



Annual of
Xavier Institute of Social Service

AXIS

2025

XAVIER INSTITUTE OF SOCIAL SERVICE, RANCHI

Dr. Camil Bulcke Path (Purulia Road)
Ranchi - 834 001, Jharkhand

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Hon'ble Chief Guest Mr Rajeev Dubey, Chairman, MIB, MSSC & MFCW releasing the AXIS- Annual Brochure at the 63rd convocation of XISS.



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List of Faculty



Row 1 L to R: Dr K.K. Bhagat, Dr Anirudh Prasad, Dr Bhaskar Bhowani (HoP FM), Dr Shyamal Gomes (HoP HRM), Fr Ashok Kandulna (Finance Officer), Dr Pradeep Kerketta S.J. (Assistant Director), Dr Joseph Marianus Kujur S.J.(Director), Dr Amar E. Tigga (Dean), Dr Bhabani Prasad Mahapatra (HoP MM), Dr Anant Kumar (HoP RM), Dr Viprava Thakur, Dr Ratnesh Chaturvedi, Dr Pinaki Ghosh

Row 2 L to R: Dr Mrityunjay Roy, Dr Sourya Das, Dr Uma Saha, Dr Sharda Singh, Dr Jyoti Verma, Dr Arana Kausar, Dr Madhumita Singha, Dr Pooja, Dr Indrani Ghatak, Dr Raj Shree Verma, Dr Swati Minz, Dr K. Kusumavathi, Dr Kumar Mohit Spring, Dr Niranjan Sahoo

Row 3 L to R: Mr Prashant Jha, Dr Pawas Suren, Dr Pramil K. Panda, Dr Fedric Kujur, Dr Binit Lakra, Dr Arup Mukherjee, Dr C. Vanlalazawna, Dr P.C. Dash, Dr Tanmay Pattnayak, Dr Pratyush Ranjan



From the Editorial Board

The business world is changing at lightning speed—faster, in fact, than many business schools can keep pace with. This gap means that many graduates end up facing a tough challenge when it comes to managing modern businesses. Today’s global economy—and the Indian economy in particular—is in a state of flux. Consider a few examples: Trump’s steep tariff on key global economies (including 104% tariff on Chinese exports and 26% tariff on Indian exports to the US), rapid advances in artificial intelligence (AI), growing concerns about climate change and sustainability, and escalating geopolitical tensions around the world. Don’t these changes offer some important lessons for the future of business education, especially here in India?



We believe that business management education is at a crossroads, and the sooner we understand this, the better. The old ways - centered on Western business theories, like Shareholder Value Maximization, Michael Porter’s Five Forces, Blue Ocean Strategy, Christensen’s Disruptive Innovation, SWOT analysis, and the BCG matrix, along with case studies drawn largely from Western business environments and traditional, top-down leadership—are giving way. Today’s world is moving toward a new model that values stakeholder capitalism (balancing profit with social, environmental, and governance goals), agile and technology-driven decision-making at all levels, and strategies that are grounded in the realities of emerging markets rather than just borrowing ideas from the West. Indian business schools now have a real opportunity to build a framework that reflects our own market needs while still learning from global best practices.

So, what should the blueprint for the future of management schools in India look like? Our editorial team suggests that any plan must include these key ingredients:

1. Embrace AI and Digital Tools in the Curriculum

Business schools should weave AI-driven analytics, automation, and decision-making techniques into every subject—from HR and Finance to Marketing and Rural Management—so students are ready for a tech-driven workplace.

2. Shift from Western Models to India-Centric Business Education

Although the western case studies exemplified by the Harvard and Stanford cases have been a go-to for years, they don’t always match the realities of Indian markets. Schools should use cases that highlight

India's unique business environment, especially in a world where protectionist policies are becoming more common.

3. Highlight Sustainability and ESG

Today, companies are expected to do more than just make money; they need to care for the environment and society. Indian B-schools must build sustainability and ESG (Environmental, Social, and Governance) into their core courses, not just treat them as optional topics. This will help future leaders drive responsible growth.

4. Boost Collaboration Between Industry and Academia

Bridging the gap between classroom theory and real-world business challenges is key. Live projects, internships, and hands-on learning experiences can ensure students gain the practical skills that businesses need.

5. Equip Students for the Global Economic Landscape

With the world leaning towards "Me First" with rising protectionist tariffs and changing trade norms, tomorrow's business managers will need a fresh mindset and a new set of tools. Business education must be flexible enough to adapt to these global trends and prepare students to lead in this evolving landscape.

The world today is not what it was a decade ago nor is it going to be the same tomorrow. Change is the only constant as they say. The future will require a completely new set of skills. Indian business schools that recognise these changes and update their programs quickly will stay relevant and help shape the next generation of global business leaders. Conversely, sticking to old models might leave graduates unprepared for the challenges of tomorrow's economy.

At XISS, we understand these shifts and the challenges they bring. We are ready to meet these challenges head-on and come out on top. We take this opportunity to thank all our stakeholders for their trust in us.

Editorial Board

L to R : Ms Aayurshi Sahay, Dr Ramakant Agrawal, Dr Joseph Marianus Kujur SJ, Dr Pradeep Kerketta SJ, Dr Shyamal Gomes



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GOVERNING BODY OF XISS



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



Dr Ramakant Agarwal
Professor
Programme of Human
Resource 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 Shilpi Neha Tirkey

Hon'ble Minister
Dept. of Agriculture, Animal Husbandry & Co-operative,
GOJ

The Young Torchbearer of Jharkhand Politics

In a political landscape often dominated by seasoned veterans, Ms Shilpi Neha Tirkey has emerged as a refreshing symbol of change, youth, and determination. At just 29, she holds the distinction of being one of the youngest Members of the Legislative Assembly (MLA) in Jharkhand, representing the Mandar constituency with energy and empathy. Her rise is not only a testament to her personal grit but also a reflection of evolving voter aspirations that seek youthful leadership grounded in vision and values.

A Legacy Reimagined

Hailing from Hatia in Ranchi district, Shilpi was born into a politically active family on August 16, 1993. Her father, Mr Bandhu Tirkey, is a well-known figure in Jharkhand politics and a former MLA of the same constituency. When he was disqualified from the Legislative Assembly in 2022 due to a conviction in a disproportionate assets case, the political future of the Mandar seat stood uncertain. That is, until Shilpi stepped up.

With the Congress party's support, she contested the by-election and claimed a resounding victory, becoming the youngest MLA in the state legislature. Her win was historic—not just for her age, but for her ability to rally people across generations and backgrounds.

Education Meets Empathy

Ms Shilpi's academic journey laid the foundation for her political sensibility. After completing her BBA from Christ University, Bangalore in 2013, she pursued a Post Graduate Diploma in Marketing Communication at St. Xavier's College, Mumbai. Her exposure to metropolitan cities has given her a nuanced understanding of both urban challenges and rural realities, allowing her to build a balanced political outlook.

Her educational background has also influenced her communicative style—articulate, relatable, and strategic. These are qualities that have helped her connect with young voters and veteran supporters alike.

A Resounding Mandate

Ms Shilpi's momentum didn't stop at the 2022 bypoll. In the 2024 Jharkhand Legislative Assembly elections, she retained her seat with a significant margin—polling 1,35,936 votes defeating BJP's Sunny Toppo by 22,803 votes. Her second victory sealed her reputation as more than just a legacy candidate—she had become a leader in her own right.

Championing Rural Development

As an MLA, Ms Shilpi has channeled her efforts into crucial sectors like agriculture, animal husbandry, and cooperatives—pillars of rural livelihood in her constituency. Her on-ground presence, accessibility, and commitment to uplift local communities have made her a trusted figure in Mandar.

Balancing Public Life with Personal Strength

Outside politics, Ms Shilpi enjoys a grounded personal life. She is married, and her husband serves as a second engineer in the Merchant Navy. The strength of her family support system is evident in her calm and composed approach to public responsibilities.

A Leader for Tomorrow

In a state that continues to wrestle with issues of development, representation, and youth empowerment, Ms Shilpi Neha Tirkey stands as a beacon of progressive leadership. She carries both the weight of a political legacy and the spark of a new generation, reminding us that sometimes, change does come with youthful courage and a clear sense of purpose.



Guest of Honour Guilherme Vaz

Globally Renowned Development Leader

With a rare combination of extensive experience across Corporate, Academic, Government, and Not-for-Profit sectors in India and abroad, Mr Guilherme Vaz is recognized as one of the most respected figures in the global social sector. His expertise in managing large-scale transformational change across 65 countries and culturally complex environments has made him a highly sought-after International Development Consultant.

