, and the Vinitika Lal Memorial Workshop & Award 2025 on Witchcraft. These engagements facilitated interaction with policymakers and practitioners on issues of governance, climate change, and sustainable development. Additionally, academic initiatives such as the Seed Museum reflected active student involvement in biodiversity conservation and sustainable agriculture.

Extracurricular activities demonstrated strong student engagement in community outreach, cultural expression, and leadership development. Participation in events such as Panache, Fresher Day, and Farewell, along with involvement in awareness campaigns, walkathons, plantation drives, and community mobilization initiatives, reinforced participatory development practices. Cultural engagements, including street plays and community-based Independence Day celebrations, enhanced communication skills and social sensitivity. Achievements in sports such as cricket, badminton, carrom, and table tennis further reflected the programme's commitment to holistic development.





Faculty Activities and Achievements

Prof Dr Joseph Marianus Kujur

- Aayurshi, & Kujur, J. M. (2025). Tribal entrepreneurship for sustainable transformation: Data analysis of stories from the field. *Jharkhand Journal of Development and Management Studies*, 23(3).
- Kujur, J. M. (2025). Awakening the indigenous soul: From perils to possibilities. *Sevartham: Indian Culture in a Christian Context*, 50, 15–34.
- Kujur, J. M. (2026). Profit with purpose: Leading ethically in the digital age. *Jharkhand Journal of Development and Management Studies*, 23(4).
- Kujur, J. M., & Prasad, A. (2026). Whether profit with purpose really works ethically in the digital age? In *Profit with purpose: Leading ethically in the digital age*. *Jharkhand Journal of Development and Management Studies*, 23(4), 10944–10946.
- Aayurshi, & Kujur, J. M. (2026). Digital pathways to inclusion: Tribal, rural, and grassroots development in India's technology-driven era. In *Profit with purpose: Leading ethically in the digital age*. *Jharkhand Journal of Development and Management Studies*, 23(4), 10995–11009.
- Kujur, J. M. (2025, June 27–30). [Conference presentation]. *International Association of Jesuit Business Schools (IAJBS) Conference*, Pontificia Universidad Javeriana, Bogotá, Colombia.
- Reviewed the paper, "When the Enslaved Imagine Salvation: Religion and The Anti-Caste Politics of Prathyaksha Raksha Daiva Sabha" for Religion.
- Appointed honorary member of the State Audit Advisory Board, Jharkhand.
- Appointed as a Member of the Academic Council of the Jharkhand Raksha Shakti University (Established by State Government and Recognized by UGC), Meur's Road (SKIPA Premises), Ranchi – 834008, dated 09 July, 2025.
- Participated in an International Conference from 30 June to 03 July 2025, organized by the International Association of Jesuit Universities (IAJU) at the Pontificia Universidad Javeriana in Bogotá, Colombia.
- Participated in a meeting of the 6-Member XISS delegation at the Catholic University of Leuven on 07 July 2025.
- Attended a meeting of the 6-Member XISS delegation at KADOC Studies on Religion, Culture & Society in Leuven on 08 July 2025.
- Attended a meeting of the 6-member XISS delegation at Antwerp University on 08 July 2025.
- Attended the Academic Council Meeting of the Jharkhand Raksha Shakti University, SKIPA Premises, Ranchi, on 25 July 2025.
- Attended a meeting with the Minister for Higher and Technical Education at the Smart City Residence on 25 July 2025.
- Attended the India Rural Colloquy by TRI on 5 August 2025, at Xavier Institute of Social Service.
- Attended the meeting of the Board of Governors (BOS) XLRI at Tata Centre, Kolkata, on 10 August 2025.
- Attended the State Audit Advisory Board meeting for the Audit Office on 13 August 2025, at AG Office, Ranchi.
- Attended the Jharkhand Higher Education Council meeting at Nepal House on 1 September 2025.

- Reviewed a 161-page manuscript titled 'The Adivasis and the Peoplehood of Jharkhand: An Introduction' in view of its publication.
- Delivered a talk on 'Religious Conversion and Tribal Identity' on the occasion of the Annual CDS Lectures 2025 at the PKM Auditorium, Centre for Dalit Solidarity, Dharmaram Vidya Ksetram, Bengaluru, on 24 October 2025.
- Participated in the Meeting of the Board of Governors of XLRI, Delhi–NCR campus in Jhajjar on 01 November 2025.
- Attended the Meeting of the Xavier Association of Management Institutions (XAMI) at XLRI, Delhi–NCR campus in Jhajjar on 02–03 November 2025.
- Delivered the keynote address on "Awakening of Indigenous Soul: Perils, Promises and Possibilities" at St. Albert's College, Ranchi, on 15 November 2025.
- Provided inputs on the International Day of Remembrance of Road Accident Victims at the Brahma Kumaris Centre, Harmu, Ranchi, on 16 November 2025.
- Participated in the XLRI Board of Governors meeting with the IQUIS Review Team at XLRI Jamshedpur on 17 November 2025.
- Organized the 3rd Dr Kumar Suresh Singh Memorial Lecture at XISS, Ranchi, on 18 November 2025.
- Attended the General Body Meeting of the Constant Lievens Hospital & Research Centre, Mandar, on 20 November 2025.
- Attended the first convocation of Raksha Shakti University, Jharkhand, as a Member of its Academic Council on 21 November 2025.
- Served as one of the two keynote speakers and a resource person during the annual JHAAN Bishops Conference, CRI, and CDPI meeting at Kanke Road on 24–25 November 2025.
- Graced the Annual Day celebrations of St. Xavier's College, Simdega as Chief Guest on 26 November 2025.
- Participated in the XISS IQAC meeting on 29 November 2025.
- Participated as a panelist in the Plenary Session on "Promoting Inclusion and Equality: Empowering Tribal and Other Marginalised Communities as Active Partners in Jharkhand Development" on 11 December in the Jharkhand@25 Conference, held from 11 to 13 December 2025 at SKIPA, Ranchi. The conference was organised by the Institute for Human Development (IHD) in collaboration with the Shri Krishna Institute of Public Administration (SKIPA) of the Government of Jharkhand.
- Participated as a panelist in the Thematic Roundtable on "Expanding and Improving Quality of School and Higher Education", offering insights on inclusive higher education, tribal access, and the role of mission-driven institutions in strengthening Jharkhand's education system on 12 December in the Jharkhand@25 Conference, held from 11 to 13 December 2025 at SKIPA, Ranchi. The conference was organised by the Institute for Human Development (IHD) in collaboration with the Shri Krishna Institute of Public Administration (SKIPA) of the Government of Jharkhand.
- Participated as one of the keynote speakers and a panelist during the International Conference on the theme 'Reimagination in Business and Leadership' organized by XLRI Jamshedpur from January 9 to 11, 2026.
- Took part in a panel discussion titled "Why Reimagine Leadership Today and What Should Leadership Stand for in the Next Decade?" organized by XLRI Jamshedpur on January 9, 2026.
- Delivered a keynote speech on "Tribal Economy and Models of Leadership: Community Wisdom for Inclusive Growth," organized by XLRI Jamshedpur on January 11, 2026.
- Engaged XLRI students in two sessions (8:30 am to 12:00 pm) of the elective course titled 'Tribal Culture and Spirituality' at XLRI Jamshedpur on January 14, 2026.
- Attended an online meeting with Prof Simon Thompson, Deputy Pro Vice-Chancellor of Sussex University, on the topic "Sussex & XISS" on January 15, 2026.
- Delivered a welcome address at the 'Young Entrepreneur Summit (YESummit 2026)' on the occasion of National Start-up Day, jointly organized by XISS and the Youth Aid Foundation, held at XISS Ranchi on January 16, 2026.
- Participated in the preparatory meeting of the Jesuit Alumni Association of Ranchi Province regarding the visit of the Most Reverend Father General of the Society of Jesus on March 7, 2026, at XISS Ranchi on January 16, 2026.

- Organized and made a presentation on “The Jesuit Legacy Through XISS” during an Interactive Session between XISS Students and 7 Belgian Guests from Antwerp University, under the coordination of Fr. Jack SJ, Regional Superior, Low Countries, Antwerp in Belgium, on 03 February 2026.
- Organized and participated in a workshop on AACSB conducted by Prof Joseph Phillips, Dean (Emeritus), Seattle University, USA, at XISS on 04 February 2026.
- Participated in the pre-conference workshop on “Mastering the Art of Research Paper Writing and Publication Strategies for Reputed Journals” organized by Xavier Institute of Social Service (XISS), Ranchi, on 04 February 2026.
- Organized an International Conference and delivered a welcome note and an overview of the theme “Profit with Purpose: Leading Ethically in the Digital Age” (Reflections on the Future of Management Education Practice) on 05-07 February 2026. Moreover, Dr Kujur also moderated a Panel discussion on the said theme with four renowned resource persons, viz. Prof Joaquin (Spain), Prof Javier Garcia (Spain), Prof Ike Devi (Indonesia), and Prof Kuruvilla SJ (XLRI, Jamshedpur).
- Attended an Online meeting on the theme “Laudato Si” organized by Gregorian University, Rome, courtesy Dr (Fr) Prem Xalxo, SJ, on 12 February 2026.
- Participated in a Training Programme on “Eligibility Application Workshop (Delhi: 24 February 2026)” for the Member Institutions at Lal Bahadur Shastri Institute of Management, Dwarka, New Delhi, organized by AACSB International on 24 February 2026.
- Attended the International Conference on “*Tribal Upliftment in Jharkhand*” as Chief Guest at the Central University of Jharkhand on 16 March 2026. In his address, he highlighted the importance of integrating policy with indigenous knowledge and community participation for sustainable tribal development. His insights reinforced the need for inclusive and culturally sensitive approaches to achieve *Viksit Bharat 2047*.
- Delivered valedictory address at the Three-Day National Workshop “*Roots to Renaissance*” (6–8 March 2026), organised by the Department of Management Studies, Birla Institute of Technology, Mesra.

Prof Anant Kumar

- Kumar, A. (2025). The influence of social media on public mental health and well-being. *Associative Journal of Health Sciences*, 4(3).
- Delivered a talk on ‘Promoting Active Ageing through Senior Citizen Associations and Retirement Clubs’ in a National Workshop on ‘The Old Age - A Blessing or A Burden’, organized by Xavier Institute of Social Service (XISS), Ranchi and National Institute of Social Defence, Ministry of Social Justice and Empowerment, Government of India, New Delhi, on April 10 & 11, 2025.
- Conferred the Excellence Award for Governance by the Xavier Institute of Social Service (XISS) on May 3, 2025.
- Delivered a keynote address on June 24, 2025, during a two-day workshop on Systematic Literature Review (SLR), Bibliometric Analysis, and Data Analysis using JabRef, Jamovi, and R, held on June 24–25, 2025 at AMITY University, Ranchi
- Resource Person in the Faculty Enrichment Programme on the topic “Student Diversity & Inclusivity” on 26 June 2025 at Nirmala College, Ranchi.
- Attended the pre-PhD program. Seminar of Mr Pradeep Kumar Hazari held on 16 July 2025 at the Department of Management Studies, Birla Institute of Technology (BIT), Mesra, Ranchi. The seminar, titled “Performance of Organized Dairy Sector and Its Impact on Socio-economic Status of Milk Producers in Jharkhand State,” focused on the socio-economic implications of the dairy sector in rural Jharkhand.
- Attended a workshop on Strengthening Institutional Mechanisms to Combat Violence Against Women and Girls as experts, held in Ranchi on the 29 and 30 of July. Organised by the Centre for Public Policy Research, in association with the U.S. Consulate and the ENREED Foundation.
- Conducted sessions on Leadership Development and Team Management on September 8 and 13 by the Jharkhand Council of Educational Research and Training, Ranchi.
- Participated in the USOS 40th Anniversary Celebration and Partner Week at the University of Antwerp, Belgium, from November 24-25, 2025.
- Chaired the Technical Session on “Strengthening Health Systems; Enhancing Food Security and Nutrition” on 11 December 2025, facilitating scholarly deliberations among researchers and practitioners in the Jharkhand@25

Conference, held from 11 - 13 December 2025 at SKIPA, Ranchi. The conference was organised by the Institute for Human Development (IHD) in collaboration with the Shri Krishna Institute of Public Administration (SKIPA), Government of Jharkhand.

- Served as the Theme Presenter in the Thematic Roundtable Session on “Strengthening Health Systems” On 12 December 2025 in the Jharkhand@25 Conference, held from 11 - 13 December 2025 at SKIPA, Ranchi. His presentation highlighted systemic inequities, governance challenges, and behavioural and management perspectives relevant to health system strengthening in Jharkhand. The conference was organised by the Institute for Human Development (IHD) in collaboration with the Shri Krishna Institute of Public Administration (SKIPA), Government of Jharkhand.
- Served as an at the Jharkhand State Co-operative Milk Producers’ Federation Ltd. (JMF), Ranchi. The interviews were held on 22 December 2025 at the Farmer’s Training Center, Dhurwa, as part of the implementation of JMF’s Promotion Policy.
- External Expert in the Sixth Meeting of the Research Advisory Committee (RAC) of the Department of Social Work, Bankura University, held online on 29 December 2025. The meeting reviewed the doctoral progress of Mr Gourav Mukherjee (Ph.D. Programme 2020–21 batch).
- Participated in the TRI@10 celebration on January 13, 2026, commemorating a decade of impactful work by the Transform Rural India Foundation (TRI) in strengthening rural livelihoods and community institutions.
- Participated in an international online partners’ meeting on January 28, 2026, to discuss future collaboration strategies and next steps for two joint projects launched during the November 2025 Partner Week.
- Participated in the National Workshop on ‘Strengthening Tribal and Rural Livelihoods through Sustainable Enterprise Development’ organized by the Jharkhand State Livelihood Promotion Society, in collaboration with NITI Aayog, held on January 28, 2026, in Ranchi.
- Joined the Child and Gender Budget Pre-Budget Consultation organized by UNICEF Jharkhand in collaboration with the Department of Finance on January 31, 2026, in Ranchi, offering expert insights on state budget priorities for children and women.
- Resource Person at a Faculty Development Programme at St. Xavier’s College, Ranchi (23 March 2026), delivering a session on research paradigms, design, ethics, and problem formulation. The programme focused on strengthening research skills and featured active academic engagement.

Prof K.K. Bhagat

- Prof K. K. Bhagat attended a Seminar titled “Economics and Politics of Public Policies for Human Development in India” by Professor Achin Chakraborty. The Seminar was organised by the Institute for Human Development Eastern Regional Centre, Ranchi, on 25 April 2025.

Prof Niranjana Sahoo

- Conducted the 2-day academic audit for the Kalinga School of Management on 9 May 2025 and for the Kalinga School of Rural Management on 10 May 2025.
- Evaluated a PhD thesis of Veer Narmad South Gujarat University, Surat as an External Examiner.
- Conducted the PhD defence viva for Mr Manoj Kumar Suryavanshi at Mewar University, Rajasthan, on 26 July 2025. The title of the thesis was “An Analysis of CSR of Multinational Companies after the New Companies Act 2013”.
- Participated in a webinar titled “Hatching Hope: Rural Poultry Enterprise for Nutrition, Income, and Women’s Empowerment”, organized by the Xavier Institute of Social Service (XISS), Ranchi, in collaboration with Passing Gifts (a subsidiary of Heifer International), on the occasion of World Egg Day, 10 October 2025.
- External Evaluator for the PhD Thesis “A Study on Stock Price Movement of IT Sector Companies in India” of VN South Gujarat University, Surat (Ref No: PG/PhD/29346/2025 dated 17 November, 2025). S.J. Kishorabhai submitted the Thesis under the supervision of Professor Mukesh R. Goyani, Principal of Prof V. B. Saha Institute of Management.
- Resource person at the Two-Week Capacity-Building Programme on “Quantitative and Qualitative Research Methods in Social Sciences,” held from December 1 - 13, 2025, at the Central University of Jharkhand (CUJ),

Ranchi. The program was sponsored by the Indian Council of Social Science Research (ICSSR), New Delhi, and organized by the Department of Education and the Department of Economics and Development Studies, CUJ. On December 2, 2025, Prof Sahoo delivered an academic session on “Social Science Research: Significance, Scope and Processes,” emphasizing foundational perspectives and methodological rigor in social science research.

- Resource person at the same program from December 1 - 13, 2025, at CUJ. It was sponsored by the Indian Council of Social Science Research (ICSSR), New Delhi, and organized by the Department of Education and the Department of Economics and Development Studies, CUJ. On December 9, 2025, Prof Sahoo led a session on ‘Qualitative Research Methods: Naturalistic Enquiry, Participatory Research and Ethnography,’ providing conceptual clarity and practical insights into qualitative research traditions.
- Participated in a Conference on River Sustainability organized by the Center of Disaster Preparedness and Management, Department of Civil Engineering, Jadavpur University, on January 31, 2026.
- Session Chair at the International Conference on Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI, organized by XISS on 5 Feb 2026.
- Advisor to the National WASH Conference of SPM National Institute of Water, Sanitation & Hygiene, Kolkata, Ministry of Jal Shakti, Govt of India, held on 16 Feb 2026.
- Khalko, X., & Sahoo, N. (2026, February 6). Case studies on unorganized labor forces in Ranchi city [Conference presentation]. *International Conference on Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI*, Xavier Institute of Social Service (XISS), Ranchi, India.
- Tripathy, S., & Sahoo, N. (2026, February 6). Entrepreneurship economics of women in India: A comparative analysis between Odisha and Jharkhand [Conference presentation]. *International Conference on Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI*, Xavier Institute of Social Service (XISS), Ranchi, India.