He advises governments, international development agencies, and institutions on becoming more socially inclusive, impact-oriented, and person-centric, contributing significantly to better governance and sustainable development.

An alumnus of St. Joseph's School, Darjeeling; St. Xavier's College, Kolkata; and XLRI Jamshedpur—which awarded him the Distinguished Alumnus Award—Mr Vaz began his career with the TATA Group, rising to the position of Deputy Director (Corporate Affairs), Tata Sons Ltd, where he led the group's landmark rebranding initiative.

A passionate educationist for over 50 years, he pioneered India's first Postgraduate Department in Education Management, replicated across multiple universities. He has served on numerous UGC expert committees, shaping policies on governance, accreditation, and technology in higher education. At the school level, he has been the only private individual to represent the Government of India on key national boards, including the ICSE, NIOS, and the National Joint Review Mission on Teacher Education. He also played a role in formulating India's New Education Policy.

His close association with the Government of India spans 30+ years, working with 6 Union Ministries, 7 Inter-Ministerial Committees, and 20 State Governments on nationwide transformation initiatives. One such program, which trained and employed 500,000 Below Poverty Line women, was showcased at Davos for its impact and scale.

As a Commonwealth Consultant, he has led education projects across Asia, Africa, the Caribbean, and Europe. He continues to serve as visiting faculty and resource person at institutions globally, and has authored over 50 publications in international journals.

Deeply committed to the Catholic Church, Mr Vaz has been appointed by both Pope Benedict XVI and Pope Francis to governance roles at the Vatican, culminating in the conferral of the Vatican's highest honor—Knight of the Order of St. Gregory the Great—in 2016. He has received recognition from over 22 countries for his enduring contribution to education, governance, and civil society.



Chairman's Address Fr Ajit Kr Xess SJ

It gives me immense pride and joy to extend my heartfelt greetings to all as we celebrate yet another milestone in the journey of Xavier Institute of Social Service (XISS), Ranchi.

XISS has always believed in nurturing responsible, ethical, and socially committed leaders. Our alumni are a true reflection of this vision—living testimonials of the Institute's commitment to excellence. Over the decades, XISS has consistently evolved, making a significant mark among premier B-Schools in India and Asia. This transformation has been made possible by the dedicated efforts of our faculty, staff, students, and most importantly, our alumni.

The success stories of our graduates serve not just as sources of pride but also as pillars of strength for the Institute. With their professional achievements across diverse sectors and geographies, they have taken the XISS name far and wide. Their journeys are powerful reminders of the transformative education imparted here, rooted in values and guided by the Jesuit philosophy of “men and women for others.”

As we move ahead with renewed enthusiasm, I am delighted to share that XISS is on the path to becoming a University. The Ranchi Jesuit Society has allotted 35 acres of land in Namkum, Ranchi, for the development of a state-of-the-art campus. This new chapter is not just about expansion—it is about creating a future-ready institution that continues to serve society with greater impact.

We look forward to the continued involvement and support of our alumni community. Whether through mentoring students, offering career guidance, contributing knowledge, or simply staying connected—your participation is vital. As torchbearers and brand ambassadors of XISS, we count on your support to take this legacy forward.

As St. Ignatius of Loyola once prayed, “Lord, teach us to give and not to count the cost.” Let us all strive to give back in whatever way we can—time, talent, or wisdom—to the institution that has shaped so many lives.

To all graduating students, I extend my warmest congratulations. May this convocation be the beginning of a fulfilling journey marked by purpose, passion, and perseverance.

With warm regards,

Chairman

XISS, Ranchi

Fr Michael Van den Bogaert SJ Distinguished Alumni Award



Shri Ashok Kumar Singh, Founder Director, Sahbhagi Shikshan Kendra, Lucknow

Xavier Institute of Social Service (XISS), Ranchi is proud to confer the Fr Michael Van den Bogaert SJ Distinguished Alumni Award 2025 to Mr Ashok Kumar Singh, an alumnus of the Rural Development Programme (1979–81).

Affectionately known as Ashok Bhai, Mr Singh is a visionary development leader and the Founder Director of Sahbhagi Shikshan Kendra (SSK), Lucknow. Over the last four decades, he has played a transformative role in grassroots empowerment, participatory governance, civil society strengthening, and policy advocacy, impacting marginalized communities across India.

After completing his PGDRD from XISS in 1981, Ashok Bhai began his journey working with tribal communities along the Gujarat-Rajasthan border. His early grassroots engagement shaped his deep understanding of rural realities. He later worked extensively in capacity building with Community-Based and Civil Society Organizations.

In 1986, supported by PRIA and the Ford Foundation, he conducted a landmark study on grassroots organizations across Uttar Pradesh, Bihar, and Jharkhand. This led to the founding of SSK in 1990, with a vision to support smaller CSOs. Under his leadership, SSK has grown into a Centre of Excellence, working on themes such as Panchayati Raj, Urban Local Bodies, Disaster Risk Reduction, Migration, and Participatory Development.

Ashok Bhai is also a Founder Member of UPVAN, a network of NGOs in Uttar Pradesh, and has significantly contributed to VANI (Voluntary Action Network India) at the national level. He is a sought-after participatory training expert, conducting workshops across India and internationally—including Nepal, Bangladesh, Sri Lanka, and Afghanistan.

He also attended a Capsule Course on Excellence in Management at Case Western Reserve University, USA, further strengthening his leadership in the development sector.

Today, SSK operates a major training campus in Lucknow and is developing a new centre in Hussainabad, Palamu District, Jharkhand, continuing his mission of empowering grassroots organizations.

In recognition of his lifelong dedication to social justice, participatory development, and his tireless work in strengthening civil society institutions, XISS is honored to bestow the Fr Michael Van den Bogaert SJ Distinguished Alumni Award 2025 on Mr Ashok Kumar Singh.

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

List of Students receiving the XISS Scholarship 2023-25 Batch (for 1st Year)

SN	Name of the Scholarship	FM	RM	HRM	MM	Amount
1	Fr Michael Bogaert SJ Memorial Scholarship	Ms Mimansa Kerketta (1st)	Mr Abhishek Timothy Tirkey (1st)	Ms Rupali Megha Minz (1st)	Ms Manisha Kachhap (1st)	50,000
		Mr Anugrah Lakra (2nd)	Ms Poonam Toppo (2nd)	Ms Prayag Sandil (2nd)	Mr Rahul Prasad (2nd)	40,000
2	Fr Michael Windey SJ Memorial Scholarship	Ms. Smriti Singh (1st)	Ms Bhavya (1st) Ms Sanjivani Ray (1st) Mr Shashwat Kumar (1st)	Ms Pooja Kumari (1st)	Mr Rishi Kumar Verma (1st)	30,000
		Mr Mohit (2nd)	Ms Smita Sarkar (2nd)	Mr Faisal Ahmad (2nd)	Mr Apurba Chatterjee (2nd)	20,000
3	Fr Louis Francken SJ Memorial Scholarship	Mr Atishay Tripathi (1st)	Ms Shambhavi (1st)	Mr Anirban Nandi (1st)	Mr Meet Gupta (1st)	30,000
		Mr Mohit (2nd) Ms Sanya (2nd)	Ms Mili Dasgupta (2nd)	Ms Khushi Poddar (2nd)	Ms Chulbul Kumari (2nd)	20,000

List of Students receiving the XISS Scholarship 2023-25 Batch (for 2nd Year)

SN	Name of the Scholarship	FM	RM	HRM	MM	Amount
1	Fr Michael Bogaert SJ Memorial Scholarship	Ms Mimansa Kerketta (1st)	Ms Poonam Toppo (1st)	Ms Rupali Megha Minz (1st)	Ms Manisha Kachhap (1st)	50,000
		Mr Anugrah Lakra (2nd)	Mr Manoj Kumar Mahali (2nd)	Ms Prayag Sandil (2nd)	Mr Rahul Prasad (2nd)	40,000
2	Fr Michael Windey SJ Memorial Scholarship	Ms. Smriti Singh (1st)	Mr Shashwat Kumar (1st)	Ms Pooja Kumari (1st)	Mr Rishi Kumar Verma (1st)	30,000
		Mr Mohit (2nd)	Ms Sanjivani Ray (2nd)	Mr Faisal Ahmad (2nd)	Mr Meet Gupta (2nd)	20,000
3	Fr Louis Francken SJ Memorial Scholarship	Mr Atishay Tripathi (1st)		Ms Khushi Poddar (1st)	Mr Meet Gupta (1st)	30,000
		Ms Sambhavi (2nd)		Mr Anirban Nandi (2nd)	Ms Raj Nandini (2nd)	20,000

List of Students receiving the XISS Scholarship for FPM

Name	Roll Number	Email ID	Amount
Aayurshi	FPM2023/02	aayurshi-fpm2023-02@xiss.ac.in	25,000

List of Students receiving the XISS Scholarship for PGCM

Name	Roll Number	Email ID	Amount
Utkarsh Uijwal	14	uujjwal712@gmail.com	15,000
Nikita Topno	10	Nikitop98@gmail.com	10,000

XISS AWARDS FOR EXCELLENCE & APPRECIATION TO FACULTY & STAFF

[1] EXCELLENCE Award for Faculties

Sl. No.	Name of the Award	Recipients	Designation
1	Excellence Award for Institution Building & Service	Dr Amar Eron Tigga	Professor, Marketing Management; Dean Academics; Head Placement Cell; Coordinator: FPM, ERP, etc.
2	Excellence Award for Teaching & Professionalism	Dr Ramakant Agarwal	Senior Professor, Human Resource Management & Coordinator, Quality Assurance Cell.
3	Excellence Award for Governance & Academics	Dr Anant Kumar	Professor & Head, Rural Management Programme
4	Excellence Award for Holistic Leadership	Dr Pooja	Assistant Professor, Marketing Management Programme
5	Excellence Award for Research & Publications	Dr Sharda Singh	Assistant Professor, Human Resource Management; Coordinator, Alumni Relations Office

[2] EXCELLENCE Awards for Staff

Sl. No.	Name of the Award	Recipients	Designation
1	Professional Excellence Award	Mr Akash Bhunya	Assistant Project Officer
2	Professional Achievement Award	Ms Aayurshi	Coordinator NBA; Branding Officer; Asst Alumni Relations Officer; Research Scholar
3	Excellence Award for Outstanding Work	Mr Pankaj Tirkey	PA to Director
4	Excellence Award for Sincerity & Integrity	Mohammad Ashraf	Accountant
5	Excellence Award for Commitment & Adaptability	Jahangir Khan	Chief Cashier
6	Excellence Award for Professionalism In Work	Koyel Mukherjee	Superintendent
7	XISS Service Appreciation Award	Sabina Bara	Course Clerk - RM
8	Excellence Award for Overall Work & Multitasking	Hitnarayan Jha	Maintenance In charge
9	XISS Director's Excellence Award	Cyril Tigga	Peon

Director's Report

Dr Joseph Marianus Kujur SJ

Dear Graduates,

It is with immense pride and joy that I congratulate each one of you on the successful completion of your academic journey. Today's convocation marks not just an end, but the beginning of a new chapter—filled with opportunities, responsibilities, and infinite possibilities.

At Xavier Institute of Social Service (XISS), Ranchi, we have striven to equip you with more than just knowledge. You have gained skills, developed values, and embraced experiences that will shape your professional and personal growth in the years to come.

In today's dynamic business world, data analytics plays a pivotal role. The ability to analyse and interpret data is no longer optional—it is essential. It empowers strategic decision-making, fosters innovation, and builds competitive advantage. I urge you to embrace this powerful tool and leverage it to create meaningful impact wherever your path leads.

Beyond technical expertise, success also depends on the strength of your professional networks. Networking is more than a career-building strategy—it is a lifelong approach to learning, collaboration, and mutual growth. Cultivate connections that challenge and inspire you, and remain open to sharing your own knowledge along the way.

Equally vital is the power of effective communication. Your ability to express ideas, lead teams, and build trust will be fundamental to your success. Communication is not merely about transmitting information—it is about connecting with people, inspiring action, and leading with empathy and clarity.

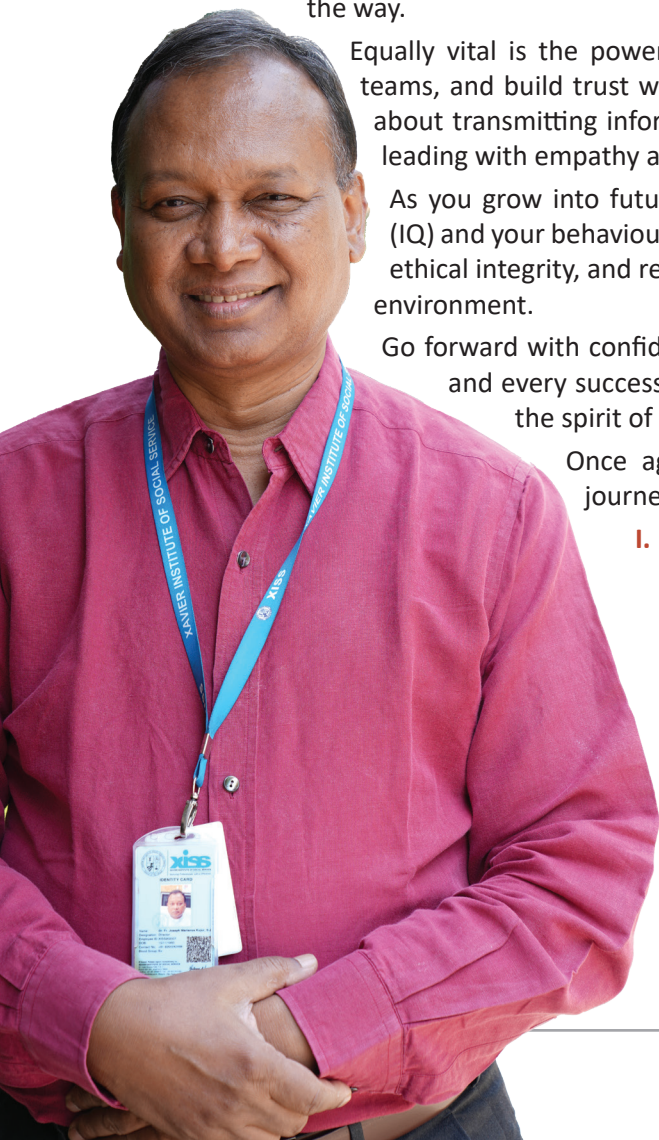
As you grow into future leaders, I encourage you to nurture your intellectual quotient (IQ) and your behavioural quotient (BQ). Qualities like emotional intelligence, adaptability, ethical integrity, and resilience are what will truly distinguish you in a fast-changing global environment.

Go forward with confidence and courage. Embrace every challenge as a chance to grow, and every success as a step towards even greater accomplishments. Carry with you the spirit of XISS—the spirit of integrity, innovation, and excellence.

Once again, congratulations on this landmark achievement. May your journey ahead be bright, impactful, and truly fulfilling.

I. NBA Accreditation

We are thrilled to announce that XISS Ranchi has received the prestigious NBA Accreditation for all four PGDM programmes – a true milestone in our journey of academic excellence and impact-driven education! This recognition by the National Board of Accreditation (NBA) is a testament to our unwavering commitment to quality, innovation, and continuous improvement across all dimensions of our academic offerings. A huge shoutout to the entire XISS fraternity – Management, NBA coordinator, faculty, staff, students, alumni, and industry partners – whose dedication, hard work, and belief in the XISS vision made this possible.



This achievement not only reinforces our standing as a premier B-school in India but also fuels our drive to nurture responsible leaders for a better tomorrow.