Dr Raj Shree Verma

- Verma, R. S., & Hore, A. (2025). Inclusive development of India: A study of menstrual health education among adolescents and parents. In P. R. Sodani & H. Sinha (Eds.), *Viksit Bharat: Paradigm of development and healthcare sector* (pp. 48–62). Kaav Publications.
- Singh, A., & Verma, R. S. (2026, March 20). *Living and working in coal shadows: A study on the health of women in mining-affected areas of Jharia, Dhanbad*. Paper presented at the 2nd National Conference on Gender Justice: Breaking Stereotypes, Discriminations and Prejudices, Centre for Gender Justice Studies, Maharashtra National Law University, Nagpur, India.
- Verma, R. S. (2025, October–December). Light to illuminate: Women and menstrual leave. *NIWAS Vartika*, 1(3), 18–20.
- Verma, R. S. (2026, March 13–14). *Lac: A local resource for future-ready MSMEs in Jharkhand*. Paper presented at the 4th International Conference on *Indian MSMEs @2047: Greening as a Global Strategy*, St. Xavier’s University, Kolkata, India.
- Participated in the meeting of the High Court of Jharkhand Gender Sensitization and Internal Complaints Committee (HCJGSICC) held on 31 October 2025 in the Video Conference Hall, High Court of Jharkhand, Ranchi.
- Attended a Training Programme on “Gender and Labour Issues” organised by V.V. Giri National Labour Institute, an autonomous body of the Ministry of Labour and Employment, Government of India, from June 18-20, 2025, at VVGNI Campus, NOIDA.
- Conducted a session on “Women Empowerment: A solution to human trafficking” in a workshop on “Campaign against Human Trafficking” organised by Jan Vikas Kendra of Hazaribagh on 17 July, 2025, at SDC Ranchi.
- Conducted a training session on POSH in the Virtual MDP for MADHYAMA-I (IOCL), MID Career Programme for Senior Managers (Virtual), organized by XISS, Ranchi, on 2 August 2025.
- Conducted a session on “Sustainable Development Goals” during the refresher course, “Guru Dakshta 25th Faculty Induction Programme (FIP),” organised by the UGC-Malaviya Mission Teacher Training Centre (MMTTC), Ranchi, on 18 August 2025.

- Panelist in a session on “Inter-departmental coordination and probability to prevent gender-based violence” in a State Level Consultation on “Institutional Safety Measures against Gender-Based Violence for Young Girls and Women with Disabilities” organized by YUVA, Jamshedpur, at Ranchi on 28 August 2025.
- Attended the official launch of the Jharkhand Policy Lab for Evidence-Informed Education System Transformation as an Advisory Member of the Policy Lab on 02 Sep 2025, organized by Dram a Dram, in collaboration with the Jharkhand Education Project Council, Department of School Education and Literacy, Government of Jharkhand, the Centre for Universal Education – BROOKINGS, USA.
- Attended a consultation organised by UNICEF on “Girls at the Forefront: Transforming Mental Health Support Systems Through Lived Experience” on 11 October 2025, on the occasion of World Mental Health Day & International Day of the Girl.
- Panelist at Prasar Bharti (Doordarshan) in the program “बीच बहस में” on “झारखंड का स्वावलंबन (25 years of Jharkhand, way forward for growth)” telecasted on 23 November 2025
- Speaker for Technical Session on “WASH Implementation: From Rights to Practice”, in a webinar on “Human Rights-Based Approach to WASH: Foundations, Inclusion & Accountability” organised by Dr Syama Prasad Mookerjee National Institute of Water and Sanitation (SPM-NIWAS), under the Department of Drinking Water & Sanitation, Ministry of Jal Shakti, Government of India on 10 December 2025.
- Conducted a session on “Concerns and its strategy to combat challenges of gender in the Workplace” during a workshop organized by the High Court of Jharkhand Gender Sensitization & Internal Complaints Committee at Jharkhand High Court on 10 December 2025.
- Completed the Multidisciplinary Short-Term Training Programme entitled “Understanding Gender, Sexuality, Sexual Health, and Gender Justice “ organized by the Department of Social Work, Assam University, Silchar, under the aegis of the UGC-Malaviya Mission Teacher Training Centre, Assam University, Silchar, from 01 - 06 December 2025.
- Conducted a session on “Key Highlights on Case Management and Individual Care Plans (ICP), Social Investigation Report (SIR), and related aspects” during a two-day Capacity Building and Review Meeting for Assistant Directors of Social Security (ADSS) and District Child Protection Officers (DCPOs). The event was organized by the Jharkhand State Child Protection Society (JSCPS) under the Department of Women, Child Development and Social Security (DWCD&SS) of the Government of Jharkhand. It was held in collaboration with UNICEF and with technical support from CCR, NUSRL, Ranchi, on 31.01.2026.
- Awarded Life Membership (No. 13-L-0056) of the Indian Association for Women’s Studies on 24 January 2026, recognizing her association with the national body for women’s studies scholarship.

Dr Pramil K Panda

- Co-supervised Ms Deepika Anshu Bara from the Department of Humanities and Social Sciences, IIT (ISM), Dhanbad, on the topic “Tribe, Money & Digital Divide: Impact of Digitalization and Cashless Economy on the Tribal Community of Rural Jharkhand,” for which a degree was awarded in September 2025.
- External Expert for the approval of syllabi for four-year U.G. programme of B.A. (Hons) and two-year P.G. programme of M.A. in Sociology under NEP 2020 guidelines by the Department of Sociology, Ranchi University, Ranchi on 26 September 2025.

Dr Sourya Das

- Das, S., Behera, B., & Mishra, A. (2025). Land rights, conflict, and inter-institutional interplay: Empirical evidence from Dadanpatrabarh Coast of West Bengal, India. In S. Geenen, M. J. Cordero, A. Cotino, M. Juca, F. Soto, B. Nkuba, S. Das, & J. Verrelst (Eds.), *Caring for our common home: Sustainability, justice, and solidarity within university partnerships*. Owl Press.
- Das, S., Singh, H., & D’Souza, M. (2025). Farm production diversity, consumption improvement, and nutrition status in farming households: Empirical evidence from an action research project. In V. Prasad & A. Ahuja (Eds.), *Improving nutritional outcomes: Connecting the dots through grounded action* (pp. 123–144). Routledge.
- Geenen, S., Cordero, M. J., Cotino, A., Juca, M., Soto, F., Nkuba, B., Das, S., & Verrelst, J. (Eds.). (2025). *Caring for our common home: Sustainability, justice, and solidarity within university partnerships*. Owl Press.

- Das, S. (2025, June 25–26). Wetland degradation and livelihood challenges of the fishermen community: Evidence from Kabartal wetland, Begusarai, Bihar [Conference presentation]. *3rd International Conference on Public Policy and Management (ICPPM) 2025*, Chandragupt Institute of Management, Patna, India, in collaboration with Georgia Institute of Technology, USA.
- Gupta, N., & Das, S. (2026, February 5–7). Constraints and concerns in the dairy digitalization process: Empirical evidence from Medha Milk Collection Centre (MCC), Ranchi [Conference poster]. *International Conference on Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI*, Xavier Institute of Social Service (XISS), Ranchi, India. (Best Poster Award)
- Minj, E., Kumari, M., & Das, S. (2026, February 5–7). Assessment of environmental awareness and knowledge among school children: Empirical evidence from a government-aided primary school in Ranchi city [Conference presentation]. *International Conference on Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI*, Xavier Institute of Social Service (XISS), Ranchi, India.
- Singh, N., Saha, U. C., & Das, S. (2026, February 5–7). Prevalence and determinants of malnutrition among children under 5 in two selected slums of Ranchi, Jharkhand [Conference presentation]. *International Conference on Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI*, Xavier Institute of Social Service (XISS), Ranchi, India.
- Participated in a field visit with the Jaljeevika team to explore livelihood challenges in the Kabartal Wetland, located in Begusarai district, Bihar, India, on 9-10 May 2025. The team was led by Mr Dinesh Yadav and included interns from XISS and other institutions. Before the visit, Mr Pratyush Bhardwaj shared the findings of his dissertation research, conducted as part of his PGDM in Rural Management at XISS, on the livelihood issues faced by the local communities in the Kabartal Wetland.
- Participated in the Two-Day Cross-Learning Workshop on FRA: Pathways in Policy and Research, jointly organized by Tata Institute of Social Sciences (TISS), Foundation for Ecological Security (FES), and Hidayatullah National Law University (HNLU) on 4–5 August 2025.
- Nominated as one of the members of the “Environment sub-committee of Federation of Jharkhand Chamber of Commerce & Industries (FJCCI), Ranchi.
- Guest speaker at the National Seminar on Holistic Development through Education, organized by Shaheed Sheikh Bhikhari College of Education, Ranchi, on 6 December 2025. He also served as the rapporteur for one of the academic sessions.
- Participated in the National Workshop on Jan Bhagidari Tools (Dec 22–23) at SPM-NIWAS, Kolkata, contributing to a national compendium on participatory tools for rural water sustainability. The event, held in collaboration with UNOPS, focused on documenting best practices in PRA tools for the effective implementation and monitoring of drinking water schemes.
- Participated in the event “Freshwater Ecosystems & Policy: Understanding the Landscape and Shaping Collective Action” on January 21, 2026, organized by The Alliance for Conserving Freshwater Ecosystems.
- Participated in the Strengthening Regional Collectives for Freshwater Ecosystem Action on January 23, 2026, organized by The Alliance for Conserving Freshwater Ecosystems.
- Rapporteur for GEAG (Gorakhpur Environmental Action Group) at HCL Foundation’s Harit Summit (Feb 2, 2026, Shiv Nadar University) on a Roundtable on Wetlands.

Dr Konathala Kusumavathi

- Kusumavathi, K. (2026). Sustainable agriculture in the digital era: Balancing profitability and environmental stewardship. *Jharkhand Journal of Development and Management Studies*, 23(4).
- Sucharita, S., Rautaray, S. K., Kusumavathi, K., & Satapathy, B. S. (2025). Role of mulching in climate-smart regenerative agriculture. *Indian Farming*, 75(5), 13–16.
- Kusumavathi, K. (2025). Harnessing the potential of biofertilizers: A sustainable approach for agriculture. In M. Shaaban (Ed.), *Soils and sustainable agriculture: Interplay of soil, plant, water and environmental systems for sustainable agriculture* (pp. 199–233). Springer.
- Chourasia, P., & Kusumavathi, K. (2026, February 5–7). Assessment of nutritional status of lactating women and its determinants in rural Dhanbad, Jharkhand [Conference poster]. *International Conference on Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI*, Xavier Institute of Social Service (XISS), Ranchi, India. (Best Poster Award).

- Sethi, D., Sahoo, S. K., Dash, P. K., Mohanty, S., Mohapatra, K. K., Padhan, K., Kusumavathi, K., Panda, N., & Pattanayak, S. K. (2025). Unveiling the potency of polymers and their environmental implications: An agricultural perspective. *Discover Soil*, 2, 61.
- Participated and obtained Grade 'A' in UGC-UGC-sponsored online "Refresher Course in Social Sciences" organised by UGC-Malaviya Mission Teacher Training Centre, The Gandhigram Rural Institute- Deemed to be University, Tamil Nadu. (26 May – 9 June 2025).
- Participated and received the Young Agronomist Award in 'Harvest-2025'. (20-21 June 2025).
- Participated in the Faculty Development Programme titled "National Education Policy-2020-Orientation and Sensitization Programme," organized by the UGC-Malaviya Mission Teacher Training Centre, Mizoram University. (22-30 April 2025).
- Delivered an oral presentation on the topic 'Effect of Puddling and Unpuddling with Weed Management Practices on Soil Health Regeneration in Rice-Chickpea Cropping System in India' at the 3rd International Conference on Food and Agricultural Sciences, themed 'From Smart Agriculture to Secure Plates: Ensuring Food Safety and Sustainability', organized by ROAF-BRIN and KBI, Yogyakarta, Indonesia, held on 26–27 August 2025.
- Participated as a panelist in the Thematic Roundtable on "Expanding and Strengthening Social Programmes and their Delivery" on 12 December 2025, contributing perspectives on programme implementation, last-mile delivery challenges, and community-level engagement in the Jharkhand@25 Conference, held from 11 to 13 December 2025 at SKIPA, Ranchi. The conference was organised by the Institute for Human Development (IHD) in collaboration with the Shri Krishna Institute of Public Administration (SKIPA), Government of Jharkhand.
- Participated in a three-day online workshop, "Scientific Mapping & Visualisation through VOSviewer and Biblioshiny," organized by Meerashpa Learning Solutions from December 8–10, 2025. The programme enhanced faculty capacity in bibliometric analysis, research mapping, and advanced research methodologies, contributing to strengthened research and publication competencies.
- Participated in the Pre-Budget Consultation organized by the Government of Jharkhand on January 15, 2026.
- Chair the State-level Workshop on Innovative Extension Approaches/Activities on January 22, 2026, at SAMETI Bhawan, Ranchi, helping to build capacity and strengthen agricultural extension systems by SAMETI, Govt. of Jharkhand.
- Panelist and Resource Person in the state-level consultation "Shaping Regional Climate Resilience in Jharkhand: Responding to the Climate Imperative through Sectoral Action and Regional Voices", organized by the Centre for Environment and Energy Development on 12 February 2026 at Ranchi. She delivered her inputs on Building Climate-Resilient Agriculture: Adapting Cropping Systems and Livelihoods to Climate Shocks.
- Supervised the 120-hour (minimum four weeks) internship of three students from St. Xavier's College, Ranchi. The students, Mr Sourab Subham, Sr. Christina Momin, and Ms Swarn Shashi, worked on internship topics related to Sustainable Agriculture Development and Environmental Sustainability. The internships provided valuable exposure to sustainable agriculture practices and environmental management, strengthening students' practical understanding of development issues.

Dr Hemant Tigga

- Completed a course on Public Policy for Social Change, University of MICHIGAN from Coursera on 28 November 2025.
- Completed a 5-day online Faculty Development Programme on 'Public Policy and Governance' organized by Amity University, Patna.

Collaborations and Connections – Industry and Alumni

The Rural Management Programme continued to strengthen its collaborations and institutional linkages with industry, development organizations, and alumni networks. During the year, significant Memoranda of Understanding (MoUs) were signed with organizations such as the Transforming Rural India Foundation (TRI), NEEDS, the Federation of Jharkhand Chamber of Commerce & Industries (FJCCI), and Heifer International. These partnerships opened new avenues for collaborative research, field-based interventions, internships, and

capacity-building initiatives, particularly in the areas of rural livelihoods, governance, agriculture, and women's empowerment.

The CSR Talk Series, featuring industry experts and alumni, provided critical insights into Corporate Social Responsibility, sustainability, and ESG frameworks. It was conducted from 9 October to 20 November and covered key areas such as CSR under the Companies Act, 2013, Green CSR, stakeholder management, strategic CSR practices, and sustainability reporting. The sessions were delivered by distinguished XISS alumni, including Mr Kumar Rahul, Mr Bijay Choudhary, Mr Himalay Indraprastha, Mr Aditya Kumar Singh, and Mr Kishan Rao, who were associated with reputed organizations such as Jindal Steel, Synopsys, Central Coalfields Limited, Tata Steel Foundation, and Valvoline Cummins Pvt. Ltd. The series offered valuable practical insights into CSR implementation and enhanced students' understanding of its legal and strategic dimensions.

The Guest Lecture Series for Rural Management (2024–26 and 2025–27) covered a wide spectrum of topics, including microfinance, public policy, public health, entrepreneurship, principles of management, management information systems, and theory of change. Distinguished experts such as Smt. Rajeshwari B, IAS; Dr Abu Backer Siddique, IAS; Ms Aruna Tirkey from Azam Amba; Mr Anshumali Mishra from RBL Finserv Limited; Mr Sanjay Pandey, National Policy Advisor; Ms Paromita from KPMG; and Dr Saurav Kumar from JMF delivered sessions on themes such as development advocacy, sustainable agriculture, entrepreneurship, community engagement, education collaboration, and global exposure. These engagements further enriched the learning experience. Overall, the series provided valuable practical insights and significantly enhanced students' understanding of real-world development and management practices.

The programme also maintained strong international connections, particularly with institutions such as the University of Antwerp and global Jesuit academic networks. These collaborations facilitated student exchanges, international internships, and joint academic engagements, thereby enhancing the programme's global outlook and that of its stakeholders.

Strategic Plan (PDP) for 2026

Looking ahead, the Rural Management Programme has outlined a strategic plan for 2026 to strengthen its academic excellence, research leadership, and societal impact. The programme seeks to further enhance its curriculum by integrating emerging areas such as artificial intelligence, digital tools, and ESG frameworks, while maintaining alignment with NEP 2020 and Indian Knowledge Systems. Efforts will be made to improve the quality and impact of research outputs, encouraging both faculty and students to engage in high-quality, policy-relevant research.

Experiential learning will remain a central focus, with plans to expand field-based learning opportunities, live projects, and industry collaborations. The introduction of structured mentor–mentee systems is expected to provide personalized academic and professional guidance to students, enhancing their overall learning experience.

The programme also aims to position itself as a Centre of Excellence in Rural Management by promoting interdisciplinary research, fostering innovation, and strengthening academic rigour. Greater emphasis will be placed on student writing, research dissemination, and practitioner engagement to enhance experiential learning outcomes.

Strengthening industry and alumni integration remains a priority, with plans to deepen partnerships for internships, placements, and collaborative initiatives. At the same time, the programme seeks to expand its global engagement through increased international collaborations, student exchange programmes, and joint research projects.

Finally, the strategic plan emphasizes inclusivity, diversity, and sustainability. Efforts will be made to enhance the geographical and socio-economic diversity of the student body, while promoting climate-resilient development, sustainable livelihoods, and community-driven approaches. Through these initiatives, the programme aims to contribute meaningfully to rural transformation and development in the years ahead.



Rural Management Programme

B 2024-26

First Row: Sifee Kumari, Niharika Singh, Shruti Kumari, Suman Kumari, Anjali Singh, Ojaswi Jha, Puja Rani, Sakshi Bharti, Helena Bara, Goon Baranwal, Divya Raj, Tisha Sinha, Arya Singh, Anjali Kumari, Shruti Singh.

Second Row: Manisha Kumari, Srija Singh, Manvi Gautam, Pushpa Kumari, Manshi Sahu, Priti Kumari, Prerna Chaurasia, Nisha Kumari, Shalini Ranjan, Niharika Gupta, Elin Mini, Swati Singh, Sheenam Anumeha, Jyoti Jharika, Pragya Mishra, Leeza Shiney Kullu.