II. Departures & New Recruits

Title	Name	With Effect From	Type	Position
Mrs.	Mary Margrita Soreng	30 April 2024	Superannuation	Examination Office
Mrs.	Mary Sheila Bodra	31 May 2024	Superannuation	Associate Professor - HRM
Dr.	Uma Chatterjee Saha	01 July 2024	New Appointment	Assistant Professor – R&P
Dr.	Jyoti Verma	01 July 2024	New Appointment	Assistant Professor - HRM
Dr.	Tanmaya Pattanayak	01 July 2024	New Appointment	Assistant Professor - HRM
Mr.	Harpreet Singh Ahluwalia	30 Sept 2024	Superannuation	EDP
Fr.	Claber Minj, SJ	30 Sept 2024	Transfer	Finance Officer
Fr.	Ashok Kandulna, SJ	01 Oct 2024	New Appointment	Finance Officer
Fr.	Nicholas Barla	01 Dec 2024	New Appointment	Research & Planning
Dr.	Sant Kumar Prasad	01 Dec 2024	New Contract	Coordinator – Research & Planning
Mr	Ahsok Ram Baitha	31 Jan 2025	Superannuation	Research & Planning
Mr	Prakash Narayan Shahdev	31 Jan 2025	Superannuation	Gym Instructor
Dr.	Konathala Kusumavathi	01 Feb 2025	New Appointment	Assistant Professor - RM
Dr.	C Vanlalzawna	01 Feb 2025	New Appointment	Assistant Professor - HRM
Dr.	Swati Minz	01 Feb 2025	New Appointment	Assistant Professor - HRM
Mr	Ahsok Ram Baitha	04 Feb 2025	New Contract	Research & Planning
Mr	Prakash Narayan Shahdev	04 Feb 2025	New Contract	Gym Instructor
Dr.	Anirudh Prasad	01 March 2025	New Contract	Coordinator – JDMS

III. A Brief Report of The Programmes & Functional Departments

III A. Academic Programmes

Post Graduate Diploma in Management (PGDM)

Human Resource Management - The year 2024 was a transformative one for the HRM program at XISS as we successfully mentored 120 aspiring HR professionals, up from 75 previously. This achievement was possible due to the collective support of the XISS community and our valued stakeholders. Four new Assistant Professors—Dr Jyoti Verma, Dr Tanmay Pattanayak, Dr Swati Minz, and Dr C. Vanlal Zawna—joined the department, enriching its academic strength. A restructured, outcome-based curriculum was introduced during the first meeting of the newly constituted Board of Studies, held in hybrid mode on August 21, 2024, to align with evolving industry demands.

Rural Management - Rural development demands skilled professionals to address poverty, unemployment, and infrastructure gaps, compounded by governance challenges. At XISS, we champion “putting the last first,” nurturing leaders rooted in empathy, competence, and sustainable values. In 2024–25, our curriculum evolved to meet market and accreditation standards while staying true to Jesuit ideals. The year saw impactful learning through conferences, internships, and community projects, alongside partnerships with UNICEF, PSI, IAWS, PCI, and SwitchOn Foundation. A major milestone was earning NBA accreditation (2025–28), reflecting our academic strength and social commitment. We remain dedicated to shaping ethical, transformative leaders in rural development.

Marketing Management - The 2024–25 academic session began with 4th trimester classes and orientation for the 2024–26 batch. The peer-reviewed curriculum was approved by the Board of Studies. Markbuzz successfully organized Maxfest 3.0, showcasing strong teamwork. Alumni and industry lectures enriched learning, while tutorials, mock GDs, and internship presentations continued. SIP evaluations involved both academicians and industry experts. Industrial visits spanned major cities, and rural camps were held in Khunti and Gumla. Over 52 students completed live projects. Final placements saw a highest CTC

of ₹19.5 LPA (Maruti Suzuki), and 81% of first-year students secured summer internships. The program earned NBA accreditation (2025–28).

Financial Management - The PGDM in Financial Management at XISS Ranchi is a two-year, full-time program designed to develop future-ready finance professionals. With a strong foundation in core subjects like corporate finance, accounting, and risk management, it also explores emerging areas such as fintech, ESG finance, and financial analytics. The program emphasizes experiential learning through live projects, internships, simulations, and industry certifications. Backed by NBA accreditation and strong industry linkages, it prepares students for careers in investment banking, equity research, consulting, and more—shaping ethical, analytical leaders equipped to navigate today’s dynamic financial landscape.

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 Amar Eron Tigga and 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 AICTE-approved PGCM in GIS at XISS integrates Geospatial Technology—GIS, remote sensing, photogrammetry, and surveying—with a human-centered approach rooted in Jesuit values. Beyond technical proficiency, the program emphasizes ethical application for effective and compassionate development solutions. The 2024–25 session saw the graduation of the first batch and the enrolment of a diverse second batch, including students from geology, humanities, engineering, and working professionals. Hands-on learning included drone training and involvement in live consultancy projects. This unique blend of skills, ethics, and practical exposure makes the program distinct among similar offerings in India.

III B. Functional Departments

Library : Fr. Michael Windey SJ Memorial Library at XISS spans 367.21 sq. meters across two floors, including the Dr. Kumar Suresh Singh Tribal Resource Centre (DKSSTRC), housing 3,500 books and 400 manuscripts on tribal development. The library includes 14 sections such as General, Reference, Journals, and Reading Area (150 capacity), offering print (~43,000 volumes) and digital resources (1.12 lakh+), including databases like EBSCO, JSTOR, INDIASTAT, Faculty Publications, and platforms like NDLI and EDZTER.

Equipped with air conditioning, CCTV, multimedia PCs, charging points, and KOHA Web OPAC, it provides a secure and efficient research environment. The Library Committee, formed in July 2024, manages policies and budgeting. It conducted orientation sessions for all programs and offers Library Science internships (65 completed). In January 2024, a Faculty Publication Zone was established. The NDLI Club earned recognition as one of Jharkhand’s best-performing clubs. The 2nd Dr. Kumar Suresh Singh Memorial Lecture was held in November 2024 titled ‘Proud to be Adivasi: The Importance of Jaipal Singh Munda,’ delivered by Prof Nandini Sundar of Delhi School of Economics, Delhi University.

Research & Planning : The Research & Planning Department at XISS plays a crucial role in promoting innovation and advancing academic excellence through cutting-edge research and strategic business solutions. In the financial year 2024-25, the department successfully completed five research projects, with two more ongoing. Additionally, it has submitted four research project proposals and is hopeful for their approval. The department also houses smaller units such as the Development Resource Centre (DRC) and Entrepreneurship Development Programme (EDP), which undertake specialized projects for government and non-government organizations. These units leverage their expertise to deliver tailored solutions across various domains. Through its various initiatives and collaborations, the department continues to foster a culture of research and innovation, strengthening the institution’s ties with industry and contributing to the broader knowledge ecosystem.

Research & Publication : The Research and Publication Department at the institute leads academic initiatives, promoting scholarly activities and knowledge dissemination. It nurtures a culture of intellectual curiosity and contributes significantly to the growth of business education. The department oversees the publication of the Jharkhand Journal of Development and Management Studies (JJDMs), a UGC Care-listed journal, which is an important asset of XISS. By managing this journal and supporting various academic projects, the department plays a vital role in advancing research and facilitating the exchange of ideas within the fields of development and management studies.

Centre for Incubation, Innovation & Entrepreneurship @ XISS (CIINEX) : Inaugurated on December 6, 2024, the Centre for Innovation, Incubation, and Entrepreneurship (CIINEX) at Xavier Institute of Social Service (XISS), Ranchi, is dedicated to nurturing entrepreneurial talent and fostering sustainable business ventures. The CIINEX offers a comprehensive ecosystem that includes infrastructural support, expert mentorship, and access to funding opportunities, guiding startups from ideation to scale-up stages. With a focus on social upliftment, particularly among tribal youth, the centre provides training programs and workshops to cultivate innovation and entrepreneurship. Through initiatives like startup talks and hands-on sessions, CIINEX empowers students and aspiring entrepreneurs to transform their ideas into impactful, scalable businesses.

Counselling Centre : The Counselling Centre at XISS Ranchi provides a safe and supportive space for students to address personal, emotional, and academic challenges. Staffed by trained professionals, the centre offers individual counselling, group sessions, and workshops focused on mental well-being and personal growth. It plays a vital role in fostering emotional resilience, enhancing self-awareness, and promoting a healthy, balanced campus life for all students.

Alumni Office : The Alumni Office at XISS Ranchi serves as a vital link between the institute and its extensive alumni network. It fosters lifelong relationships through regular engagement, events, and communication. The office organizes reunions, mentorship programs, and networking opportunities, promoting collaboration and knowledge sharing. It plays a crucial role in strengthening alumni ties and supporting the institute's mission of academic and professional excellence. All the institutional alumni gatherings and Ven a casa the biennial alumni meet of XISS is taken care of by this office.

IV. Key Events & Activities

Institutional-cum-Faculty Development Programme (ICFDP) – St Xavier University, Kolkata : XISS Ranchi, organized its 3rd Institutional-cum Faculty Development Programme (ICFDP) on 19–22 June 2024 at St. Xavier University, Kolkata (SXUK). Faculty stayed at the NITTTR Centre during the programme.

The event began with a Sarva-Dharma prayer and a welcome by Prof. Ashish Mitra, Registrar, SXUK. Dr Joseph Marianus Kujur SJ, Director, XISS, and Dr Amar E. Tigga, Dean Academics, outlined the programme's objectives and the importance of holistic growth.

Key sessions covered the Jesuit vision of education, SXUK's rapid institutional development, curriculum design, alumni engagement, examination systems, and digital recordkeeping. A Q&A session addressed pedagogy, admission, mentorship, CO-PO mapping, and academic feedback mechanisms.

Alumni Meet 2024 – Strengthening Bonds, Sharing Wisdom : XISS Ranchi, in collaboration with the Alumni Association of XISS (AAXISS), organized vibrant Alumni Meet 2024 events across Bengaluru, Delhi, Hyderabad, Kolkata, and Mumbai chapters on 27–28 September 2024. These reunions brought together distinguished alumni, faculty, students, and industry leaders for panel discussions, networking, and celebration.



The Bengaluru Chapter hosted a panel on “Building Emotional, Resilient, and Psychologically Safe Workspaces,” highlighting mental well-being in the workplace. Delhi Chapter featured dual discussions on data-driven decision-making and balancing career and well-being, offering students valuable industry insights. The Hyderabad Chapter explored campus interview strategies and early career challenges in HR, emphasizing business acumen and soft skills. The Kolkata Chapter addressed the transition from campus to corporate life, underlining adaptability, mentorship, and continuous learning. Meanwhile, Mumbai Chapter held an insightful panel on the role of emotional intelligence in career success, illustrating its impact on leadership and workplace dynamics.

Training for the Executives of BRMMC : XISS Ranchi, hosted a Special Training Programme for executives of Blackrock Mining & Mineral Consultancy (BRMMC) on 28 June and 01–02 July 2024. The event commenced with a welcome address by Dr Joseph Marianus Kujur SJ, Director, XISS, who expressed gratitude to BRMMC for partnering with XISS and assured the institute’s commitment to providing high-quality and impactful training. The keynote address was delivered by Dr Amritanshu Prasad, CEO, BRMMC, who praised XISS’s integrated approach to management education and its dedication to rural development. Dr Amar Eron Tigga, Dean Academics, set the tone for the sessions by highlighting the institution’s mission of nurturing socially conscious professionals committed to ethics and diversity. The training programme was designed to bridge legal theory with practical applications relevant to the sector. Key sessions covered the CNT Act 1908, Coal Bearing Areas Act 1957, Land Acquisition Acts of 1894 and 2013, and the Indian Forest Act 1927, offering participants critical insights into land-related laws and policies.

Launch of “The Untold Journey of Leaders” :

XISS Ranchi, along with XISS Alumni Association Hyderabad Chapter (XAAH), organized an Alumni Meet on 21 October 2024 at Novotel Hyderabad. A key highlight was the launch of The Untold Journey of Leaders, authored by 31 distinguished alumni and edited by Dr Joseph Marianus Kujur and Mr E Venkat Ramnaya. The event featured engaging discussions on branding, teamwork, and XISS’s global vision, with participation from prominent leaders and alumni.



Feast of St Ignatius of Loyola : XISS Ranchi celebrated the Feast of St Ignatius of Loyola, marking 502 years, with a Holy Mass and Ignatian-themed reflections. Director Dr Kujur SJ emphasized the Ignatian Inspiration Paradigm and the 4 Cs of pedagogy. The celebration concluded with blessings, a cake-cutting ceremony, and a community feast.

International Day of the World’s Indigenous Peoples : XISS Ranchi, celebrated the International Day of the World’s Indigenous Peoples with the theme “Protecting the Rights of Indigenous Peoples in Voluntary Isolation and Initial Contact.” The event brought together students, faculty, and staff to honour Indigenous culture and heritage. Director Dr Joseph Marianus Kujur SJ addressed the gathering, emphasizing the challenges faced by Indigenous communities, including identity issues and loss of land. Traditional performances by students and staff highlighted the rich cultural legacy and reaffirmed XISS’s commitment to promoting inclusivity and preserving Indigenous traditions.

78th Independence Day : XISS Ranchi, celebrated the 78th Independence Day with pride and patriotism. The Director hoisted the Tricolour, followed by the National Anthem. He emphasized that true freedom lies in a liberated mind and empathetic action. The event featured cultural performances, including patriotic songs and a powerful skit on freedom fighter Tilka Manjhi by students of the Marketing Management Programme. Three Institutional Scholarships worth Rs 8,10,000 were awarded to 26 students of the Programmes of Marketing Management, Human Resource Management, Rural Management, and Financial Management.

Blood Donation Camp : XISS Ranchi, in association with AAXISS, JCI Ranchi, and RCSR, organized a Blood Donation Camp on campus, collecting 94 units. Inaugurated by Mr Shashi Prakash Jha, Director, Social Welfare, GoJ, the camp saw active participation from faculty, staff, students, and families. The initiative reflected XISS's enduring commitment to community welfare and the spirit of social responsibility.

One-Day Policy and Research Dialogue : XISS, Ranchi, in collaboration with TISS Mumbai and the Foundation for Ecological Security (FES), organized a one-day Policy and Research Dialogue on the Forest Rights Act (FRA) 2006. Director, XISS emphasized the importance of such platforms in addressing emerging challenges and ensuring the FRA reaches those who need it most. The workshop was inaugurated by Mr Ajay Nath Jha, Tribal Welfare Commissioner, GoJ, and included valuable insights from Prof. Geetanjoy Sahu (TISS) and Mr Akhoury Prabhas (FES) on strengthening FRA implementation through policy and research.

Campus to Corporate Leadership Talk : XISS Ranchi, conducted a 'Campus to Corporate Leadership Talk' with Mr Prabhjeet Singh, President, Uber India & South Asia, and Ms Sucheta Mahapatra, MD, Branch International. Students received valuable insights on leadership, decision-making, and resilience. The session concluded with an interactive Q&A, where students posed questions about success, ambition, and navigating failures in their professional journeys.

12th Awanish Dev Memorial Lecture : XISS Ranchi, in association with Maruti Suzuki India Limited and Awanish Kumar Dev Memorial Trust, hosted the 12th Awanish Dev Memorial Lecture on 4 October 2024 in Bengaluru. With the theme "Employee Relations 360°: Building a Holistic Employee Experience for Industry 4.0," the event brought together HR leaders, CEOs, students, and professionals. Keynote speakers included Mr Hisashi Takeuchi, Mr Pratik Kumar, and Dr SY Siddiqui. Students from XISS and other premier institutes participated, alongside corporate panels, fireside chats, and scholarship awardees.

FDP on Business Education and Industry

5.0 : XISS Ranchi, conducted a four-day Faculty Development Programme (FDP) on Business Education and Industry 5.0 for the faculty of St. Joseph's Institute of Management (JIM), Tiruchirappalli, starting from 20 October 2024. The FDP aimed to equip educators with the skills required to navigate the evolving landscape of business education, emphasizing human-centric approaches, sustainability, and advanced technology integration.



Director, XISS, discussed these evolving trends, while Dr. Paul Raj SJ of JIM highlighted the importance of shared learning. The programme ended with a visit to XLRI, Jamshedpur.

Feast of St Francis Xavier : XISS Ranchi, celebrated the feast of its patron, St. Francis Xavier SJ, on 3 December 2024. Faculty, staff, and students participated in a Holy Eucharistic Celebration. The Director reflected on the Gospel, emphasizing service to society, and the event concluded with prayers and the distribution of the Holy Eucharist.

Leadership Talk on Environmental, Social, and Governance (ESG) : On 7 December 2024, XISS, Ranchi, hosted a Leadership Talk on Environmental, Social, and Governance (ESG), delivered by Mr. Rajesh Sahay, Partner at Flipcarbon and an alumnus of PGDM PM, batch of 1990. He discussed future business opportunities, such as mental well-being, and highlighted global concerns like climate change and shifting demographics.

Christmas : XISS Ranchi, hosted a vibrant Christmas Gathering for faculty, staff, and students. The Director highlighted Christmas as a time for peace and reconciliation. The celebration featured carols, a skit, group

dances, and a duet performance. It concluded with a cake-cutting ceremony and a bonfire, marking unity and festive joy.

International Women's Day : XISS Ranchi, celebrated International Women's Day on 8 March 2025 at the Fr Michael Van den Bogaert SJ Auditorium. The theme was "Accelerate Action for Gender Equality."