Third Row: Himanshu Kumar, Manav Raj, Alok Prasad, Adarsh Srivastava, Rohit Roy, Vivek Kumar, Karan Singh, Ashutosh Kumar, Rohan Raj Singh, Abhinav Kumar, Ayush Shukla, Amitesh Kumar Dubey, Abhinav Kumar Singh, Yuvraj Anand, Pushkar Avinash Surin.

Fourth Row: Abhishek Pandey, Deepam Kumar, Krishnendu Paul, Aniket Kumar Jaiswal, Vikash Ranjan, Praful Vivek Tigga, Nitin Surin, Navin Kumar, Anubhav Toppo, Pratham Nishad, Ankit Roy, Shubham Yadav, Saif Ali Rahaman, Avinash Shishir Khalkho, Pratyush Aryan, Mukul Makkar, Divyansh, Sujal Kumar, Harsh Kumar, Kumar Arpit, Shaurya Srivastava, Harsh Agarwal, Karan Patel, Soumyajit Banerjee, Rishabh Charan Singh, Aviral Prasad, Suyash.



FELLOW PROGRAMME IN MANAGEMENT

Doctoral Programme of Xavier Institute of Social Service (XISS), Ranchi

Prof (Dr) Anant Kumar, Coordinator

Introduction

The Fellow Programme in Management (FPM) at Xavier Institute of Social Service (XISS), Ranchi, is a full-time doctoral programme approved by AICTE. The programme aims to advance and disseminate management knowledge through rigorous research. It is designed for scholars with strong academic backgrounds, motivation, and a commitment to high-quality research and publications. The programme follows a rigorous process as per AICTE guidelines and comprises three modules of coursework. It also accommodates working professionals with flexible timing, online classes, access to library resources (offline and online), and a strong alumni network.

Areas of Specialisation

The programme offers specialisation in:

1. Human Resource Management (HRM)
2. Rural Management (RM)
3. Marketing Management (MM)
4. Financial Management (FM)
5. Operations Management (OM)

Programme Structure

The FPM follows a structured and rigorous framework aligned with AICTE guidelines and comprises three modules:

- **Module I (Foundation Coursework):** Core subjects include Research Methodology, Managerial Statistics, General Management, System Approach to Management, and Academic Writing.
- **Module II (Specialisation & Research Orientation):** Scholars undertake stream-specific courses, credit seminars, and begin guided research under assigned supervisors.
- **Module III (Research & Thesis):** Focuses on thesis work, research publications, and final submission.

Batch-wise Progress Overview

First Batch (2023)

The inaugural batch commenced in December 2023 with five scholars who have successfully completed Module I and II, and Module III is in progress. All scholars have submitted their research synopses and are working under assigned research guides.

Scholars:

1. Manmay Prasad – HRM
2. Aayurshi – MM
3. Eva Jyoti Lakra – RM
4. Seerat Kachhap – RM

Second Batch (2024)

The second batch began in September 2024 with three scholars. They have completed Module I, are pursuing Module II, and are progressing towards specialisation.

Scholars:

1. Shashi Ranjan – HRM
2. Swati Chandra – MM
3. Anup Sharma – MM

Third Batch (2025)

The third batch commenced in August 2025 with a diverse cohort of scholars across multiple disciplines. They are currently undergoing Module I coursework, with some scheduled to transition into Module II.

Scholars:

1. Neha Verma – HRM
2. Aniket Mitra – HRM
3. Tuhin Kumar Chakrabarti – HRM
4. Grasom Soren – RM
5. Rangeet Mitra – RM
6. Pushkar Ekka – OM
7. Ankita Anand – MM

The batch reflects growing interest in the programme and increased interdisciplinary participation.

Fourth Batch (2026)

Admissions for the fourth batch are currently underway. Coursework is scheduled to begin in June 2026.

Conclusion and Future Direction

The FPM programme reflects XISS's commitment to academic excellence, research innovation, and the development of future scholars and thought leaders. Since its inception, the programme has grown steadily in both quality and participation.

The future plan is to establish XISS as a centre of excellence in research, alongside other key programmes. At present, the FPM programme is coordinated by Dr Anant Kumar under the guidance of Dr Joseph Marianus Kujur, SJ, Director, XISS.

PGCM Geospatial Technology

Dr Prakash Chandra Dash, Coordinator

Geospatial Technology encompasses integrated use of GIS, Remote sensing, photogrammetry as well as surveying in diverse sectors of spatial decision making. Geospatial Technology is becoming an essential component in planning, executing as well as monitoring space-based solutions to development initiatives. Hence, there is a burgeoning demand for professionals proficient in the use of this technology in both public as well as private sectors. Like any other technology, Geospatial technology also is not a value neutral entity whose usage is limited in the pursuit of profit alone, rather its enormous prowess to bring about efficiency and efficacy in programme implementation calls for utmost responsibility from its users. Thus, a wholly technical approach in its usage is not desirable, rather a humane usage of the technology is what is the need of the hour.

With XISS's cardinal focus on *"Putting the Last First"*, our PGCM programme strives to instill conscientiousness and compassion in our students while transforming them into competent and committed technical professionals. The AICTE approved PGCM GIS programme at XISS in this sense is quite unique in its approach to blend the spirits of Jesuit education, over similar courses offered by other institutions.

The year 2025-26 saw the completion of the 2nd batch of PGCM GIS as well as enrollment of the third batch of students in the programme. Students with their backgrounds ranging from Geology, Geography, B Tech- Civils, humanities as well as working professionals from road construction and census department. got admitted into the programme. The diverse background offers an opportunity to exchange a wide spectrum of ideas and perspectives from all these students enriching each one of them. The year was marked by skill enhancement of the personnel by getting trained on drone technology. Besides the academic activities, there was substantial involvement in consultancy projects which were undertaken in 2025-26. The key academic activities, programmes and initiatives during 2025-26 are presented below.



The year began with the welcoming of the students of the 2026-27 batch. Students from diverse backgrounds joined the programme providing an opportunity for rich interactive learning. Director, Dr Joseph Marianus Kujur along with Dean, Academics Dr Amar Eron Tigga welcomed the students. In his welcome address, the Director asked the new joiners to derive maximum benefits from the lectures and lab practicals to get the best of learning over the year and made the students understand the realisation of integrating compassion alongside usage of technology to solve societal problems. The Dean Academics stressed the fast changing technological landscape and invoked the students to show sufficient propensity to learn any new technology coming in the sector.

Survey Instrument Training: All the students went to Netarhat area to have their training on RTK-PPK Differential Global Positioning System (DGPS) in August 2025 and to Getalsud Dam site area for Electronic Total Station (ETS) in



March 2026. After weeklong intensive trainings, students showed tangible progress in accurately capturing the positional values by handling the instruments with dexterity and deriving meaningful insights analyzing the data so captured in the field.

One Week Workshop on AI and ML in GIS Applications: Two experts on Artificial Intelligence and Machine Learning Dr Rakesh Arya, Jawaharlal Nehru University (JNU), New Delhi, and Mr Soumitra Das from RRGU, Singur, visited XISS and along with Dr Prakash C Dash and Mr Sunil P Kumar conducted a workshop on the theme 'AI and ML in GIS Applications' from 22-25 March 2026. They also enlightened the students on working with large spatial datasets in Google Earth Engine for conducting GIS based research and publishing them.



Certificate Award Ceremony held for Batches 2023-24 and 2024-25

A Certificate Award Ceremony was held for the passing out students of 2023-24 and 2024-25 Batches on 22 October 2025 in Fr. Michael Van den Bogaert, SJ, Memorial Auditorium. Mr Pramod Kumar, General Manager, Underground Mining, Central Mine Planning & Design Institute Limited (CMPDI), as the Chief Guest for the event encouraged the passing-out students to work hard and honestly in the new jobs they were joining. Mr Utkarsh Ujjwal received the Gold medal and Ms Nikita Topno received the Silver medal for the batch of 2023-24. Similarly, Mr Abhinav Dhan received the Gold medal and Ms Purvi Pratiksha Xalxo received the Silver medal for the batch 2024-25. Along with the medals, the Gold medalists and the Silver medalists were awarded Rs. 15,000 and Rs 10,000 respectively. Dr Joseph Marianus Kujur, Director, XISS advised the students to be diligent and compassionate in their work life and bestowed his best wishes.



Research Projects

1. Dr Prakash C Dash (Principal Investigator) is currently undertaking a research project '*Identification of pattern of change in Elephant corridors in Jharkhand*' along with Dr Sourya Das (Co-PI). Work on secondary data, stakeholders interview and primary data collection have been completed the draft report has been submitted. The project is sponsored by Dr Ram Dayal Munda Tribal Research Institute (TRI), Ranchi.
2. Dr Prakash C Dash (PI) and Dr Bhubneswar Sawaiyan (Coordinator) and another academic research '*Caring for Nature: A sociological study of Adivasi wisdom and environmental ethics and resource management for sustainable livelihood.*' It is sponsored by Dr Ram Dayal Munda Tribal Research Institute (TRI), Ranchi.



Consultancy Projects

The following consultancy projects were undertaken in 2025-26.

Dr Prakash C Dash and Mr Sunil Pratap Kumar completed a project titled '*Digitalization and Preparation of Geo-Referencing map of all acquired land located in different areas/ Units of CCL in Piparwar, North Karanpura and Giridih*'. The project was sponsored by Central Coalfield Limited. The data have been uploaded in the PMGatiShakti portal.

1. A project titled '*Capturing and submission of Geo-tagged photographs and reports on CCL funded toilets Constructed/Renovated in Odisha, Jharkhand, Chhattisgarh, and Uttar Pradesh under Swachh Vidyalaya Abhiyan*' was undertaken by Dr P C Dash and Mr Sunil P Kumar, report has been generated and data uploading is to be done.



Publications, Conference and Seminars

Dr Prakash C Dash co-authored an article in Natural Hazard, a SCIE and Scopus indexed Springer Nature journal with 5-year Journal Impact Factor-4, titled "*Comprehensive Assessment of Drought Dynamics and Climate Teleconnections in Odisha, India (1901–2020): A 120-Year Analysis Using SPI and Trend Evaluation*" in Volume 121, **Natural Hazards** pages 13811–13845, (2025), <https://doi.org/10.1007/s11069-025-07336-7>.

Dr Prakash C Dash conducted a session on "*Fundamentals of Remote Sensing*" in the Faculty Development Programme (FDP) on Remote Sensing and GIS organized by IQUAC and Dept of Geography, St Xavier College, Ranchi on 26 May 2025.

Dr Prakash Chandra Dash presented a paper "*A Scoping Review: Balancing the Ecosystem and Human Well-Being in Jharkhand State of India*" (co-authored with Dr Sourya Das and Ms Patatri Baidya) in the Third **International Conference on Public Policy and Management (ICPPM)**, 2025, at Chandragupt Institute of Management Patna (CIMP) on 25.06.2025.

Dr Prakash Chandra Dash presented a paper "*Governance Challenges in Addressing Fluoride Contamination in Groundwater Used for Drinking Purpose: A Case Study of Pratappur Village, Jharkhand*" (co-authored with Mr Neeraj Kumar and Dr Sourya Das) in the Third **International Conference** on Public Policy and Management (ICPPM), 2025, at Chandragupt Institute of Management Patna (CIMP) on 26.06.2025.

Dr Prakash C Dash moderated the Session "*Saving Local Seeds- Saving Our Future*" during **Move for Earth Symposium** on 22 August 2025 jointly organized by Switch-On Foundation and XISS, Ranchi.

Mr Sunil Pratap Kumar presented a paper titled "*Geospatial Digital Platforms for Resource Mapping, Decision making and Governance*" jointly authored by Dr Prakash C Dash and Mr Sunil Pratap Kumar in the **9th International Conference of National Association of Geographers, India (NAGI)** on the focal theme of "*Sustainable Future Earth: Emerging Issues and Challenges in the Resource Utilisation and management*" held in Ranchi University on 7-9 October 2025.

Concluding Remarks

This has been an exciting and enriching year for us. I would like to thank all the team members, our investigators who toiled very hard and faced all the difficulties and uncertainties of fieldwork came out triumphant successfully completing the tasks assigned to them, they are the unsung heroes sincerely carrying forward the legacy and values of XISS. We thank our Director Dr Joseph Marianus Kujur SJ profusely, whose constant support, guidance and inspiration keep us going through thick and thin of our professional endeavors. We are committed to work incessantly to carry forward our vision and help excel students in their learning while simultaneously imbibing a humane aspects even in technical learning.

Business Analytics for Managers

Dr Sharda Singh, Coordinator

The Certification Course on Business Analytics for Managers was conceptualized to strengthen data-driven decision-making capabilities among working professionals and managers. In the contemporary business environment, organizations increasingly rely on data to guide strategic and operational decisions. Recognizing this growing need, the programme was designed to equip participants with analytical skills, technical tools, and conceptual understanding necessary to interpret complex data and generate actionable insights for managerial decision-making.

The programme was developed under the leadership and mentorship of Fr. Joseph Marianus Kujur, SJ (Director), with academic guidance of Prof Amar Eron Tigga (Dean Academics).

A faculty team comprising Dr Sharda Singh (Coordinator), Dr Fedrick Kujur, Dr Maninder Rajak, and Mr Prashant Jha was constituted to design and deliver the programme. The objective was to ensure that the programme combined theoretical foundations with practical exposure to modern analytics tools and techniques.

Outreach and Admission Process

Following the development of the programme structure, efforts were made to reach prospective participants from diverse professional backgrounds. Admission forms and programme information were circulated through institutional emails and the institute's social media platforms, ensuring wider visibility among working professionals and students interested in analytics. A dedicated webpage (<https://xiss.ac.in/business-analytics-for-managers>) was also developed, providing comprehensive details about the programme, including its objectives, structure, eligibility criteria, duration, and fee structure.

After receiving applications, a two-stage selection process was conducted. The first round of interviews was held online on August 17, 2024, followed by a second round on December 19, 2024, for additional applicants. The interviews were conducted to evaluate the applicants' readiness and motivation for the programme. Candidates were evaluated on the basis of Educational Qualification, Work Experience, Motivation and Purpose, Analytical Aptitude, and Communication Skills.

Academic Preparation and Course Planning

A follow-up academic planning meeting was held on February 24, 2025, during which all instructors presented their course handouts. These handouts included detailed information about course objectives, expected learning outcomes, session plans, and assessment methods.

The programme officially commenced with an inaugural session on August 2, 2025, officiated by XISS Management, Industry (Mr Kishore Kumar, Advanced Analytics & AI leader, Global Head - BPS Analytics, Tech Mahindra), and academic experts (Dr Amarnath Mitra, Associate Professor, FORE School of Management). To accommodate the schedules of working professionals, the classes were held online on weekends, with two courses on Saturdays and two on Sundays.

After a rigorous selection process, 22 participants were admitted to the programme's first batch. The participants represented diverse backgrounds, including professionals from banking and sales industries, academia, PhD scholars, and MBA students. This diversity contributed to a rich learning environment and encouraged interdisciplinary discussions during the sessions.

Programme Structure and Curriculum

The certification programme was designed as a six-month programme carrying 30 academic credits, combining conceptual learning with practical analytical applications. The curriculum was structured into two trimesters, with a total of approximately 180 instructional hours, along with project work. The first trimester focused on building foundational knowledge in analytics, statistics, programming, and mathematical concepts required for machine learning. The second trimester emphasized advanced analytical techniques and practical applications. The Domain-Based Applications of Analytics module explored the application of analytics in functional areas such as HR, finance, and marketing.

Tools and Technologies Taught

Participants received hands-on exposure to widely used analytics tools, including Excel, Power BI, Python, R, and Tableau. These tools enabled participants to perform data analysis, create visualizations, and build predictive models relevant to real-world business contexts.

Future Plans

Building on the success of the first batch, the institute plans to launch the next batch of the programme from June 2026 to January 2027. The advertisement for the upcoming batch has already been released.

Furthermore, efforts are underway to develop partnerships with industry organizations to enhance the credibility and practical relevance of the programme. These initiatives will further strengthen the Business Analytics programme as an important professional development offering of the institute and contribute to building data-driven managerial capabilities across industries.

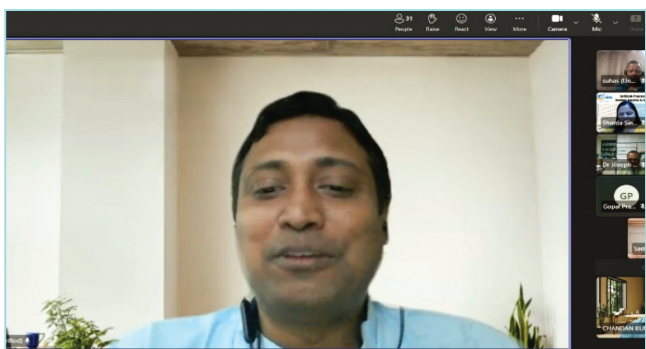


Fig 1: Inaugral Session by Dr Amarnath Mitra, Associate Professor, FORE School of Management



Fig 2: Inaugral Session

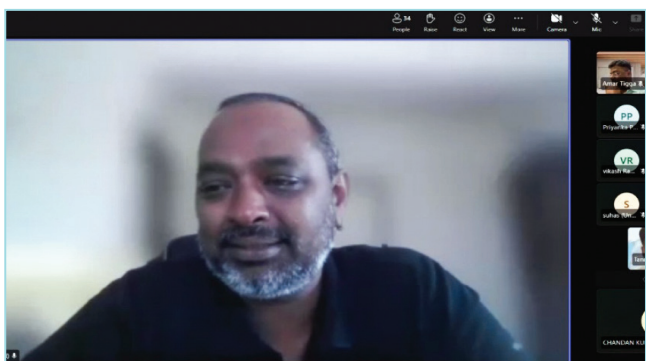


Fig 3: Inaugral Speech by Mr Kishore Kumar, Advanced Analytics & AI leader, Global Head - BPS Analytics, Tech Mahindra



Fig 4: Business Analytics Batch 2025-26



Certificate distribution for the first batch of BAM 2025



ALUMNI RELATIONS

Dr Sharda Singh & Ms Aayurshi Sahay, Alumni Coordinators

A Report on XISS Alumni Office (AY 2025–26)

The XISS Alumni Office plays a vital role in maintaining and strengthening relationships between the institute and its alumni. The central objective of the office is to foster a strong sense of community among alumni while supporting the institute's mission and initiatives through engagement, collaboration, and knowledge sharing. The Alumni Office actively builds meaningful connections between alumni and the institute through reunions, alumni meets, academic engagement, and social initiatives. During the Academic Year 2025–26, the Alumni Office facilitated several activities. A brief overview of some of the major activities organized during the year is presented below.

1. One of the significant landmark events during the academic year was the Platinum Jubilee Conclave organized in collaboration with the AAXISS Delhi–NCR Chapter on September 20, 2025, at Yashobhoomi, Dwarka, New Delhi. The one-day conclave was organized under the theme “Profit with Purpose – Leading Ethically in the Digital Age.” The event brought together industry leaders, academic partners, alumni, and students to reflect on the institute's seventy-year journey and discuss the evolving role of socially responsible leadership in the digital era.

Dr Joseph Marianus Kujur, SJ, Director XISS, in his welcome address, reflected on the institution's journey since its inception in 1955. He highlighted the institute's contributions to social development and management education and reaffirmed XISS's commitment to nurturing leaders who embody the values of conscience, compassion, competence, commitment, and character.

2. The various chapters of Alumni Associations of XISS (AAXISS) organized five alumni meets across major metropolitan chapters on September 20, 2025, namely Delhi, Mumbai, Kolkata, Hyderabad, and Bengaluru. These gatherings brought together alumni from different batches and industries and served as a platform for professional networking, knowledge sharing, and mentorship for current students.

The Chapters organized panel discussions on contemporary themes such as Future of Work: AI,

Employment, and the Skill Challenge; India–GCC Growth and Transformation: Expected Competencies for the Future; Climbing the Ladder without Losing Yourself: Integrity in Business and Life; and Accelerating Leadership Capital and Partnering to the Future.

3. Another important initiative undertaken during the year was the organization of a Blood Donation Camp on August 20, 2025, at the XISS campus. The event was organized in collaboration with the AAXISS, Sadar Blood Bank, and the Rotaract Club of Social Revolution (RCSR). The drive witnessed enthusiastic participation from faculty members, staff, students, alumni, and members of the extended XISS community, resulting in the collection of 80 units of blood.
4. In addition, a campus reunion was organized during the year, the Alumni Reunion of the PGDM–HRM Batch 2000–02, held on the XISS campus. Around 25 alumni from the batch participated in the reunion. The gathering provided alumni with an opportunity to reconnect with their alma mater, interact with faculty members, and relive their memories of student life at XISS.

Apart from organizing events and reunions, the Alumni Office also plays a key role in academic engagement. Alumni are regularly invited to contribute to the academic ecosystem through guest lectures, mentorship sessions, live projects, and industry interactions. The Alumni Office also maintains and manages the alumni database, ensuring effective communication and connectivity with graduates across different batches and locations.

In addition, the Alumni Office actively celebrates and highlights alumni achievements through AlmaConnect and other social media and platforms. By sharing updates on professional accomplishments, recognitions, major milestones, and obituaries, the office aims to inspire current students and strengthen pride and belonging among alumni.

Overall, the activities undertaken by the XISS Alumni Office during AY 2025–26 have significantly strengthened alumni engagement and fostered a vibrant alumni network.



STUDENTS' CLUB OFFICE

Nurturing Talent, Inspiring Excellence

Ms Aayurshi Sahay & Ms Shruti Sahay, Students' Club Office Coordinators

Xavier Institute of Social Service (XISS), Ranchi, is committed to offering a holistic educational experience by encouraging student engagement beyond the confines of the classroom through its dynamic club ecosystem. Integrating academic pursuits with sports and socio-cultural activities, the student clubs provide a well-rounded platform for personal and professional development, enabling students to evolve into competent and confident individuals.

Participation in student clubs serves as a vital avenue for fostering a sense of belonging within the larger institutional community. It brings together individuals with shared interests and aspirations, facilitating collaboration, meaningful engagement, and lasting interpersonal connections.

Over the years, the vibrant club culture at XISS has consistently contributed to the development of key competencies among students, including leadership, effective communication, teamwork, time management, and critical thinking. These experiential learning opportunities not only enhance the overall academic journey but also prepare students to navigate the complexities of the professional world with greater confidence and capability.

Cultural and Sports Committee (CASC)

The Cultural and Sports Committee (CASC) at XISS, Ranchi, plays a pivotal role in fostering student engagement through a vibrant blend of cultural and sporting initiatives.

Panache – The Annual Fest of XISS

Panache, the institute's flagship annual cultural festival, was organized on 12-13 February 2026 as a dynamic two-day celebration of creativity and collaboration. Conceptualized and executed under the guidance of CASC, the event brought together students from various colleges of the city to showcase their talents across diverse domains. The festival served as a platform for artistic expression, competitive spirit, and organizational excellence, highlighting students' capabilities in management, cultural performance, and social interaction. The seamless execution of Panache reflected the collective effort of CASC and its associated clubs, encompassing areas such as event management, media, decoration, performing arts, and coordination.

Games and Sports Week

Preceding Panache, the Games and Sports Week (21–24 January 2026) set the stage for a series of competitive sporting events. Organized by CASC, the week featured tournaments in basketball, badminton, football, chess, table tennis, carrom, cricket, and tug of war. The event concluded with a prize distribution ceremony, recognizing outstanding performances and fostering a spirit of sportsmanship and camaraderie among participants.

Obscura

Obscura, the media club of XISS, has been instrumental in documenting and celebrating the Institute's most significant milestones across the academic year. From the inauguration of a new session to meaningful



collaboration with prominent corporate organizations, the club has consistently served as the authentic voice of campus life.

Over the course of the year, Obscura chronicled a rich and diverse calendar of events: Blood Donation Drive 2025, Maxfest 2025, Finfest 2025, Freshers 2025, the International Conference 2026, Panache 2026, and Sports Day 2026 alongside leadership talks, alumni meet, academic engagements, campus festivities, and numerous student-driven initiatives. Every moment was captured with intention, precision, and a storytelling sensibility uniquely its own.

Driven by collective dedication and an uncompromising commitment to quality, Obscura continues to be the visual and narrative soul of XISS preserving memories and strengthening the Institute's identity, one frame and one story at a time.

Embark

Embark, the Management Club of XISS, Ranchi, has consistently contributed to fostering managerial aptitude and student engagement through a range of thoughtfully curated initiatives. In collaboration with the Jesuit Higher Education Association South Asia (JHEASA), the club organized an online quiz competition on 22 August 2025, offering an intellectually stimulating platform for students across JHEASA Central Colleges.

Among its key initiatives, the club successfully organized a comprehensive health camp on 14 October 2025, bringing together a team of medical professionals, including specialists in ophthalmology, ENT (ear, nose, and throat), dentistry, and gynecology. The initiative aimed to promote health awareness and provide accessible medical consultation to students, reflecting the club's commitment to holistic well-being.

Aawaz



Aawaz, the Dramatics Society of XISS, Ranchi, has been instrumental in promoting creative expression and social awareness through impactful theatrical performances. During the induction programme held on July 12 2025, the club organized a nukkad performance, along with a musical performance as part of the engagement

drive for new students' participation in the upcoming year.

Throughout the year, Aawaz actively commemorated significant occasions such as Finfest (28 Nov 2025) and International Conference (5-7 Feb 2026). Extending its reach beyond the campus, the team represented XISS at the XLRI Valhalla Competition on 15 November 2025, securing the runner up position, performing a nukkad naatak highlighting the practices in the Indian Judicial System. Aawaz also participated in Panache 2026's Rangmanch and won by performing a naatak on 'the invent and spread of AI'. Through its consistent efforts, Aawaz continues to engage, inspire, and sensitize audiences, making a meaningful contribution to the cultural fabric of the institute.

EMBARK CLUB



Creategic Club

2025-26



Rotaract Club of Social Revolution (RCSR)

The Rotaract Club of Social Revolution (RCSR) at XISS, Ranchi, empowers students to become responsible, socially conscious, and impactful members of society. The club provides a platform for youth to develop leadership, organizational, and community engagement skills, preparing them to contribute meaningfully to their communities.

Throughout the year, RCSR has actively organized a wide array of initiatives, including a (Events conducted with date Feeding the Voiceless (27 April 2025), National Doctors' Day (1 July 2025), Independence Day Celebration (15 August 2025), Blood Donation Camp (20 August 2025), Health Camp (14 October 2025), Diwali Celebration at Adim Jati Mandal (19 October 2025), Blanket Distribution Drive (7 December 2025), Animal Welfare Trust - Shelters for Dogs (15 February 2026).

The club further advanced its community initiatives, like Chhath Puja Event (27 October 2025), Children's Day Event (16 November 2025), Blood Donation Drive at Lok Bhavan, Ranchi (12 January 2026), Makar Sankranti Celebration at Guru Nanak Home (19 January 2026), Republic Day Celebration (26 January 2026) in association with Rotary Club of Ranchi Midtown, Red Cross Society, Ranchi. Through these sustained efforts, RCSR volunteers continue to create meaningful social impact while fostering a culture of service and responsibility among students.

Creategic

The Creategic Club at XISS, Ranchi, is a vibrant hub of creativity and innovation, where students contribute imaginative ideas to enrich campus events and celebrations. The club demonstrated its artistic expertise by elegantly decorating the Dr Kumar Suresh Singh Tribal Resource Centre for its Third Memorial Lecture on 19 November 2025. Creategic has also played a central role in fostering a festive atmosphere on campus, notably during Christmas celebrations, where the team adorned the surroundings with lights, ornaments, wreaths, and other vibrant decorations, creating a warm and welcoming environment.

For major events such as Panache 2026, the club prioritized Sakura Matsuri meaning Cherry Blossom a spring festival celebrated in Japan as its theme and converted the campus in a beautiful scenic treat. For Farewell 2026, the team with its message for the outgoing batch decorated the campus in beautiful paper origami, lamps, memory message board, and a decorative standee of all the amazing memories of their seniors captured in photographs.

Pulse

Pulse, the Dance Club of XISS, Ranchi, celebrates dance as a powerful medium of expression, connection, and communication. For its members, dance transcends performance—it is a means to inspire creativity, convey emotions, and foster collective energy.

Over the past year, Pulse has actively enlivened campus events through dynamic performances. The club organized flash mobs during the welcome of the 2024–26 batch on 12 July 2025 and showcased their talent at Finfest, hosted by the Financial Management Programme on 28 November 2025, and Maxfest, organized by the Marketing Management Programme on 8 November 2025. Their spirited performances also marked Games and Sports Week on 24 January 2026 and during the inauguration of Panache 2026 on 12 February 2026.

During Panache 2026, Pulse further demonstrated its artistic prowess by participating in the dance competition On Your Toes, reflecting the club's commitment to creativity, teamwork, and vibrant campus culture. Through every performance, Pulse continues to inspire and energize the XISS community with the transformative power of dance. The club also performed a flash mob at the closing of the International Conference's cultural night on 5 February 2026.

MAXISS

The Music Association of XISS (MAXISS) has consistently captivated audiences with its exceptional musical talent and dynamic performances, creating memorable experiences at every event. Known for their ability to connect deeply with listeners, MAXISS brings energy, harmony, and creativity to the campus, earning enthusiastic applause and appreciation.

Over the past year, the club has enriched numerous occasions such as the Club Induction on 12 July 2025 and Maxfest, organized by the Marketing Management on 8 November 2025, where they also launched their new club logo and participated in the Battle of Bands competition on 13 February 2026.

Through every performance, whether festive celebrations or large-scale competitions, MAXISS continues to leave a lasting impression, harmonizing talent, passion, and creativity, and resonating in the hearts of the XISS community.



CENTRE FOR INCUBATION, INNOVATION & ENTREPRENEURSHIP OF XISS

Dr Binit Lakra, Convener-Institution's Innovation Council (IIC)

Brief of CIINEX

Xavier Institute of Social Service (XISS), Ranchi, inaugurated the Centre for Innovation, Incubation, and Entrepreneurship of XISS (CIINEX) on 6 December 2024. This initiative marks a significant step in fostering a culture of innovation, incubation of ventures, training and mentoring students and budding entrepreneurs towards their aspirations of entrepreneurship. The aim and objective of CIINEX is to provide support to students, tribal communities, and aspiring entrepreneurs to create sustainable ventures across sectors. CIINEX aims to nurture entrepreneurship skills amidst the students and other aspiring entrepreneurs from Jharkhand and also nearby states. Some of the key target areas will be like ed-tech, ag-tech, and health-tech for entrepreneurship in Jharkhand apart from other emerging areas. CIINEX has been conducting various events since its inception with collaboration and also support of other organizations and experts.

Some of the events conducted since its inception are as follows: -

Sl. No.	Date	Events Conducted
1	16 January 2025	Organized one expert talk session on the Start-up Day.
2	24-25 March 2025	CIINEX Convener and two HRM students participated at the Intellectual Property Rights Workshop (IPR) Workshop at Hotel BNR Chanakya, Ranchi (Jharkhand)
3	22 October 2025	Live Stream Session participation-MIC Driven Activity-(Orientation Session on IIC 8.0 Calendar & R&D Cell Activities for AY 2025–26)
4	5 November 2025	Expert Talk Session on the topic, 'Creating Entrepreneurial Mindset and Envisioning Entrepreneurship as a Career Opportunity'. Speaker: Mr Nipun Jain (Alumnus-Marketing and Entrepreneur)
5	16 January 2026	The Young Entrepreneur Summit (YESummit 2026) jointly organized with Youth Aid Foundation

CIINEX Startup Day Talk Session-(16 January 2025)

CIINEX organized an inspiring startup talk session titled, "Navigating the Challenges of Early-Stage Startups: The Ecosystem," featuring Mr Abhinav Shah, Co-Founder and CEO of Osam Dairy on 16 January 2025 to celebrate the 'Start-up Day'. The event aimed towards inspiring students for exploring entrepreneurial opportunities and provided insights into the realities of running a business venture. The talk session was attended by Heads of Programs (HoPs), faculty members and the first- and second-year students from all programmes.

The National IP Yatra Workshop-(24-25 March 2025)

The National IP Yatra, held on 24-25 March 2025 at Hotel BNR Chanakya, Ranchi brought together thought leaders, policymakers and experts to discuss the evolving landscape of IPR, its role in business growth and practical implementation strategies for MSMEs and startups. The workshop organized by ASSOCHAM in collaboration with the Ministry of MSME featured robust discussions on IP protection, industry challenges and policy frameworks that can foster innovation.

Live Stream Session participation-MIC Driven Activity-(Orientation Session on IIC 8.0 Calendar & R&D Cell Activities for AY 2025–26) (22 October 2025)

The objective of the event was to address the IIC member institutions on the IIC 8.0 Calendar year events. **Shree Subrat Kr. Sahu (Regional Coordinator-IIC)** circulated and invited the IIC members, i.e. the IIC President,

Conveners, faculty, students, and other important stakeholders to be part of the event. Many IIC institutes/ colleges/universities participated in this event via live stream. The event was also organized and live streamed at the Seminar Room 229 of XISS, Ranchi. The participants included IIC President, IIC Convener, Faculty Council Members and other interested students. The main discussion revolved around the innovation and entrepreneurship activities in IIC institutions, AICTE and MIC funded innovations for startups development, students, and faculty participants. Later the session was handed over to the AICTE Chairman for further deliberations. **The Hon'ble AICTE Chairman, Prof T. G. Sitharam** deliberated upon the initiatives such as registration and innovation of R&D cells in HEIs, its implementation and guidelines in detail. Furthermore, the aspects such as promotions of tech-based research and innovation, strengthening industry and academia for R&D collaboration, YUKTI Innovation and IP Repository in HEIs formation were also discussed.

Expert Talk Session

Xavier Institute of Social Service, under the Institute's Innovation Council (IIC) hosted a talk session on **'Creating Entrepreneurial Mindset and Envisioning Entrepreneurship as a Career Opportunity'**, by Mr Nipun Jain (XISS alumnus and Director Jain Adishwar Hosiery Works LLP & Co-Founder: Team Green & Team Help, Ranchi) on 5 November 2025. Mr Nipun is also an alumni of Marketing Program. Dr Joseph Marianus Kujur, SJ, Director, XISS along with Dr Amar E. Tigga, Dean Academics and IIC-President, Dr Binit Lakra, Convener-IIC & Assistant Professor-HRM, Dr C Vanlalazawna, Assistant Professor, Dr Konathala Kusumavathi, Assistant Professor and more than 60 students attended the insightful session.

The event marked the start of the IIC Calendar activity 8.0 with the impact lecture series conducted under the IIC and CIINEX. The discussion revolved around the students' interest, mindset and uptake of entrepreneurship. One activity among the students was also conducted to identify the problems in the Ranchi region. Students participated willingly and gave response based on their understanding. The expert laid emphasis on the local support and the specific requirements while giving numerous real-life examples. The session ended with Q&A and response given by the expert.

The Young Entrepreneur Summit (YESummit 2026)-(16 January 2026)

The Young Entrepreneur Summit (YESummit 2026) was successfully organised on 16 January 2026 at XISS, Ranchi, on the occasion of National Start-up Day, jointly by XISS and Youth Aid Foundation (YAF). The one-day summit brought together entrepreneurs, academicians, ecosystem experts, and students to promote grassroots entrepreneurship and strengthen Jharkhand's entrepreneurial ecosystem.

Dr Joseph Marianus Kujur SJ, Director, XISS, addressed the gathering and highlighted on today's ever-changing employment scenario and that nurturing entrepreneurship is essential for creating sustainable livelihoods and driving social transformation.

Mr M. N. Sanyal, CEO, YouthAid Foundation, highlighted YAF's work in supporting grassroots entrepreneurs across multiple states and noted that over 3,000 entrepreneurs have benefited to date through this national-level platform.