Financial Inclusion & Literacy Session : XISS, Ranchi, hosted a session on Financial Inclusion and Literacy as part of RBI's "RBI @90" initiative on 11 March 2025. Shri Prem Ranjan Prasad Singh, RBI Regional Director, discussed financial literacy's importance in the digital age and highlighted fraud prevention. The event ended with a quiz and prizes.

Ven a Casa : XISS Ranchi, organized the 'Ven a Casa' Alumni Meet on 8 February 2025, bringing together 168 alumni from across India and abroad. The event, sponsored by organizations like Maruti Suzuki, NHPC, and Coca-Cola, commenced with a lamp-lighting ceremony, prayer song, and an inaugural video highlighting XISS's journey. Distinguished guests included Dipika Pandey Singh, Minister of Rural Development, and Fr. Ajit Xess, Chairman of XISS's Governing Body. The meet featured speeches from alumni chapter presidents, a felicitation of silver jubilee batches, a book launch, and cultural performances. The evening concluded with live music, open mic, and a gala dinner.



V. Students' Corner

Induction 2024: Inauguration of New Academic Session & Awanish Dev Memorial Scholarship

XISS Ranchi, inaugurated the academic session for the batch 2024–26 on 6 July 2024 in the Fr. Michael Van den Bogaert Auditorium. The event was graced by Chief Guest Dr. Pawan Kumar Singh, Director, IIM Tiruchirappalli, along with special guests Mr. Salil Lal, Executive Officer & CHRO, Maruti Suzuki India Ltd. and alumnus of XISS, and Mrs. Suparna Prasad Dev, Deputy Director, Ministry of Defence, Government of India. The Director of XISS welcomed the new students from all four programmes—Human Resource Management, Rural Management, Financial Management, and Marketing Management—and encouraged them to strive towards becoming industry-ready.

Dr. Singh shared insights drawn from his four-decade-long teaching journey, urging students to be Karma Yogis and to build strong conceptual foundations. The event also included interactive sessions for parents, orientation on Jesuit values, Constitution, environmental awareness, SWAYAM courses, and familiarization with student committees and clubs.

The Maruti Suzuki XISS Awanish Kumar Dev Memorial Scholarship, instituted in memory of Late Mr. Awanish Kumar Dev (PM&IR 1982–84), was awarded to three deserving HRM students—Anirban Nandi, Khushi Poddar, and Khyati Raj—each receiving ₹1 lakh. This scholarship aims to foster academic excellence and competitiveness among HR students.

Freshers' 2024 : XISS Ranchi, organized a vibrant Freshers' Day to welcome the PGDM batch of 2024–26. The event saw participation from the Director, Assistant Director, Dean Academics, Heads of Programmes, faculty, staff, and the entire student body across the four programmes—HRM, RM, FM, and MM. The Director emphasized the institute's core values and its mission to nurture responsible and socially conscious leaders. The Assistant Director encouraged students to embody the ethos of XISS in their academic and personal journeys. The celebrations featured an engaging lineup of skits, dance, music,

and games. Second-year students played an active role in organizing the event, ensuring a warm and enthusiastic welcome for their juniors.

Mr. and Ms. Fresher titles were awarded to:

- HRM: Meghna Ankita Murmu & Ayush Raj
- RM: Shruti Singh & Ashutosh Kumar
- FM: Garima Anand & Kunal Kant Sonal
- MM: Retika Sneha Ekka & Vibhuti Das Yadav

Sports & Games : XISS Ranchi, organised its ‘Games and Sports Week’ on 28-31 January 2025 in the campus. Several sporting events were organised for students, faculty, and staff to showcase their athletic prowess.

Panache 2025 : XISS Ranchi, hosted its annual cultural fest, Panache 2025, on February 6–7 with the theme “Ecoflair”, promoting sustainable and stylish creativity. The event welcomed participants from XISS, St Xavier’s College, and BIT Mesra. A special logo marking XISS’s 70 years of excellence was also unveiled. Inaugurated by Shri Sudivya Kumar Sonu, Hon’ble Minister of Higher and Technical Education, Jharkhand, the fest was praised as a platform shaping future leaders. Director Dr Joseph Marianus Kujur SJ highlighted student leadership and introduced Vision 2030, focused on academic and global excellence. Chairman Fr Ajit Kr. Xess SJ encouraged students to measure growth through self-improvement and perseverance.

The event featured Runathon, Treasure Hunt, Business Quiz, Face Painting, Fashion Show, and cultural performances. The highlight, Walk the Ramp, crowned Radha Bhalla and Kunal Sonal as Ms and Mr Panache. The celebration concluded with a high-energy DJ night, making it a truly memorable fest.

Farewell 2025 : XISS Ranchi, organized a heartfelt farewell, “Adios ‘25,” for the graduating batch of 2023–25 on 5 April 2025. The event brought together students, faculty, and staff to celebrate the memories and achievements of the outgoing batch.

The ceremony commenced with a lamp-lighting ritual, symbolizing blessings for the students. Dr. Joseph Marianus Kujur SJ, Director of XISS, addressed the students with reflective questions about happiness, fulfilment, and passion, urging them to focus on their purpose and values. He encouraged them to become leaders who embrace challenges and stay humble, committed to continuous learning.

Student representatives from all programs shared their experiences, reminiscing about their journey at the institute. First-year students contributed with cultural performances, followed by an energetic dance session, creating lasting memories. The evening concluded with a dinner, attended by faculty, staff, and students, marking a memorable farewell for the batch.

External Participation of Students

XAVIESTA 2025, the annual business and cultural fest of St. Xavier’s University, Kolkata! : Six students from XISS Ranchi participated in diverse competitions at XAVIESTA 2025, showcasing both business acumen and artistic excellence. In the business events, Chulbul Kumari, Akshat Choudhary, and Anjali Gupta from Marketing Management, along with Rashmi Negi from HRM II demonstrated their analytical expertise in challenging case competitions. Meanwhile, in the cultural events, Simpi Mishra from HRM and Garima Anand from Finance I captivated audiences with their artistic flair, making XISS proud with their outstanding performances. A special shoutout to Akshat Choudhary and Rashmi Negi, who secured 2nd place in The Mystic Conclave, a premier business strategy challenge. Congratulations to all participants for representing XISS.

NTPC Electron Quiz 2025 : An exciting display of knowledge and competition unfolded at the NTPC Electron Quiz 2025 in Ranchi! This prestigious event, conducted annually by NTPC, provides a fantastic platform for budding young management students to showcase their talent.

This year's quiz, held in celebration of NTPC's 50th anniversary, brought together some of the brightest minds, challenging them on everything from business strategies to management practices. XISS was proud to be part of this esteemed event, where participants demonstrated their deep understanding and quick thinking on a wide range of topics. Congratulations to all participants!

Ensemble Valhalla- XLRI Fest 2024 : 27 students from XISS, Ranchi, took part in the 'Ensemble-Valhalla 2024' Annual Fest at Xavier School of Management (XLRI), Jamshedpur, from 23-25 November 2024. The team participated in sports events like Basketball, Badminton, and Table Tennis, and showcased their cultural talents in Nukkad Natak, Solo Singing, and Solo Dancing. XISS's Team Aawaz performed a Nukkad Natak on "Men and their Social Stigma." In Solo Dancing, Ms. Simpi Mishra emerged as the winner, while a student also competed in Solo Singing.

VI. International Connect

XISS Expands Global Footprint through Academic Engagements : A delegation from XISS Ranchi including Director Dr Joseph Marianus Kujur SJ, Dean Academics Dr Amar Eron Tigga, Fr Claber Minj SJ, Dr Bhaskar Bhowani, and Dr Niranjana Sahoo, visited Australia for strategic meetings. They engaged with the Aboriginal Housing Company in Redfern, Sydney, to understand developmental challenges and policies for Aboriginal communities. Meetings with Prof Jackline from the University of Sydney and Prof Mark from the University of Queensland explored future institutional collaborations.

Simultaneously, Dr Pratyush Ranjan, Assistant Professor, Marketing Management, participated in the Third Subsistence Marketplaces Bottom-Up Immersion Conference in Casablanca, Morocco, on May 21–24, 2024. He presented a joint research study on "Subsistence Marketers in Jharkhand," conducted with Dr Bhabani Prasad Mahapatra and Marketing Management students at XISS. The conference offered valuable global perspectives through field visits and discussions, contributing to cross-cultural academic understanding.