Guest of Honor, Ms. Kiran Maria Tiru, Chief Manager, National Small Industries Corporation Ltd., Ministry of Micro, Small and Medium Enterprises (MoMSME), highlighted the role of the Ministry in providing financial assistance, mentorship, and market access to startups, enabling them to build sustainable businesses. Mr. Surendra Sharma, Assistant Director, MoSME, further elaborated on the importance of building an entrepreneurial mindset among students from an early stage.

A key highlight of the summit was a panel discussion titled "From Livelihoods to Enterprises: Scaling Grassroots Entrepreneurship in Jharkhand", moderated by Dr Arana Kausar, and Mr M N Sanyal, featuring practitioners and experts from the entrepreneurship and livelihoods ecosystem including Dr Ranjana Kumari, Mr Kunal Jha, Mr Mahendra Singh, Mr Kashinath Metya, Mr Nirmalendu Mrugaraj, Mr Subhendu Ranjan, and Mr Nitish Kr. Sinha. The discussion focused on pathways for scaling local enterprises, access to markets and finance, and the role of institutions in enabling entrepreneurial growth.

The summit also featured an expert talk by senior journalist Mr Anuj Kumar Sinha, who shared insights on the role of media in shaping entrepreneurial narratives and amplifying grassroots success stories. Success stories were shared by entrepreneurs, including XISS alumni and grassroots entrepreneurs on their entrepreneurial journeys, challenges, and learnings.

A total of 41 entrepreneurs pitched their business ideas across themes such as Agri-based enterprises, Food Processing, Art & Craft, Fashion, Social Impact, Green Businesses, and other micro-enterprises. Based on the presentations, 10 promising businesses were shortlisted to represent Jharkhand at the National YESummit. The programme concluded with closing remarks by Dr Amar E. Tigga, Dean Academics, XISS, who emphasised on creating wealth in the society by utilising the resources, followed by a vote of thanks delivered by Dr Binit Lakra.

The Internal Quality Assurance Cell (IQAC)

Dr Pooja, Coordinator

The Internal Quality Assurance Cell (IQAC) at Xavier Institute of Social Service (XISS) strives to strengthen the academic and institutional quality through regular review, planning, and strategic initiatives.

The IQAC at XISS comprises a diverse group of academic leaders, administrators, and external stakeholders. The members include Director Dr Joseph Marianus Kujur SJ as Chairman, IQAC; Dr Pooja (Coordinator IQAC), Dr Pradeep Kerketta SJ (Assistant Director), Dr Amar Eron Tigga (Dean Academics), Fr Ashok Kandulna SJ (Finance officer), Dr Kumar Mohit Spring (HoP, HRM), Dr Anant Kumar (HoP, RM), Dr Ratnesh Chaturvedi (HoP, FM), Dr Bhabani Prasad Mahapatra (HoP, MM), Ms Aayurshi (Accreditation & Branding Officer), Mr Christopher Crasto (General Administrator), Mr Johnson Topno (Local Society Representative, Phia Foundation), Mr Mussarat Hussain (Industry Representative, Suzuki R&D India), and Mr Jasbir Singh Khurana (Alumni Representative).

The Chairperson IQAC Dr Joseph Marianus Kujur SJ has always emphasized on the importance of continuously enhancing both academic and administrative quality at XISS. His belief that quality assurance is a shared responsibility and central to strengthening the institution's vision, mission, and overall performance is the guiding force behind the IQAC.

The IQAC through regular meetings have been deliberating on examination reforms, focusing on adopting best academic practices and strengthening assessment processes. In alignment with the National Education Policy (NEP), IQAC has also discussed the introduction of open electives, courses on Indian Knowledge Systems, and the implementation of multiple entry-exit options. The Heads of the four programmes—HRM, RM, MM, and FM regularly share the academic quality enhancement initiatives for their programme. Additionally, measures to improve institutional quality standards are also reviewed periodically which includes campus cleanliness, maintenance, improved signage, and plastic-free campus initiatives.

The IQAC at XISS has also initiated the publication of a Quarterly Report from July 2025 onwards which is aimed at capturing and documenting quality enhancement initiatives across the institution. The IQAC quarterly is a reflection of the vision and dream of the Chairman IQAC, Dr Joseph Marianus Kujur SJ, to create a structured platform for documenting and disseminating best practices. Two volumes of this report have already been released, and subsequent issues will be released regularly as per the frequency, ensuring continuous documentation and dissemination of best practices.

The IQAC at XISS remains committed to foster a culture of quality, continuous improvement, and institutional excellence which is also an integral part of vision statement of XISS.



Counselling Centre

Prof Anant Kumar
Head, Counselling Centre

Introduction

The XISS Counselling Centre is dedicated to the holistic development of students through counselling, coaching, and mentoring. As an integral part of the institute, the Centre supports students in navigating academic challenges, personal growth, and emotional well-being. The Centre plays a crucial role in providing emotional and psychological support, thereby ensuring student well-being in an increasingly demanding environment. Through structured interventions, the Centre helps students develop coping strategies, improve emotional regulation, build confidence and resilience, and align their personal goals with academic and career aspirations. During the academic year 2025–26, it fostered an environment of trust, empathy, and resilience, serving as a safe, confidential space where students could openly discuss their concerns and receive professional help, guidance, and support.

Students seeking professional help and support

Over the years, demand for counselling services has increased. During the academic year 2025–26, 23 students (14 from Batch 2025-27 and 9 from Batch 2024-26) contacted the Counselling Centre for help with a variety of concerns. This indicates increased willingness among students to seek professional help through the Counselling Centre. These students were counselled and provided with other therapeutic services through various sessions, depending on the problem and recovery.

The prevalent issues and concerns

Students' concerns were broadly grouped into several key areas, with mental health and emotional distress emerging as the most prominent. Many students experienced anxiety, persistent low mood, emotional instability, loneliness, and sleep disturbances. A considerable number also reported chronic overthinking and high stress, often linked to academic pressure, mental fatigue, and difficulty concentrating.

Issues related to low self-confidence and identity were also prominent, particularly among first-year students adjusting to a new academic and social environment. This included self-doubt, fear of judgment, and struggles with personal identity. In addition, students faced relationship and social challenges, such as interpersonal conflicts, difficulty forming meaningful connections, feelings of isolation, and emotional dependency.

Academic and career-related anxiety were another major concern, with students expressing fear of failure in competitive examinations, uncertainty about future career paths, and pressure to meet expectations. A few cases indicated serious clinical conditions, including symptoms of bipolar disorder, obsessive-compulsive tendencies, and severe anxiety accompanied by physical manifestations.

Furthermore, several students reported psychosomatic symptoms, such as headaches, palpitations, and sleep disturbances, highlighting the strong connection between psychological stress and physical health.

Challenges and the way forward

While the Counselling Centre has made commendable progress, challenges remain. Stigma around seeking help persists. Despite growing awareness, some students still hesitate to seek counselling due to societal stigma. In this regard, stronger collaboration between faculty and the Centre can ensure that mental health support is seamlessly integrated into the academic ecosystem. To address these challenges, the Centre has started offering online counselling options and mental health resources.

Conclusion

The XISS Counselling Centre continues to support students, fostering their personal and academic growth. Addressing mental health concerns with sensitivity and professionalism has helped students build resilience and confidence. Moving forward, the Centre remains committed to its mission of holistic student development, ensuring every student receives the support needed to thrive in all aspects of life.

As we conclude another year of meaningful engagement, we extend our gratitude to the students, faculty, and counsellors who have helped make the XISS Counselling Centre a beacon of hope and guidance. Together, we will continue to create a nurturing and empowering space for all.

SWAYAM/NPTEL

Dr Madhumita Singha
SPOC-Local Chapter, Professor

This report presents a comparative analysis of student engagement and performance in SWAYAM / NPTEL courses across two cycles: Jul-Dec 2025 (Performance Outcomes) and Jan-Apr 2026 (Enrollment & Registration Trends).

Jul-Dec Performance Data: The Table

Table 1: Jul-Dec 2025 (Performance)	
Indicator	Value
Students Appeared	57
Certified Students	50
Success Rate	87.70%
Gold	5
Silver	17
Elite	17
Successful	11
Participation Only	7
Toppers	4

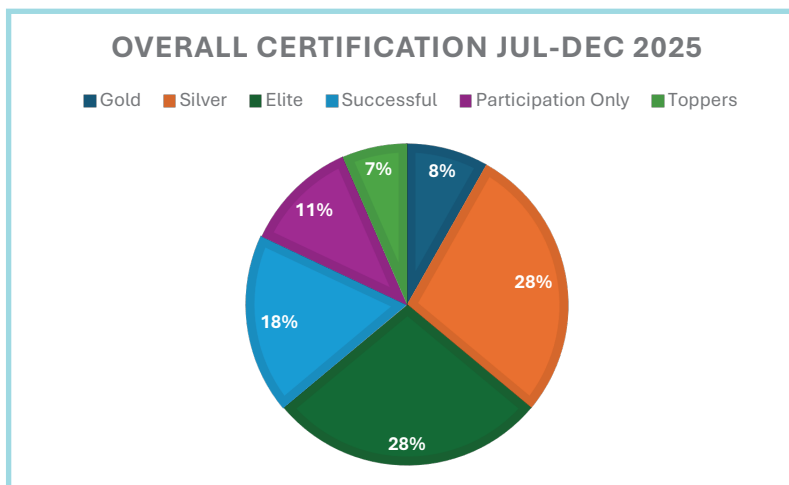


Figure 1: Overall Performance Jul-Dec 2025

The institution demonstrates a very high success rate of 87.7% among students who appeared, along with a strong presence of top-tier performers, with 22 students achieving Gold and Silver certifications, and 4 toppers, reflecting notable academic excellence and competitive strength as shown in Table 1 and Figure 1.

Jan-Apr 2026 Semester Data:

Program	Enrollment	Exam Registration
HRM	68	19
FM	25	3
MM	26	7
RM	12	2
GIS	2	0

This indicates that less than one-fourth of enrolled learners registered for certification exams, highlighting a significant drop-off.

Program-wise Performance in Jan-Apr 2026 Semester

High Participation, Human Resource Management, HRM (27.9%) and Marketing Management, MM (26.9%). These programs show relatively better engagement and contribute ~79% of total registrations combined. Moderate Participation from Rural Management RM (16.7%). Low Participation from FM (12%).

Since Jul-Dec 2023, the institution's local chapter has been recognized as an Active Local Chapter, reflecting sustained participation and consistent engagement in NPTEL / SWAYAM initiatives.



FR MICHAEL ALBERT WINDEY SJ MEMORIAL LIBRARY

Shamidha Lakra, Assistant Librarian

Introduction

The library plays a vital role in supporting the institute's academic, research, and extension activities. During the academic year, the library focused on strengthening its collection, improving user-centric services, promoting digital resources, and supporting institutional activities.

Its aims and objectives are :

- To support teaching, learning, and research by providing timely access to quality information resources.
- To develop balanced print and digital collections.
- To provide efficient and user-friendly library services.
- To promote information literacy and ethical use of information.

Library Infrastructure

The library infrastructure is designed to effectively support and facilitate a wide range of user-centric library services.

- | | |
|---|--|
| 1. Reading Hall | 7. Faculty Publication Section |
| 2. Reference Section | 8. New Arrivals Display |
| 3. General and textbooks Section | 9. Dr K.S.Singh Tribal Resource Centre |
| 4. Digital Library / E-Resources Access | 10. Periodical Section |
| 5. Circulation Counter | |
| 6. Web OPAC (Online Public Access Catalogues) | |

Collection Development

The library enriched its collection through the addition of print and digital resources during the year.

- Books (Print): 40,188
- Journals (print):18
- Newspapers (print): 13
- SAGE Business cases (online): approx. 7,335
- Magazines print: 20
- E-books 28,644
- E-journals: 111 (national) + 3935 (international)
- Edzter online Newspapers and Magazines: 8000+
- Research Reports: 76,708
- In addition to the above collection, the library provides access to open-access resources. Through NDLI, users can access 1 million e-resources in different multimedia formats

Library Services

The library provides the following services to its users:

- Circulation Services (Issue and Return of Books)
- Reference and Information Services
- OPAC (Online Public Access Catalogue) Access
- Access to E-Resources (Remote & On-campus)
- User Orientation and Information Literacy Programmes
- XISS NDLI Club Activities and Events
- Current Awareness Service (CAS) – New Arrivals / Updates
- External Library Membership for outside research scholars.
- Reprographic / Photocopying Services
- Access to Previous Years' Question Papers
- Digital Library Services
- Research Support Services (E-resources guidance, database search assistance)
- Faculty Publication Support and Display
- Newspaper and Periodical Services
- User Assistance / Help Desk Support

The library has subscribed to the Knimbus Digital Solution, enabling users to access multiple resources and services through a single integrated platform remotely. The library provides access to a wide range of e-resources, including EBSCO (Business Source Elite & E-Book Core Collection), SAGE Business Cases, SAGE Journals (print + online), JSTOR, Pearson E-books, Economic and Political Weekly (EPW), Labour Law Reporter Online Library, National Digital Library of India (NDLI), Edzter Gold, and Indiastat. These platforms support teaching, learning, and research by providing access to scholarly journals, case studies, e-books, statistical databases, and magazines.

Events Conducted

The library conducts orientation programmes regularly to familiarize users with its resources and services.

- Orientation session was conducted on 19 June 2025, during the induction of new batches, covering Library resources, services, NDLI, and NDLI Club.
- A memorial lecture was conducted on 19 November 2025 to commemorate the 92nd birth anniversary of Late Dr Kumar Suresh Singh.
- An online orientation programme was organized on 8 November 2025 for Fellowship Program in Management (FPM) Scholars
- A specialized orientation session was conducted on 25 November 2025 for students of the Business Analytics for Managers course.

Institutional Support and Committee Involvement

The Library Committee was constituted to strengthen planning, monitoring, and development of Library services. The library actively supported institutional committees, including the Internal Quality Assurance Cell (IQAC), the Anti-Ragging Committee, and the Discipline Committee. To promote awareness, an anti-ragging standee displaying acts, punishments, and complaint mechanisms was placed outside the library.

Since 2022, the institute library has been offering a one-month internship programme in Library and Information Science for IGNOU students and library professionals. A total of 82 participants have successfully completed the programme so far.

Achievements and Best Practices: The National Digital Library of India (NDLI) and NDLI Club Portals—initiatives of the Ministry of Education, Government of India, and managed by IIT Kharagpur—have honoured XISS as a Top-Ranked NDLI Club in Jharkhand for the year 2024-25 for promoting learning-oriented activities, digital literacy, and effective use of digital resources. The recognition was conferred during the 4th *International Symposium on Knowledge Engineering for Digital Literacy Design (KEDLD-2025)*, held from November 3 to 5, 2025, at the Indian Institute of Technology (IIT) Kharagpur. Ms Shamida Lakra, Senior Assistant Librarian and NDLI Club Secretary, received the award on behalf of the institute.

RESEARCH AND PLANNING

Dr Sant Kumar Prasad, Coordinator

The Department of Research and Planning has remained actively engaged in a wide spectrum of impactful research and evaluation initiatives during the financial year 2025–2026 with a strong focus on Corporate Social Responsibility (CSR), rural development, and livelihood enhancement. Additionally, the department facilitated the development of research proposals and has organized capacity-building programs, thematic workshops, and research internships to promote innovation and critical thinking among students and scholars. Looking ahead, the department envisions the development of a sustainable and collaborative research network through strategic partnerships, academic collaborations, and joint research initiatives. These efforts aim to strengthen knowledge exchange, enhance research quality, and contribute meaningfully to societal development.

Completed Projects in Financial Year (2025-2026)

Project- 1 Baseline cum Need Assessment Study, Hindalco Industries Limited, Muri

Baseline cum Need Assessment Study for Hindalco Industries Limited, Muri, examined the socio-economic conditions of 42 villages across eight Gram Panchayats in Silli Block. A quantitative household survey covered 1,721 households, assessing infrastructure and access to services. Qualitative, participatory methods evaluated Anganwadi Centres, schools, health centres, SHGs, and FPOs to identify gaps and priorities. The study proposed short-, medium-, and long-term plans to address needs, strengthen institutions, and promote sustainable, inclusive development across the selected villages and Panchayats.

Project- 1. Baseline cum Need Assessment Study, Hindalco Industries Limited, Muri



Glimpse of data collection



XISS Research Team

Project 2: Social Audit of CSR Initiatives of Usha Martin Limited 2024-25

This study covered 18 villages across Angara, Namkum, and Kanke blocks of Ranchi district, encompassing 102 administrative wards and 12,268 households, with the objective of assessing the outreach, effectiveness, and sustainability of the CSR interventions. The study has been successfully completed and the findings confirmed that the CSR initiatives have largely achieved their intended objectives and contributed to improving the quality of life in the project areas. The report also recommends enhancing youth participation and strengthening community-led monitoring mechanisms to ensure long-term sustainability and ownership of development outcomes.



Glimpse of data collection



Social Audit Report – Usha Martin

Project 3: Analytical Study of Asset Mapping and Allocation Initiative in Jharkhand

The study addresses the need to strengthen livelihood opportunities for women's collectives in Jharkhand, where SHGs and their federations, despite strong mobilization under NRLM, face limited access to assets and infrastructure. To bridge this gap, JSLPS, in collaboration with Grant Thornton Bharat LLP, initiated a pilot to repurpose underutilized public buildings into livelihood centres for women-led CBOs. The study has been completed successfully. The final report presents key success stories, highlights operational challenges, and provides a strategic roadmap for scaling the "J-SAMARTH" model across Jharkhand.