VII. Industry Connect: MoUs Signed

HCL : XISS Ranchi, and Hindustan Copper Ltd (HCL) signed MoU on academic industry synergy & collaborative growth. On March 21, 2025, a Memorandum of Understanding (MoU) was signed between XISS, Ranchi, and Hindustan Copper Ltd (HCL), a Miniratna Central Public Sector Enterprise under the Ministry of Mines, GoI, which signifies the commitment of both organisations towards Corporate Social Responsibility, Industry-Academia Collaboration, and Capacity-Building Initiatives. This five-year partnership underscores a shared commitment to foster academic industry synergy, collaborative growth, innovation, and development.

BAIF : On December 6, 2024, XISS, Ranchi, and BAIF Development Research Foundation signed a Memorandum of Understanding (MoU) to foster collaboration in areas like knowledge exchange, research, joint projects, and internships. This partnership aims to combine XISS's strengths in social services and rural management with BAIF's expertise in rural development. The collaboration focuses on promoting innovation and improving the quality of life in rural areas through practical solutions and mutual growth.



Living Landscape : Living Landscapes and XISS have signed a MoU and will jointly contribute to assist Government(s) and other agencies in enabling better translation of policy/programs and public

investments towards practice for effective, decentralized and inclusive governance of natural resources, tribal livelihoods and inclusion (women in particular).

PHIA Foundation : XISS Ranchi and PHIA Foundation have entered in an agreement for a year to engage students in making gender equality as reality and explore areas of higher education, capacity building including resource sharing.

XISS and Brooke India sign MoU in areas of Rural Management : XISS Ranchi and Brooke Hospital for Animals India, New Delhi also known as Brooke India (BI) have signed an MoU with an objective of uplifting the underprivileged in the society through various outreach programs. XISS and its rich repository of trained management professionals with specialisation in rural management along with BI, an expert team specialising in animal health & welfare and community development will operate at the ground level. The areas of collaboration include capacity building of BI staff to assist professional development in participatory community skills and to build up alternate livelihood and resilience in rural populace. Industry and Institution interaction especially for Internships and Placements is another objective which will give students an insight into the latest developments/requirements of the industries ensuring valuable and enriching experiences.

VIII. Institutional Awards

- Award for Social Responsibility at Hotel Taj, New Delhi, by College Dunia 2024.
- Award for Academic Excellence by Dainik Bhaskar 2024, at BNR Chanakya, Ranchi.

IX. The Future Roadmap of XISS

[1] Making of the Xavier University Ranchi (XUR)

This is the first priority in the light of NEP-2020, as an Agenda for Excellence, Equity, Innovation and Leadership.

The Xavier University will be a premier university of the country with a venerable legacy and international acclaim for its highest academic standards, diverse educational programmes, distinguished faculty, illustrious alumni, varied co-curricular activities and modern state-of-the-art digital and physical infrastructure. The Xavier Group of educational institutions, across the country, over the many years of their existence, have sustained the highest global standards and best practices in higher education. Its long-term commitment to nation building and unflinching adherence to universal human values shall be reflected in its motto: 'Professional with a Difference'.

Core Strategies of the Plan

- The basic tenets of the University's impetus to institutional excellence are captured in the attributes -- Excel, Innovate, Empower, Inspire, Explore, Sustain, Engage, and Transform.
- Inter-linkages of components and their impact on Learning, Research, and Innovation are the bases of the Strategic Plan.

Strategic Goals and Action Plan

- To improve research and innovation temperament in the region.
- To ensure improved governance and better management.
- Skill Development to Improve Employability of Students.
- To promote tribal studies as a discipline.

The Xavier University will achieve eminence in terms of the following dimensions:

- Creation of Knowledge: The University will aim to work towards becoming a net generator of knowledge, and innovations.



- ii. Harnessing academics and societal well-being: The University will be committed to becoming a research-driven institution that harnesses academic potential to enhance societal wellbeing. It will aim to pursue first-rate research relevant to society, nation and the world.
- iii. High Quality Students Base: The University will aim to attract and retain the best Indian talent as also host quality international talent to attain the best national and international rankings. Essentially, the Strategic Plan will be deemed to ensure India's escalation to a preeminent global position.

[2] Rural Management Programme as a Centre of Excellence

Addressing real-world challenges through education, research, innovation, and field-based learning. To achieve this, the following strategic steps are proposed:

- PGDM in Entrepreneurship Development – Focused on nurturing rural entrepreneurs, start-up incubation, and micro-enterprise development.
- PGDM in Agribusiness Management – Targeting the growing need for skilled professionals in agriculture value chains, farm management, and agri-marketing.
- Certificate and Diploma Courses in areas like rural marketing, social entrepreneurship, development communication, etc., to reach a broader base of learners and practitioners.
- CSR Management.

[3] Model Villages as Social Innovation Labs

- Develop two adopted villages as live-in Social Labs for experimentation, field immersion, and participatory development.
- Promote community-led planning using PRA tools, and integrate student fieldwork, action research, and pilot interventions here.
- Use the villages for implementing and testing innovations in livelihoods, health, sanitation, climate adaptation, and digital inclusion.

[4] Policy Research and Advocacy Unit

- Establish a Policy Research and Advocacy Cell at the Institute.
- Conduct evidence-based research and policy reviews, generate white papers, and offer recommendations to ministries, departments, and think tanks.
- Offer technical and consulting support to the Ministry of Rural Development, Agriculture, Panchayati Raj, and local governments.

[5] Rural Innovation & Incubation Centre (RIIC)

- Set up a dedicated Incubation Centre for Rural Startups, especially in agri-tech, crafts, food processing, and renewable energy.
- Collaborate with Startup India, Atal Innovation Mission, and CSR partners to fund rural ventures.
- Host innovation challenges, hackathons, and idea labs.

Thus, the Xavier Institute of Social Service (XIIS), Ranchi, in collaboration and partnership with and handholding and guidance from the Government, envisages creating a robust system for knowledge creation and sharing, towards a sustainable society in terms of enhancement of the quality of life of all stakeholders, primarily the most vulnerable ones of our society.

Balancing our core values with evolving sectoral demands, in conformity with the dreams, hopes, and aspirations of the Government for real development, we will strive to become a centre of excellence and look forward to support, resources, partnerships, and collaborations to translate our vision into reality to make greater and bigger impacts in order to make this world a better place to live in for all.

God Bless Us All!

FORTUNE

INDIA'S BEST B-SCHOOLS 2024



RANK

- 12** IN ALL INDIA B-SCHOOLS IN **EAST ZONE**
- 28** IN ALL INDIA B-SCHOOLS IN **PRIVATE SCHOOLS**
- 58** IN ALL INDIA B-SCHOOLS IN **OVERALL RANKING**

THE WEEK

THE WEEK-HANSA RESEARCH SURVEY 2024 INDIA'S BEST B-SCHOOLS 2024



RANK

- 03** IN ALL INDIA B-SCHOOLS IN PRIVATE CATEGORY- EAST ZONE
- 44** IN ALL INDIA B-SCHOOLS PRIVATE CATEGORY
- 58** IN ALL INDIA B-SCHOOLS

Outlook

OUTLOOK ICARE RANKINGS



RANK

- 06** IN TOP PRIVATE B-SCHOOLS EAST ZONE
- 17** IN PRIVATE STANDALONE INSTITUTIONS
- 35** IN TOP PRIVATE B-SCHOOLS

competition success review

CSR B-SCHOOLS SURVEY 2024



RANK

- 01** IN TOP B-SCHOOLS (GOVERNMENT & PRIVATE) BY STATE
- 09** IN TOP EMINENT B-SCHOOLS OF SUPER EXCELLENCE

BUSINESS INDIA

B-SCHOOL SPECIAL - A+++ Ranking



Central Placement Cell (CPC)

Head : Prof Amar E. Tigga

The Central Placement Cell is pleased to present the placement report for the 2024-2025 graduating class. Impressively, this year 38% of the students received offers exceeding 10 lakhs per annum, 12 pre-placement offers were secured, the highest compensation package for a Marketing Management student reaching 19.50 lakhs per annum compared to last year of 11.70 lakhs per annum.

1. Placement Overview for 2024-25

The placement process for the Post Graduate Diploma in Management (PGDM) programs at XISS for the 2023-25 batch was conducted in two phases: Phase I (October 28, 2024, to December 16, 2024) and Phase II (January 10, 2025, to March 31, 2025).