Glimpse of data collection



Project Report – Grant Thornton Bharat LLP

Project in Progress

1. Impact Assessment of CSR Intervention and Baseline-cum-Need Assessment in villages under CSR of Damodar Valley Corporation (DVC)



Inception Meeting at DVC Chairman and CSR Officers



Review Meeting and presentation of draft report at DVC HQ, Kolkata



XISS Directors' Inputs in DVC Training Session



XISS DVC Project Team at DVC HQ, Kolkata

2. Impact Assessment Study of Central Coalfields Limited (CCL) CSR Activities (Jharkhand)
3. Impact Assessment of Herbalife's CSR Projects



Research team at Herbalife Head Office, Bengaluru



Research team at Jal Jivika Office, Purnia, Bihar

4. Performance Evaluation of TSP in Jharkhand: Challenges & Opportunities
5. Common Ground

Department of Research and Planning generated funds for FY 2025-2026

SI	Name of Project	Timeline	Amount Sanctioned
1	Impact Assessment of CSR Interventions and Baseline-cum- Need Assessment in Villages under DVC (Jharkhand Part)	June'25-April'26	2,68,08,892
2	Need Assessment Baseline-cum- Baseline Study, Hindalco Industries Ltd., Muri	July'25-Dec'25	22,13,349
3	Social Audit report on CSR initiatives of FY 24-25 of Usha Martin Ltd	Sept'25-Oct'25	90,000
4	Impact Assessment of CSR Initiatives of Herbalife India Ltd	Dec'25- Aug'26	51,69,285
5	Analytical study of assets mapping and allocation initiative in Jharkhand	Aug'25-Oct-26	5,82,802
6	4 th Impact Assessment Study of CCL CSR activities	March'26-May'26	19,96,324
7	Nudge Institute	March'26-Nov'26	7,72,310
9	Common Ground Initiative towards advancing collective Common Ground Agenda in the state of Jharkhand	Aug'25-Aug'28	18,00,000
Total			3,94,32,962

In words: Three Crores Ninety-Four Lakhs Thirty-Two Thousand Nine Hundred Sixty-Two only.

MEMORIAL LECTURE AND NATIONAL WORKSHOP

1. The department hosted a two-day National Workshop titled “The Old Age: A Blessing or a Burden” on April 10–11, 2025 focused on the growing challenges associated with India’s aging population.
2. The department organised a lecture titled “*Jharkhand @ 25 – Adivasi Voices, Rights & Futures*” on November 18, 2025, with Prof Joseph Bara as the keynote speaker and Dr Mahua Maji as the Chief Guest. The session brought together experts, scholars’ practitioners, and community representatives.

INDIVIDUAL ACCOMPLISHMENTS

Publications

1. Dr Uma C. Saha has published a book review titled “Home Health Care for Geriatrics: Challenges, Experiences and Wellness” by Ramandeep Bawa & A. K. Sinha in JDDMS, Vol. 23, No. 4 (Oct–Dec 2025)
2. Kujur, F., and Saha, U. C. (2025). Role of the PESA Act in the development of villages dominated by Particularly Vulnerable Tribal Groups (PVTGs) of Central India. International Journal for Multidisciplinary Research (IJFMR), 7(3). E-ISSN: 2582-2160.

Awards & Achievements

1. Dr Uma C. Saha received the Best Paper Award for the paper titled “Challenges Encountered in Meeting Online Entries on the Panchayat Darpan Portal in Jabalpur District” at the International Conference on “Reimagining Governance for a Sustainable Future: Balancing Profit, Purpose, and People in the Age of AI.”
2. Dr Uma C. Saha participated as a Resource Person in the online short course on Project Planning and Timeline Management in Rural Water Supply Schemes on 6 Nov 2025 (Course Code: JJM-OL-24 | Batch: 02), organised by the SPM-NIWAS, Kolkata.
3. Mr Aditya Raj has enrolled in the Department of Sociology at Ranchi University as a PhD Scholar. His research focuses on Tribal Development and Social Policy.
4. Mr Aditya Raj has presented a paper titled “Understanding the implementation of the ‘Graduation Approach’ to address extreme poverty: The case of Jharkhand, India at the International Conference – Towards a Prosperous and Inclusive Jharkhand - during 11-13 December 2025 organised by IHD and SKIPA, Govt of Jharkhand.

Entrepreneurship Development Programme

Arif Hussain

In 2026, Entrepreneurship Development Programs (EDPs) have transitioned from optional vocational training to the backbone of India's national economic strategy. As the country works toward its vision of becoming a Viksit Bharat (Developed India), EDPs are the primary mechanism for converting India's massive youth population into a productive and self-sustaining workforce. With millions of students graduating annually into a job market where traditional corporate and government roles are limited, these programs provide the essential training needed to foster a "Job Creator" mindset. By aligning strictly with flagship missions such as Startup India, Make in India, and the Atmanirbhar Bharat initiative, EDPs ensure that the next generation of entrepreneurs is equipped not just with business ideas, but with the technical proficiency, financial literacy, and digital skills required to compete on a global scale.

The current socio-economic landscape of India makes EDPs more relevant than ever. In urban centres, these programs are fueling a "deep-tech" revolution, encouraging startups in artificial intelligence, green energy, and space technology. Simultaneously, in rural India, EDPs are playing a transformative role in reversing migration trends. By promoting "Agri-preneurship" and non-farm enterprises—such as food processing units and rural tourism—EDPs allow individuals to utilize local resources effectively, bringing wealth and infrastructure to the village level.

Furthermore, the 2026 focus on Inclusive Growth has made EDPs a vital tool for social empowerment. Specialized programs are now successfully bridging the gender and caste gap by providing targeted mentorship and credit access to women and marginalized communities (SC/ST). These entrepreneurs are often the ones developing cost-effective, "Jugaad-inspired" innovations that solve uniquely Indian problems in sectors like affordable healthcare, water conservation, and digital education. By fostering this culture of resilience and localized innovation, EDPs are not only solving the unemployment crisis but are also building a decentralized, robust economy that is prepared for the challenges of the future. Ultimately, the expansion of EDPs is the key to unlocking the full potential of India's human capital and ensuring a prosperous, equitable future for every citizen.

Key Initiative of the Year

The institution has formally entered into a Memorandum of Understanding (MoU) with the Collectives for Integrated Livelihood Initiatives (CINI), a key associate of Tata Trusts. This strategic alliance is designed to create



a robust framework for academic and field-level cooperation, focusing on rural development, professional skill enhancement, and sustainable livelihood models.

The institution has officially formalized a landmark Memorandum of Understanding (MoU) with the Collectives for Integrated Livelihood Initiatives (CInI), a specialized nodal organization under the umbrella of Tata Trusts. This partnership represents a significant milestone in our commitment to academic excellence and social responsibility. By aligning with one of India's premier philanthropic and developmental organizations, the institution aims to create a multidisciplinary framework that bridges the gap between high-level academic theory and the practical realities of rural transformation.

Detailed Areas of Collaboration

The scope of this MoU is designed to be both broad and deep, ensuring that the benefits of the alliance permeate through multiple levels of the institution:

- **Student Exposure Visits**
 - o Exposure visits for XISS students to CInI's field location, including women-led Farmer Producer Organizations (FPOs) and projects in Agriculture, Livestock, NTFP, Water, Sanitation and Education.
 - o Provide practical learning experience in ongoing initiatives such as groundwater recharge and water quality management.
- **Resource Person/Thematic Experts Engagement**
 - o CInI will provide thematic experts for XISS programs, contributing to academic and practical training in areas such as FPO, Agriculture and Livelihood enhancement subjects to the need of the institute.
- **Participation in Thematic Training Programs**
 - o CInI personnel will participate in thematic training programs to promote knowledge exchange and capacity building training programs.
- **Capacity Building and Refresher Training**
 - o CInI will explore the XISS facilities for capacity-building programs at mutually agreed terms and conditions, enhancing staff skills and knowledge for better rural outreach.
- **Student Internships**
 - o CInI will facilitate internships for XISS students in thematic areas, providing practical exposure and skill enhancement in rural community development.
- **Job Opportunities and Campus Selection**
 - o CInI will participate in XISS campus placements, offering job opportunities to competent graduates in rural development sector.
- **Knowledge Sharing and Research Collaboration**
 - o Joint research and case study development on themes like Agriculture, Livelihood and water with outcome shared through publications and knowledge platforms.
- **Collaboration on Social and Rural Development Projects**
 - o Jointly work on proposals, workshops and projects aimed at rural development and poverty alleviation.
- **Exchange of Knowledge Resources**
 - o Share case studies, training modules and research findings for academic and practical use.
- **NGO and Institute Collaboration**
 - o Collaborate with NGOs and rural development institutes to organize events focused on sustainable development and social innovation.
- **Short-Term Courses**
 - o Jointly design and conduct short-term courses on entrepreneurship development, FPO financial management and leadership training aligning with government initiatives.



DEPARTMENT OF RESEARCH & PUBLICATIONS

Dr Anirudh Prasad, Editor JJDMS & Head of the Department

The Xavier Institute of Social Service (XISS) Ranchi always believes that knowledge transfer as well as teaching and learning skills are enhanced when there is continuous research in higher education, especially in the fields of development and management. The Department of Research and Publications (DRP) of XISS was established in June 2002, with the following threefold objectives: (i) to conduct research studies independently, (ii) to select quality research articles and publish those in the academic journal JJDMS, and (iii) to disseminate the importance of research through teaching and organizing seminars, talks, and workshops. Since its establishment, the department has been continuously striving to move ahead in terms of its research growth and publications and provide an opportunity to the young and energetic research minds, especially the young and talented academicians, for contributing and publishing their recent works in its in-house journal. Today, because of JJDMS, Xavier Institute of Social Service is an honourable member of DOI bearing prefix: 1070994, and the Jharkhand Journal of Development and Management Studies has been linked with the global network of online research.

During the academic year 2025-26, JJDMS has published 36 research papers, including a considerable number of book reviews. XISS faculty members and doctoral students, other research scholars, and social scientists of different institutions gained national and international recognition for their outstanding works by winning the followers /readers through ResearchGate and Google Research devices during this period. We look forward to continuing the momentum towards increased research output, both in terms of quality and quantity, in the future too. Details are given as under:

Articles Published in 2025

1 st Issue (January-March 2025)	Author/s
Theme: The National Education Policy 2020 and Forms of Exclusion	
Editorial: NEP 2020: Revisiting Education System in India	Anirudh Prasad
National Education Policy 2020: Prospects and Challenges in the Context of Ho Language in Jharkhand	Jaykishan Godsora and Manish Tiwari
National Education Policy 2020 and Social Exclusion: Examining from the Perspectives of Max Weber and Pierre Bourdieu	Pramil K. Panda
Social Dimension of Education in NEP 2020: Some Observations	Lalit Kumar
Unpacking Exclusion in The National Education Policy 2020: Challenges and Opportunities for Inclusive Education	K. Kiran Kumar and R. Krishna Vardhan Reddy
Unveiling Exclusion in The National Education Policy 2020: Impacts and Implications for Indian Education	Vikas Kumar
The National Education Policy 2020: Addressing and Reinforcing Educational Exclusions in India	Sudipta Adhikary
Futuristic Media Information Literacy to Counter AI Generative Deepfake Media Content and its Implication	Kawaljit Singh and Harish Kumar
NEP 2020 and Exclusion of M. Phil: A Critical Review	Nazmul Hussain Laskar

2nd Issue (April-June 2025)	
Theme: Trans-Empirical Research in Ayush Systems and Ethno-Medicines	Author/s
Editorial: The AYUSH Systems Revisited	Anirudh Prasad
Global Discourse on Ayush Systems: A Bibliometric Analysis of Scholarly Publications	Johnpaul, M. and Jampala Ganesh Ranadheer
Impact of Yoga Practice on the Physical Wellbeing and Lifestyle of Prospective Teachers: A Case of St. Justin's College of Education in Madurai	A. Ignaciammal and P. Muthupandi
Prevention of Obesity Through Principles of Ayurveda	Sonalika Pandey and Prabhat Kumar Dwivedi
Awareness of Eye Diseases and Eye Health Initiatives among Community Health Workers in East and Northeast India	Pankaj Vishwakarma, Amit Mondal, S.G. Prem Kumar, Shobhana Chavan, Shyam Sundar Das Mohapatra, Pranjal Daimary, Taram Taggu, Dipjyoti Medhi, and Elizabeth Kurian
Ayurveda in Preventive Healthcare: Global Trends, Scientific Gaps, and the Future of Integrative Medicine	Paramita Bhattacharyya and Kaushik Banerjee
Yoga and Modern Medicine System	Dilip Kumar Jha and Poonam Jha
3rd Issue (July-September 2025)	
Theme: NGOs' Works on Crating Skills, Competencies and Livelihoods for Under-Privileged Persons Across the Globe	Author/s
Editorial: NGOs' Works on Crating Skills	Anirudh Prasad
Tribal Entrepreneurship for Sustainable Transformation: Data Analysis of Stories from the Field	Aayurshi and Joseph Marianus Kujur
Skill Development Training in India: A Scoping Review	Sreekutty M. J. and Joseph M. K.
Empowering Girls' Literacy: Atragamee's Mukta Gyan Kutir Transforms State Schools	S. N. Tripathy
Peoples' Perceptions Towards NGOs: Evidence from Eastern India	Raj Kumar, Pawan Kumar Nayak and Fedric Kujur
Role of NGO-Led Digital Literacy Initiatives in Reducing the Urban-Rural Digital Divide	Sarajit Ankura
Ensuring Urban Inclusivity and Empowering Underprivileged Women Engaged in Beggary in Patna	Aishwarya Raj and Sanwita Shaiwalini
Sardar Vallabhbhai Patel's Exemplary Leadership Without Politics	Subhash Sharma and Kshipra Sharma
4th Issue (October-December 2025)	
Theme: Profit with Purpose: Leading Ethically in the Digital Age (Reflections on the Future of Management Education Practice)	Author/s
Editorial: Whether Profit with Purpose Really Works Ethically in the Digital Age?	Joseph Marianus Kujur Anirudh Prasad
Next Generation of Management Education: PRME in Action to Develop Responsible Leaders	Lavanya Deepika Tigga and Priya Namrata Topno
Reclaiming Human Connection in the Digitalization of Social Work Practice	Bindiya Narang
Social Stratification and Inclusion: A Study of Tribal and Non-Tribal Households in Jharkhand	Naveen Linda and Pushpendra Kumar Singh

Digital Pathways to Inclusion: Tribal, Rural, and Grassroots Development in India's Technology Driven Era	Aayurshi Sahay and Joseph Marianus Kujur
Institutional Ethics and Entrepreneurship: Influence, Interpretations and Insights	Sagartirtha Chakraborty and Suresh Kumar Nath
AI-Enabled Workplaces: Challenges and Opportunities for Building Trust and Human Agency	Dasari Durga Sankar and R. Pranchana
Impact of Emotional Intelligence and Inclusive Leadership in Curbing Burnout	Pooja and Neuza Ribeiro
Nurturing Destitute Children with Ethical Leadership: A Case of Kishore Nagar - Boys' Town	Shyamal Gomes
Leading Ethically, Creating Impact: Profit with Purpose in Indian Firms	Atul Anand Jha and Siddhi Pandey
Profit with Purpose: Reimagining the Future of Business Models	Bhabani Prasad Mahapatra
Ethical HR Analytics in the Digital Age: Using Exit Interview Mining to Support Purpose-Driven Retention Strategies	Sharda Singh and Anirban Nandi
Bridging the Comprehension Gap: A Systematic Review of the AI-Driven Personalization-Privacy Paradox in a Post-Cookie Era	Fedric Kujur and Vishal Kumar
Understanding Sustainable Consumer Product Disposal Through Personality Traits: Implications for Profit with Purpose	Pratyush Ranjan and Sanjeev Varshney
Role of Ethical AI in Re-Engaging Gen Z and Building Future Skills	Swati Minz, Pradeep Munda, and Aditya Gupta
Sustainable Agriculture in the Digital Era: Balancing Profitability and Environmental Stewardship	Konathala Kusumavathi

Future Agenda

- Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI (January-June 2026)
- Balance between Agriculture and Industry in Economic Development (July-September 2026)
- Rural-Urban Imbalances and Alternative Development Strategies (October-December 2026)
- Planning Techniques for Global Social Justice (January-March 2027)

Concluding Remarks

During these 24 years of its journey, the Department of Research and Publications has created a niche for itself within and outside the Institute through its involvement in various academic and social research activities. The Department has created an ethical policy. It has been uploading articles online on the JJDMS website.

The publication titled "Profit with Purpose: Leading Ethically in the Digital Age - Reflections on the Future of Management Education Practice" was released as the Platinum Jubilee Series I: 1955-2025 in the International Conference held from 5 to 7 February 2026 at XISS.



L to R: Dr Joseph Marianus Kujur, SJ, Director, XISS; Prof Joseph M. Phillips, Dean Emeritus, Professor of Economics, Seattle University, Washington DC, USA; Mr Pankaj Bansal, Serial Entrepreneur, Investor & Co-founder Caret Capital & Taggd; Mr Prabir Jha, Founder & CEO of Prabir Jha People Advisory; Fr. Ajit Kumar Xess, SJ, Chairman, XISS-GB & BOG; Dr Vinay Ranjan, Director (Human Resource), Coal India Ltd.; Dr Amar Eron Tigga, Dean Academics & Professor, XISS; Dr Anirudh Prasad, Editor & Head, Department of Research & Publications, XISS.



List of Staff

1st Row : L To R – Mr Himanshu S. Mahanta, Mr Seerat Kachhap, Mr Rajesh Gurung, Mr Arvind Dey, Mr Anmol Tirkey, Mr Vimal Sharma, Mr Sheru Bahadur, Mr Jaydev Mondal, Md. Sabir, Md. Ashraf, Mr Shree Ram Mishra, Mr Anup Avinash Ekka, Mr Nelson Kerketta, Mr Subal Lakra, Mr Nirmal Mishra, Mr Arif Hussain, Mr Amosh Soren, Mr Manoj Lakra, Mr Pankaj Tirkey.

2nd Row : L To R- Ms Rosa Sewati Ekka, Ms Kamla Ekka, Ms Prity Soreng, Ms Suradha Kachhap, Ms Kishori Minz, Ms Eva Jyoti Lakra, Ms Sabina Bara, Ms Alka Kujur, Ms Shruti Sahay, Ms Shamida Lakra, Ms Reema Lakra, Ms Koyal Mukherjee, Ms Aditi Mehrotra, Ms Aayurshi Sahay, Mr Harsh Vardhan, Dr Bhubneshwar Sawaiyan, Mr Prakash Nath Shahdeo, Mr Manoj Singh, Mr Ashish Topno, Ms Balamdina Minz, Ms Pyari Anima S. Kandulna, Ms Mary Ekka.

3rd Row : L To R- Mr Christopher Crasto, Mr R.K. Bhagat, Mr Jahangir Khan, Fr. Ashok Kandulna S.J. (Finance Officer), Dr Pradeep Kerketta S.J., (Assistant Director), Dr Joseph Marianus Kujur S.J. (Director), Dr Amar E. Tigga (Dean), Mr Mayank, Mr Sunil Tigga, Mr Aditya Raj, Mr Anugrah Kujur.

Alumni Activities

Alumni engagement at XISS has remained a vital pillar of its community. Former students actively reconnected with their alma mater, sharing experiences and organizing social initiatives, thereby strengthening bonds, inspiring current learners, and contributing meaningfully to society through collaborative and compassionate efforts.

DAINIK BHASKAR रांची 21-08-2025

एक्सआईएसएस के रक्तदान शिविर में 80 यूनिट रक्त जमा हुआ

रांची : जेवियर इंस्टीट्यूट ऑफ सोशल सर्विसेज (एक्सआईएसएस) रांची ने एलुमनाई एसोसिएशन ऑफ एक्सआईएसएस की ओर से सप्तर ब्लाड बैंक और रोटरीक क्लब ऑफ सोशल रेवोल्यूशन की पावन पर रक्तदान शिविर का आयोजन किया।

DAINIK BHASKAR

एक्सआईएसएस में रक्तदान शिविर का सफलतापूर्वक आयोजन

रांची : जेवियर इंस्टीट्यूट ऑफ सोशल सर्विसेज (एक्सआईएसएस) रांची ने एलुमनाई एसोसिएशन ऑफ एक्सआईएसएस की ओर से सप्तर ब्लाड बैंक और रोटरीक क्लब ऑफ सोशल रेवोल्यूशन की पावन पर रक्तदान शिविर का आयोजन किया।

KHABAR AAJTAK (ADIVASI EXPRESS)

एक्सआईएसएस में रक्तदान शिविर का सफल आयोजन

रांची : जेवियर इंस्टीट्यूट ऑफ सोशल सर्विसेज (एक्सआईएसएस) रांची ने एलुमनाई एसोसिएशन ऑफ एक्सआईएसएस की ओर से सप्तर ब्लाड बैंक और रोटरीक क्लब ऑफ सोशल रेवोल्यूशन की पावन पर रक्तदान शिविर का आयोजन किया।

IDEAL EXPRESS

एक्सआईएसएस में 80 यूनिट रक्तदान

रांची : जेवियर इंस्टीट्यूट ऑफ सोशल सर्विसेज (एक्सआईएसएस) में एलुमनाई एसोसिएशन ऑफ एक्सआईएसएस, सदर अस्पताल ब्लाड बैंक और रोटरीक क्लब ऑफ सोशल रेवोल्यूशन के सहयोग से बुधवार को रक्तदान शिविर का आयोजन किया गया। इसमें संस्थान के शिक्षकों, कर्मचारियों, विद्यार्थियों और अन्य रक्तदाताओं ने मिलकर 80 यूनिट रक्तदान किया। शिविर की शुरुआत संस्थान के निदेशक डॉ. जे. हिन्दुस्तान र्थना के

HINDUSTAN RTHNA

समाचार सार

आविसस के शिविर में 80 यूनिट रक्त संचय

रांची : एक्सआईएसएस रांची ने एलुमनाई एसोसिएशन ऑफ एक्सआईएसएस (आविसस), सदर ब्लाड बैंक और रोटरीक क्लब ऑफ सोशल रेवोल्यूशन (आविससआर) के सहयोग से बुधवार को शिविर में रक्तदान शिविर का आयोजन किया। इस अभियान में फैकल्टी, स्टाफ, छात्र, उनके परिवार और अन्य रक्तदाताओं ने 80 यूनिट रक्तदान किया। शिविर की शुरुआत संस्थान के निदेशक डॉ. जे. हिन्दुस्तान र्थना के

DAINIK JAGRAN

रक्तदान शिविर में 80 यूनिट रक्त संग्रह

रांची : एक्सआईएसएस रांची में बुधवार को रक्तदान शिविर का आयोजन किया गया। इसमें एलुमनाई एसोसिएशन ऑफ एक्सआईएसएस (आविसस), सदर ब्लाड बैंक और रोटरीक क्लब ऑफ सोशल रेवोल्यूशन (आविससआर) का सहयोग रहा। इस अभियान में फैकल्टी, स्टाफ, छात्रों, संस्थान के परिवार के सदस्यों और अन्य ब्लाड डोनर्स द्वारा 80 यूनिट रक्तदान किया गया। संस्थान के निदेशक डॉ. जे. हिन्दुस्तान र्थना ने कहा कि रक्तदान मानवता की सर्वोत्तम सेवा है और उन्होंने उत्साह

PRABHAT Khabar

एक्सआईएसएस में आविसस व आरसीएसआर ने लगाया रक्तदान शिविर

रांची : जेवियर इंस्टीट्यूट ऑफ सोशल सर्विसेज (एक्सआईएसएस) रांची ने एलुमनाई एसोसिएशन ऑफ एक्सआईएसएस (आविसस), सदर ब्लाड बैंक और रोटरीक क्लब ऑफ सोशल रेवोल्यूशन (आविससआर) के सहयोग से बुधवार को शिविर में रक्तदान शिविर का आयोजन किया। इस अभियान में फैकल्टी, स्टाफ, छात्रों, संस्थान के परिवार के सदस्यों और अन्य ब्लाड डोनर्स द्वारा 80 यूनिट रक्तदान किया गया। शिविर की शुरुआत संस्थान के निदेशक डॉ. जे. हिन्दुस्तान र्थना ने कहा कि रक्तदान मानवता की सर्वोत्तम सेवा है और उन्होंने उत्साह

FREEDOM FIGHTER

Blood donation camp conducted at XISS

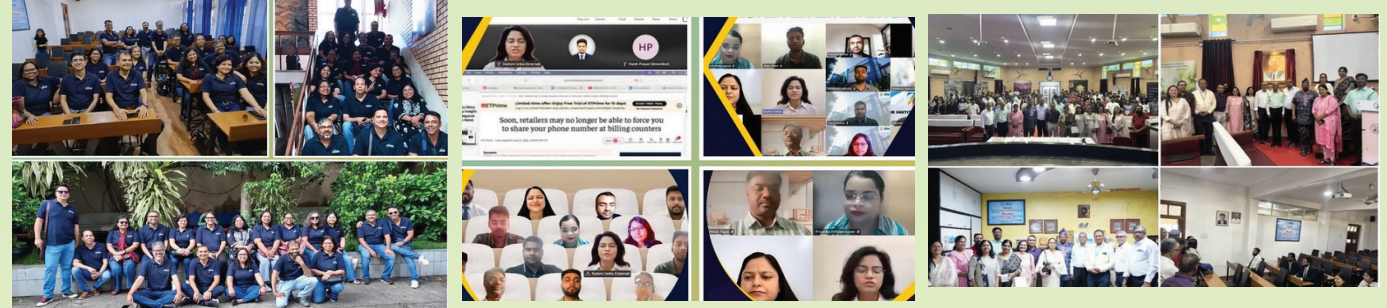
Xavier Institute of Social Service (XISS), Ranchi, in collaboration with the Alumni Association of XISS (AAIXISS), Sadar Blood Bank, and the Rotaract Club of Social Revolution (RBSR), organized a Blood Donation Camp on campus on Wednesday. The drive witnessed overwhelming participation, with 80 units of blood donated by faculty, staff, students, family members of the XISS fraternity, and other generous donors. Representatives of AAIXISS Ranchi Chapter played an active role in ensuring the smooth functioning of the camp. The team, including Akh Gupta (Secretary), Jasbir Singh Khurana (Vice-Chairman), Himanshu Jaiswal (Joint Secretary), and others, motivated students and encouraged first-time donors to step forward. A total of 80 units of blood were collected during the camp.

PIONEER

एक्सआईएसएस में आविसस और आरसीएसआर ने रक्तदान शिविर का सफलतापूर्वक आयोजन

रांची : जेवियर इंस्टीट्यूट ऑफ सोशल सर्विसेज (एक्सआईएसएस) रांची ने एलुमनाई एसोसिएशन ऑफ एक्सआईएसएस (आविसस), सदर ब्लाड बैंक और रोटरीक क्लब ऑफ सोशल रेवोल्यूशन (आविससआर) के सहयोग से बुधवार को शिविर में रक्तदान शिविर का आयोजन किया। इस अभियान में फैकल्टी, स्टाफ, छात्रों, संस्थान के परिवार के सदस्यों और अन्य ब्लाड डोनर्स द्वारा 80 यूनिट रक्तदान किया गया। शिविर की शुरुआत संस्थान के निदेशक डॉ. जे. हिन्दुस्तान र्थना ने कहा कि रक्तदान मानवता की सर्वोत्तम सेवा है और उन्होंने उत्साह

PUNCH



Celebrations at XISS

The celebration of national and cultural occasions at XISS throughout the year reflected a vibrant spirit of unity and inclusivity. From the Feast of St. Ignatius of Loyola and Independence Day to Republic Day, Christmas, International Day of the World's Indigenous Peoples, and International Women's Day, these celebrations fostered togetherness, respect for diversity, and a strong sense of community.



एक्सआईएसएस में संत इग्नेशियस ऑफ लोयोला पर्व का आयोजन कुवार को हुआ।

‘प्रेम और सेवा जीवन की वास्तविकता’
रांची। जेवियर इंस्टीट्यूट ऑफ सोशल सर्विस (एक्सआईएसएस) में कुवार को संत इग्नेशियस ऑफ लोयोला के फीस्ट पर्व का आयोजन किया गया। जेजुइट संस्थानों में यह दिन सोसाइटी ऑफ जीसस के संस्थापक और उनकी विरासत का सम्मान करता है। संस्थान के निदेशक डॉ. जोसेफ मारियानुस कुजुर ने प्रार्थना में संत इग्नेशियस की प्रतिमा के सामने प्रार्थना की।
HINDUSTAN

एक्सआईएसएस में सेंट इग्नेशियस ऑफ लोयोला के पर्व में विशेष समारोह का आयोजन

जेजुइट संस्थानों में यह दिन सोसाइटी ऑफ जीसस के संस्थापक और उनकी विरासत का सम्मान करता है। संस्थान के निदेशक डॉ. जोसेफ मारियानुस कुजुर ने प्रार्थना में संत इग्नेशियस की प्रतिमा के सामने प्रार्थना की।
FREEDOM FIGHTER

एक्सआईएसएस में विश्व आदिवासी दिवस का आयोजन

रांची। विश्व आदिवासी दिवस (World Indigenous Peoples Day) का आयोजन एक्सआईएसएस में किया गया। कार्यक्रम में आदिवासी नृत्य, संगीत और साहित्य प्रदर्शन शामिल थे।
KHABAR AAJ TAK



Xavier Institute of Social Service (XISS), Ranchi, celebrated the 79th Independence Day with enthusiasm. The ceremony began with the hoisting of the Tricolour by the Director, Dr. Joseph Marianus Kujur SJ while Assistant Director, Dr. Pradeep Kerketta SJ, Dean Academics, Dr. Amar E Tigga, Fr Ashok Kandula, Finance Officer and programme heads, Dr. Bhabani Prasad Mahapatra, Dr. Kumar Mohit Spring, Dr. Anant Kumar and Dr. Ratnesh Chaturvedi, faculty members, staff and students were also present. Dr. Kujur paid tribute to the nation's great leaders and freedom fighters alongside Jharkhand's own heroes, who fought not only against the British but also against the oppression. Students from Marketing Management programme presented a welcome dance, patriotic songs, and...
PIONEER

संत फ्रांसिस जेवियर का जीवन आज भी समुदाय को करता है प्रेरित

एक्सआईएसएस में मनाया संत फ्रांसिस जेवियर का फीस्ट पर्व
संत फ्रांसिस जेवियर (1542 में जन्म) का जीवन आज भी हमें प्रेरित करता है। उनके जीवन की कहानी हमें प्रेरित करती है।
DAINIK JAGRAN

फैंकल्टी ने पारंपरिक नृत्य की दी प्रस्तुति

रांची. एक्सआईएसएस, रांची में पारंपरिक नृत्य और चर्चाओं के साथ आदिवासी दिवस मनाया गया. संस्थान के सहायक निदेशक डॉ. प्रदीप केरकेट्टा एसजे ने कहा कि यह समय मूलनिवासी समुदायों के लचीलेपन, बुद्धिमत्ता और सांस्कृतिक समृद्धि को पहचानने का है. साथ ही उनके अधिकारों, सम्मान और स्थायी भविष्य की वकालत करने का है. संस्थान के वित्त अधिकारी फादर अशोक कंडलना एसजे ने मूलनिवासियों के संघर्षों के प्रति सहानुभूति और समझ को प्रकट किया.
PRABHAT Khabar

64वें दीक्षांत समारोह में 11 छात्रों को गोल्ड, 8 को सिल्वर व 5 को ब्रॉन्ज मंडल

रांची. एक्सआईएसएस में 64वें दीक्षांत समारोह का आयोजन किया गया। कार्यक्रम में 11 छात्रों को गोल्ड, 8 को सिल्वर और 5 को ब्रॉन्ज मंडल प्रदान किया गया।
PIONEER

एक्सआईएसएस में गैला संत फ्रांसिस जेवियर का फीस्ट पर्व

ईमानदारी, मकसद और पक्की उम्मीद के साथ जीने के लिए खुद को तैयार करें : डॉ. जोसफ
रांची। जेवियर इंस्टीट्यूट ऑफ सोशल सर्विस (एक्सआईएसएस) में गैला संत फ्रांसिस जेवियर का फीस्ट पर्व का आयोजन किया गया। कार्यक्रम में डॉ. जोसफ ने छात्रों को प्रेरित किया।
PUNCH

एक्सआईएसएस रांची ने गैला संत फ्रांसिस जेवियर का फीस्ट पर्व मनाया। कार्यक्रम में डॉ. जोसफ ने छात्रों को प्रेरित किया।
PRABHAT Khabar



The Evolution of the "Smart" Smart Grid

Date: 16 January 2020

Time: 10:00 AM - 12:00 PM

Venue: H. Michael Van den Broekhof B1

Electrical Engineering

[illegible][illegible][illegible]

HINDUSTAN

[illegible]

नौकरी मांगने वाले नहीं, देने वाले बनें : डॉ जोसेफ रांची. एक्सआइएसएस रांची में यूथएड फाउंडेशन के सहयोग से राष्ट्रीय स्टार्टअप दिवस पर रंग एंटरप्रेनोर समिट का आयोजन किया गया. कार्यक्रम का उद्देश्य जमीनी स्तर की उद्यमिता को बढ़ावा देना और झारखंड के उद्यमशील पारिस्थितिकी तंत्र को सुदृढ़ करना था. एक्सआइएसएस के निदेशक डॉ जोसेफ मारियानुस कुजुर ने कहा कि लगातार बढ़ते हुए रोजगार परियोजना में स्थानीय आजीविका बनाने और सामाजिक परिवर्तन लाने के लिए उद्यमिता को बढ़ावा देना आवश्यक है. उन्होंने छात्रों से केवल नौकरी चाहने वाले बनने के बजाय नौकरी देने वाले बनने का आह्वान किया. यूथएड फाउंडेशन के मुख्य कार्यकारी अधिकारी एमएस सान्यल ने बताया कि इस राष्ट्रीय स्तरीय मंच के माध्यम से अब तक 3,000 से अधिक उद्यमियों को लाभांशित किया जा चुका है. विशिष्ट अतिथि और सेनसल स्मॉल इंडस्ट्रीज कॉर्पोरेशन लिमिटेड की मुख्य प्रबंधक किरण मारिया तिरु ने छात्रों को प्रोत्साहित किया. कार्यक्रम का मुखा आकर्षण बिजनेस पिचिंग सेशन रहा. 41 उद्यमियों ने कृषि-आधारित उद्यम, खाद्य प्रसंस्करण, सामाजिक प्रभाव जैसे विषयों पर आजीवन योजनाएं प्रस्तुत कीं. कार्यक्रम का आयोजन एमएस सान्यल के अध्यक्षत्व में हुआ. **PRABHAT KHABAR** मिट 2026 में झारखंड

[illegible][illegible]

A group of four men standing in front of bookshelves. The man in the center is holding a large certificate or document. The man on the far left is wearing a pink shirt, the man next to him is in a dark suit, the man in the center is in a light yellow shirt, and the man on the far right is in a white shirt. The background shows bookshelves filled with books and a calendar on the wall.

International Conference organized at XISS during Platinum Jubilee celebrations

XISS celebrated its Platinum Jubilee by hosting an International Conference on "Reimagining Governance for Sustainable Futures: Balancing Profit, Purpose, and People in the Age of AI." The event held from 5-7 February 2026 showed immense significance, bringing together global experts to deliberate on sustainable governance, innovation, and the evolving role of ethical leadership.

तीन दिवसीय इंटरनेशनल कॉन्फ्रेंस का आयोजन



जोड़ने की आवश्यकता पर केन्द्रित है, जिसमें लोगों पर केन्द्रित और सस्टेनेबल गवर्नेंस मॉडल पर जोर दिया गया है। सामाजिक न्याय और मानवीय गरिमा की जेसुइट परंपरा से प्रेरित होकर, यह ऐसे नेतृत्व दृष्टिकोणों को बढ़ावा देना चाहता है जो लाभ, उद्देश्य और सामाजिक कल्याण के बीच संतुलन बनाए रखें। यह कार्यक्रम 4 फरवरी को रिसर्च पेपर लेखन और प्रतिलिपि प्रकाशनों के लिए प्रकाशन रणनीतियों पर प्री-कॉन्फ्रेंस वर्कशॉप के साथ शुरू होगा, जिसका उद्देश्य फेलोटी सदस्यों और विद्वानों के बीच अनुसंधान क्षमता को मजबूत करना है।

जोड़ने की आवश्यकता पर केन्द्रित है, जिसमें लोगों पर केन्द्रित और सस्टेनेबल गवर्नेंस मॉडल पर जोर दिया गया है। सामाजिक न्याय और मानवीय गरिमा की जेसुइट परंपरा से प्रेरित होकर, यह ऐसे नेतृत्व दृष्टिकोणों को बढ़ावा देना चाहता है जो लाभ, उद्देश्य और सामाजिक कल्याण के बीच संतुलन बनाए रखें। यह कार्यक्रम 4 फरवरी को रिसर्च पेपर लेखन और प्रतिलिपि प्रकाशनों के लिए प्रकाशन रणनीतियों पर प्री-कॉन्फ्रेंस वर्कशॉप के साथ शुरू होगा, जिसका उद्देश्य फेलोटी सदस्यों और विद्वानों के बीच अनुसंधान क्षमता को मजबूत करना है।

प्लेटिनम जुबली वर्ष पर एक्सआईएसएस में अंतरराष्ट्रीय सम्मेलन शुरू जिम्मेदारी के बगैर विकास खोखला: प्रवीर



एक्सआईएसएस की 130 वीं सालगांठ के रूप में प्रसिद्ध, यह और भी अधिक महत्वपूर्ण है क्योंकि यह एक ऐतिहासिक क्षण को चिह्नित करता है। इस अवसर पर, एक्सआईएसएस ने एक अंतरराष्ट्रीय सम्मेलन का आयोजन किया, जिसका उद्देश्य है कि हम एक बेहतर दुनिया बना सकें। इस अवसर पर, एक्सआईएसएस ने एक अंतरराष्ट्रीय सम्मेलन का आयोजन किया, जिसका उद्देश्य है कि हम एक बेहतर दुनिया बना सकें।

XISS Platinum Jubilee International Conference concludes in Ranchi



The conference emerged as a global platform, uniting academicians, industry leaders, policymakers, and practitioners from India and across the world to explore and debate issues at the crossroads of technology, ethics, governance, and sustainable development. The third day of the conference focused on the transformative potential of people-oriented development and the importance of trust, dignity, and collective responsibility in enabling sustainable social change.

एक्सआईएसएस का अंतरराष्ट्रीय कॉन्फ्रेंस संपन्न रांची

एक्सआईएसएस रांची में चल रहे तीन दिवसीय अंतरराष्ट्रीय कॉन्फ्रेंस का समापन हुआ। सम्मेलन के तीसरे दिन लोगों पर केन्द्रित विकास की परिवर्तनकारी क्षमता और स्थायी सामाजिक परिवर्तन को सक्षम करने में विश्वास, गरिमा और सामूहिक जिम्मेदारी के महत्व पर ध्यान केंद्रित किया गया। समापन सत्र की शुरुआत संस्थान के निदेशक डॉ. जोसफ मारियानस कुजूर एसजे के संबोधन से हुई। उन्होंने कहा कि हो सकता है कि हम एक बार में पूरी दुनिया को न बदल सकें, लेकिन हम निश्चित रूप से अपने आसपास किसी की दुनिया बदल सकते हैं।



समापन सत्र के मुख्य अतिथि रेमन मैग्सेसे पुरस्कार विजेता कुलार्ड फ्रांसिस ने कहा कि **PRABHAT KHABAR** का योगदान है जो हम लो

एक्सआईएसएस में 3 दिवसीय प्लेटिनम जुबली समारोह आज

सिटी रिपोर्टर • जेवियर इंस्टीट्यूट ऑफ सोशल (एक्सआईएसएस) की ओर से तीन दिवसीय प्लेटिनम जुबली समारोह में 5 फरवरी से किया जा रहा है। तीन दिवसीय अंतरराष्ट्रीय कॉन्फ्रेंस में शिक्षाविदों, उद्योगपतियों, नीति निर्माताओं, गवर्नेंस व सस्टेनेबल विकास के बीच संवाद के माध्यम से सामाजिक परिवर्तन को सक्षम करने में विश्वास, गरिमा और सामूहिक जिम्मेदारी के महत्व पर ध्यान केंद्रित किया गया। समापन सत्र की शुरुआत संस्थान के निदेशक डॉ. जोसफ मारियानस कुजूर एसजे के संबोधन से हुई। उन्होंने कहा कि हो सकता है कि हम एक बार में पूरी दुनिया को न बदल सकें, लेकिन हम निश्चित रूप से अपने आसपास किसी की दुनिया बदल सकते हैं।

नैतिकता व मानव-केंद्रित प्रौद्योगिकी पर चर्चा

रांची • प्लेटिनम जुबली वर्ष के तहत एक्सआईएसएस में चल रहे तीन दिवसीय अंतरराष्ट्रीय सम्मेलन के दूसरे दिन शुक्रवार को अलग-अलग विषयों पर 15 पेपर प्रस्तुत किए गए। पहले सत्र में एक्सआईएसएस जमशेदपुर के पूर्व चेयर प्रोफेसर कुलविता पंडित ने जेसुइट मूल्यों, नैतिकता और मानव-केंद्रित प्रौद्योगिकी के बारे में चर्चा की। इस सत्र में एआई और शासन की जेसुइट नैतिक दृष्टिकोण पर चर्चा की गई, कहा कि तकनीकी जेसुइट मूल्यों से नहीं, बल्कि मानवीय विचारों से उत्पन्न होते हैं। दूसरे सत्र में इंडोनेशिया की यूनिवर्सिटी सांता धर्मा की प्रो. अइका जानिता देवी ने सस्टेनेबल ग्रोथ के लिए मार्केटिंग, टेक्नोलॉजी और इनोवेशन पर अपनी बातें रखीं। सस्टेनेबिलिटी जागरूकता और असल कंज्यूमर व्यवहार के बीच के गैप को उजागर किया। तीसरे सत्र में सीसीएल के पूर्व जनरल मैनेजर सुरेश बेहरा ने ह्युमन कैपिटल और ऑर्गेनाइजेशनल कंज्यूमरिज पर जोर दिया। स्पेन के सीएसआर एक्सआईएसएस में शामिल होने वाले विद्वानों ने



FREEDOM FIGHTER

3-Day International Conference on Ethical Governance and AI kicks off



The conference emerged as a global platform, uniting academicians, industry leaders, policymakers, and practitioners from India and across the world to explore and debate issues at the crossroads of technology, ethics, governance, and sustainable development. The third day of the conference focused on the transformative potential of people-oriented development and the importance of trust, dignity, and collective responsibility in enabling sustainable social change.

From Jesuit Values to Human-Centred AI: XISS organises global dialogue on ethics and technology



International meet on 'Re-imagining governance'

Ranchi: A three-day international conference on 'Re-imagining governance for sustainable futures, balancing profit, purpose and people in the age of AI' started at the Xavier Institute of Social Science (XISS) on Thursday. Chief guest and founder of People Advisory, Prabir Jha, said the real leadership lies in ensuring that progress never comes at the cost of humanity. Dean (emeritus) and professor of economics at Seattle University, USA, Joseph M Philip said the conference is a call to honour our past while courageously interrogating the future, ensuring that ethics, dignity, and collective responsibility in enabling sustainable social justice and hum



CAMPUS DIARIES
was transforming economics and education, but without ethical reasoning and responsible governance, its growing impact on inequality

Leadership Talk

Leadership Talks organised at XISS provide students with invaluable insights from distinguished industry and thought leaders. These sessions broaden horizons, inspire critical thinking, and cultivate ethical, visionary leadership, empowering students to navigate complex challenges and excel as socially responsible professionals in a dynamic world.

स्टार्टअप के लिए संयम, धैर्य और बेहतर निवेश की जरूरत : अभिनव



एक्सआईएसएस रांची में आयोजित कार्यक्रम में शामिल अतिथि.

रांची. एक्सआईएसएस रांची ने बीते दिनों इनोवेशन, इनक्यूबेशन एंड इंटरप्रेन्योरशिप सेंटर (CINEX) के सहयोग से लीडरशिप टॉक 'प्रारंभिक चरण के स्टार्टअप की चुनौतियों का सामना करना: पारिस्थितिकी तंत्र' पर चर्चा हुई. अतिथि वक्ता ओसम डेयरी के सह संस्थापक सह सीईओ अभिनव शाह ने कहा कि स्टार्टअप की सुरुआत एक कच्चे की तरह है. इसे बढ़ा करने के लिए संयम, धैर्य और उसके पीछे बेहतर निवेश करने की जरूरत है. डॉ. अमर ए के खलफा **PRABHAT KHBABAR** के वक्ता के रूप में स्थानीय समा. आमजन न उछीनता उपस्थित थे.



Leadership Talk on "Navigating the Challenges of Early-Stage Startups organized by CIINEX National Startup Day Special Xavier Institute of Social Service (XISS).

Ranchi, celebrated National Startup Day with an enlightening Leadership Talk "Navigating the Challenges of Early-Stage Startups: The Ecosystem" organized by CIINEX (Centre for Innovation, Incubation, and Entrepreneurship of XISS) in the campus on Thursday. The guest speaker, Mr. Abhinav Shah, Co-Founder and CEO of Osam Dairy, shared his entrepreneurial journey and provided valuable guidance to the students. Dr. Joseph Marianus Kujur S.J., Dean **NEWS ROOM** Academic, Head of all Programmes,

एक्सआईएसएस में स्टार्टअप दिवस मना



रांची। जेवियर इंस्टीट्यूट ऑफ सोशल सर्विस (एक्सआईएसएस), रांची ने कैंपस परिसर में लीडरशिप टॉक 'प्रारंभिक चरण के स्टार्टअप की चुनौतियों का सामना करना: पारिस्थितिकी तंत्र' के साथ स्टार्टअप दिवस मनाया। अतिथि वक्ता, ओसम डेयरी के सह-संस्थापक और सीईओ अभिनव शाह ने कार्यक्रम के दौरान अपनी उद्यमशीलता की यात्रा साझा की।

DAINIK BHASKAR



XISS growing as B-School

International Connect & New developments in XISS

XISS is advancing rapidly as a premier B-School, with all four of its programs attaining prestigious NBA accreditation, reflecting an unwavering commitment to academic excellence. Robust placement outcomes underscore the institute's growing stature, while international collaborations enrich learning, foster global perspectives, and prepare students and faculty to excel in an interconnected world.

--News Room



एक्सआईएसएस में 'जेसुइट विरासत' पर इंटरैक्टिव सत्र

जेवियर इंस्टीट्यूट ऑफ सोशल सर्विस (एक्सआईएसएस), रांची ने मंगलवार को कैम्पस में "एक्सआईएसएस के माध्यम से जेसुइट विरासत" पर एक इंटरैक्टिव सेशन का आयोजन किया। यह सेशन बेल्जियम के जेसुइट मिशनरियों के स्थायी योगदान का सम्मान करने के लिए था, जिनके विजन ने संस्थान की नींव रखी और त्याग, सेवा और शिक्षा के अपने मिशन का मार्गदर्शन करना जारी रखा है।

सेशन के मेहमान एंटवर्प, बेल्जियम से थे, जिनमें फादर मार्क सिरिल डेस्ट्रेट एसजे, यूरोपियन लो कंटीज, एंजल के धार्मिक सुपीरियर, फादर ऑरिल ब्राडस एसजे, फादर बास्थियन वैन रूडिजन एसजे, श्री लियो ऑगस्ट एलियन लूसिया डी बॉक, श्री लैंडर मिरो वैंडेनबोरे, सुश्री क्लो बेर्लिंडा व्पून्ड सोमर्स और सुश्री इमोआ एलिस वैन डेक शामिल थे।

संस्थान के निदेशक, डॉ जोसफ मारियानुस कुजूर एसजे ने अपने स्वागत भाषण में बेल्जियम के जेसुइट मिशनरों के प्रति आभार व्यक्त किया। उन्होंने ऐसे अग्र

बेल्जियम में समर इंटर्नशिप संपन्न

रांची। एन्सआईएसएस रांची में रूरल मैनेजमेंट की छात्राओं शीमन अन्मेहा और श्रुति सिंह ने बेल्जियम में ग्लोबल जस्टिस ऑर्गनाइजेशन के साथ दो माह का अंतरराष्ट्रीय समर इंर्नशिप पूरा किया। इसमें उन्हें अंतर-सांस्कृतिक परिवेश में अंतरराष्ट्रीय विकास, वकालत और सहयोगी परियोजना कार्य में व्यावहारिक अनुभव प्राप्त किए। इसके लिए संस्थान के निदेशक डॉ जोसेफ मारियानुस कुज़र ने दोनों की बधाई दी।

XISS students attend International Internship

Sheenam Anandheha and Shruti Singh, Rural Management students at Xavier Institute of Social Service (XISS), Ranchi completed a two-month International Summer Internship Programme (SIP) with 11.11.11, a Belgium-based umbrella organisation dedicated to international solidarity and global justice. This internship provided them with an exceptional opportunity to gain hands-on experience in international development, advocacy, and collaborative project work in a cross-cultural setting. 11.11.11 brings together NGOs, unions, movements, and solidarity groups to work collectively for a fair and sustainable world. XISS, Ranchi, through its long-standing partnership with University Support for Social Action (USASA), has been a pioneer in organising a Student



XISS conferred as Top-Performing NDLI Club in Jharkhand by NDLI at IIT Kharagpur Xavier Institute of Social Service (XISS), Ranchi, was conferred as one of the Top-Performing NDLI Clubs in Jharkhand by the National Digital Library of India (NDLI). This recognition was conferred during the 4th International Symposium on Knowledge Engineering for Digital Literacy Design (KEDLD-2025) held in the beginning of this month at IIT Kharagpur. This recognition as a Top-Ranked NDLI Club is a testament to the institute's

commitment towards digital learning and academic excellence. This honour awarded by the NDLI and NDLI Club Portals is an initiative under the Ministry of Education, Government of India, and managed by IIT Kharagpur.

NEWS ROOM

एक्सआइएसएस : दो छात्राओं ने समर इंटरनशिप किया पूरा

रांची. एक्सआइएसएस रांची में रुरल मैनेजमेंट की दो छात्राओं ने अंतरराष्ट्रीय समर इंटरनशिप (एसआइपी) पूरा



कल्चरल सेटिंग में अंतरराष्ट्रीय विकास, वकालत और सहयोगी परियोजना कार्य में व्यावहारिक अनुभव प्राप्त करने का अवसर प्रदान किया। संस्थान के निदेशक डॉ. जोसेफ मारियानुस कुजूर ने कहा यह वैश्विक रूप से

PRABHAT Khabar

वसआइएसएस में 'जेसुइट विरासत' पर इंटरैक्टिव सत्र का आयोजन



FREEDOM FIGHTER

एक्सआईएसएसमेंजेसुइटशिक्षा
कीवैश्विकचुनौतियोंपरविमर्श

एक्सआइएसएस म सासाइटा आफ जासस, राम क

उच्च शिक्षा सचिव का किया गया स्वागत
 सचिवों : जेम्स डेव्हीट्टर और सलमान सल्लिह (एसएसआईएस), राजीव मोहोतरी और जैमस रॉय के उच्च शिक्षा सचिव, डा. जोसेफ क्रिस्टी एम. का स्वागत मुम्बई के औरंग संस्थान पर्यटन में किया। डा. क्रिस्टी का पर्यटन सचिव के जेम्स कुवर्नरसिंह जी (एसएसआई) के प्रशासन पर्यटन केन्द्र था। सचिव जी मुम्बई और सलमान के निवास, डा. जोसेफ मॉडरन केन्द्र एमएस ड्राफ्ट संस्थान के 70 सालों के विरासत और सम्मान पर छोड़े। प्रमुख पर एक प्रेजेंटेशन के साथ। डा. जोसेफ क्रिस्टी एमएस, एक सचिव सचिव है। जो एसएसआईएस पर डेव्हीट्टर और शिक्षा नेचम में निवास के पदों पर डा. खुर्चो है और वर्तमान में इमेरिटोरस एसोसिएट में निवास। कुवर्नरसिंह के अध्यक्ष भी है। इस बात में डीन अलतुलमि, डा. अमर एम. शिक्षा, निवा।

SANMARG एन के प्रमुख समन्वयक

एक्सआईएसएस में जसुइट विरासत पर इतराक्टिव सत्र का आयोजन
समुदायों के लिए काम करने के बजाय उनके साथ काम करने पर जोर : लियो ऑगस्ट एटियेन



एक्सआईएसएसमेंजेसुइटशिक्षा
कीवैश्विकचुनौतियोंपरविमर्श

रांची, विशेष संवाददाता। जैवधर्म इंस्टीट्यूट ऑफ सोशल साइंस (एफआईएसएस) में शुक्रवार को सोसायटी ऑफिस में एक ठोपक विवाह संघर्ष हुआ जोसेफ क्रिस्टी ने दौरा किया। उनका यह दौरा संघर्ष के प्रस्तावित जैवधर्म विनियमों, रांची (ए फीवर्डन को लेकर की करते हुए निष्पक्षक संवाददाता के अनुसार)

में निष्पक्षक चुके हैं और वार्मान में इंटरनेशनल एक्सचेंज वार्मान ऑफ जैवधर्म विनियमों का अग्रणी है, ये एक्सचेंज एक्सचेंज को खात दार को कायदा को दार के इंटीग्रेस में एक मील पर बतलाया। उन्होंने कहा कि विनियम वार्मान में

निते और 8 लाख रमान और परवर्तन में निष्पक्षक हैं

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ACADEMIC LEADERS



एनडाएलआई न झारखंड में शांति प्रदर्शन करनेवाले को
किया एनडीएलआई क्लब के रूप में सम्मानित

एक्सआईएसएस के दो छात्राओं ने बीएलजयम स्थित ग्लोबल जस्टिस के अंतर्राष्ट्रीय समर इंटरनशिप सफलतापूर्वक पूरा किया



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.