The 2024-25 placement season presented significant challenges, reflecting a less supportive economic climate due to the global recession and heightened uncertainty in the evolving global landscape. Many regular recruiters either froze their hiring or reduced their hiring numbers and compensation packages in response to organizational restructuring. Furthermore, numerous organizations raised their eligibility criteria, even for lower compensation roles, due to decreased hiring needs. These factors collectively created a challenging placement environment for B-schools and other professional institutions.

Despite these challenges, the XISS placement cell is pleased to report positive outcomes for the 2024-25 placement season, demonstrating resilience in the face of automation, global economic volatility, and uncertainty. A total of 94 companies participated in the placement process, with 24 being new recruiters.

Overall, 207 job offers were extended, with the highest annual compensation package reaching Rs 21.33 lakhs and the average annual compensation package being Rs. 8.56 lakhs. The final placement percentage for the year stands at 68.54%. Placement processes with a few companies are still ongoing, and the placement percentage is expected to reach 70% plus.

Demonstrating the students' competence and strong performance during internships, 12 Pre-Placement Offers (PPOs) were secured, along with 03 Pre-Placement Interview (PPI) Offers. The average salary for the Human Resource Management (HRM) program is Rs 10.89 LPA.

Specifically, eight students from the PGDM-HRM program received PPOs, with the highest compensation package being Rs 21.33 lakhs per annum. One Marketing Management student received the highest compensation package of Rs. 19.50 lakhs per annum. Two Financial Management students received the highest compensation package of Rs. 11.70 lakhs per annum, and three Rural Management students received the highest compensation package of Rs. 10.80 lakhs per annum.

The placement percentage for the various programs were as follows: Rural Management (RM) at 79.45%, Human Resource Management (HRM) at 71.55%, Financial Management (FM) at 64.29%, and Marketing Management (MM) at 52.63%.

The summer internship program for batch 2024-26 also saw encouraging results, with the highest stipend offered being Rs 1.00 lakh per month. Students will do internships in around 85+ organisations. The highest and average stipend per month for HRM: Rs.1.00 lakh, Rs.36,800.00; for RM: Rs.60,000.00, Rs.18500.00; for MM: Rs 25000.00, Rs.12500.00; and for FM: Rs.25000.00, Rs.10200.00 respectively.

These achievements are a testament to the trust that our corporate partners place in the talent and competitiveness of our students. As businesses evolve and seek new talent to drive growth, XISS Ranchi is committed to providing them with individuals who not only contribute to organizational progress but are also mindful of people and the environment. We are grateful and humbled by this recognition and are dedicated to continuing to provide organizations with capable, dynamic, and skilled managers.

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.

2. Placement Approach

The Central Placement Cell (CPC) employs a structured approach, working closely with program placement coordinators and summer placement coordinators to guide students throughout their journey to becoming desirable job candidates. This includes faculty and alumni mentoring, feedback from placed students, mock interviews, and group discussions across programs to prepare students for the placement season. The timely preparation of placement brochures, identification of evolving corporate needs, design of relevant training modules, and empowering student placement representatives to connect with and attract recruiters are key components of this dynamic and effective placement strategy. This year, approximately 27.14% of the recruitment process was conducted online, and our students adapted to this evolving interface with enthusiasm and a strong commitment to success.

The Central Placement Cell also offers a “Dream Job Policy,” which provides placed students an opportunity to pursue their ideal job after meeting certain eligibility criteria.

3. Sector Participation and Job Offers

This year, recruiters came from diverse sectors, including Consultancy, E-commerce, BFSI, Asset Management, Banking, Cement, Dairy, Energy, Insurance, Manufacturing, Pharmaceuticals, Food & Beverages, Power, Security, IT, Financial Services, Hotel, and Social/Non-profit organizations.

The highest number of jobs offers came from the Banking Sector (19.60%), followed by the Manufacturing Sector (19.59%), the Development Sector (19.59%), Financial Services (7.54%), the Energy Sector (7.04%), the Dairy Sector (6.03%), Consulting (4.52%) and the Insurance Sector (3.52%).

Key recruiters included ICICI Bank Ltd (18 offers), Bharat Financial Services Ltd. (14 offers), BAIF (11 offers), IDBI Bank Ltd (10 offers), Uno Minda (8 offers), Anvil Energy Pvt Ltd (7 offers), Axis Bank Ltd (6 offers), and Aga Khan Rural Support Programme (India), Bandhan Bank Ltd, Brooke India, Foundation for Ecological Security (FES), Jharkhand Milk Federation and SIS Ltd (5 offers each).

Other prominent recruiters across various sectors were:

- Asset Management Sector: AB Sunlife AMC Ltd., ICICI Prudential AMC.
- Banking Sector: Axis Bank Ltd, ICICI Bank Ltd, IDBI Bank Ltd, Bandhan Bank Ltd.
- BFSI Sector: Cholamandalam Investment & Finance Co Ltd.
- Cement Sector: JK Lakshmi Cement Ltd, UltraTech Cement Ltd.
- Consultancy Sector: Uno Minda, Deloitte India, Dhanguard. iPrimed, Maven Magnet.
- Dairy Sector: Banas Dairy (AMUL), Jharkhand Milk Federation, Mother Dairy, GCMMF Amul.
- Development Sector: Aga Khan Rural Support Programme (India), BAIF, Bharti Airtel Foundation, BRLPS, Brooke India, Dharma Life, Foundation for Ecological Security (FES), Odisha Livelihood Mission (OLM), The Nudge Institute, Rajasthan Grameen Aajeevika Vikas Parishad (RGAVP), Swades Foundation, SOS Children’s Villages India, Operation Eyesight Universal.
- Ecommerce Sector: Elasticrun, Swiggy, Flipkart.
- Energy Sector – Anvil Energy Pvt Ltd, Ather Energy Ltd, JSW Energy Ltd., GNA Energy. Schneider Electric.
- Power Sector: Sterlite Power Transmission Ltd, Tata Power DDL.
- Financial Services Sector: Bharat Financial Inclusion Ltd (BFIL), Narnolia Financial Services Ltd., NPCI
- Food & Beverages Sector: Bira91, Hotel Sector: The Indian Hotel Company Ltd (IHCL).
- Insurance Sector: ICICI Prudential Life Insurance Co Ltd., Tata AIG GIC Ltd.

- IT Sector: Accenture, ACT Fibernet, Infosys, Rox HiTech, TCS. Ayekart, iServe Technologies, Tech Mahindra.
- Manufacturing Sector: AB Grasim CFI, AB Hindalco Industries Ltd, Amalgam Steel Ltd, Bajel Projects Ltd, Bennett, Coleman & Co Ltd (The Times of India), BPCL, Century Plyboards (I) Ltd, Greenlam Industries Ltd, Jindal Power Ltd, Kohler India, Maruti Suzuki India Ltd, Newgensoft, Paradeep Phosphates Ltd, SKF Ltd, Suminter Organics India, Tata Steel Ltd, Transformer & Rectifiers India Ltd, TSDPL, UPL Ltd, Vedanta Ltd, Visa Group - Visa Steel Ltd., Credvest, Godrej Properties Ltd., Hyundai Motors India Ltd., Tata BlueScope Steel Ltd, Polycab India Ltd.
- Pharmaceutical Sector: NeulandLabs. Security Sector: SIS Ltd.

4. Key Placement Highlights and Statistics for the 2023-25 Class:

- The highest annual compensation package offered was Rs. 21.33 lakhs.
- 12 PPOs and 03 PPI Offers were secured.
- 58.79% of students were placed in Phase I (October 28, 2024 - December 16, 2024).
- 41.21% of students were placed in Phase II (January 10, 2025 – March 31, 2025).
- A significant number of summer internships for the 2024-26 batch offer stipends and PPO opportunities (with the highest stipend being Rs. 01 lakh per month).

**Overall Placements
68.54%**

**57+ Students with more
than 10 Lakhs CTC**

Placement Statistics for the Class of 2023-25

Number of Companies / Organizations participated in the Campus Recruitment process	94
Companies / Organizations that participated for the First Time for Final Placements	24
Number of students joining their family business / Higher Studies / Opted Out of Placements	09

PGDM Programmes	Batch Size for Placement	Placed	%age placed
Class of HRM	116	83	71.55%
Class of Rural Management	73	58	79.45%
Class of Marketing	57	30	52.63%
Class of Finance	56	36	64.29%
Total	302	207	68.54%

5. 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.

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

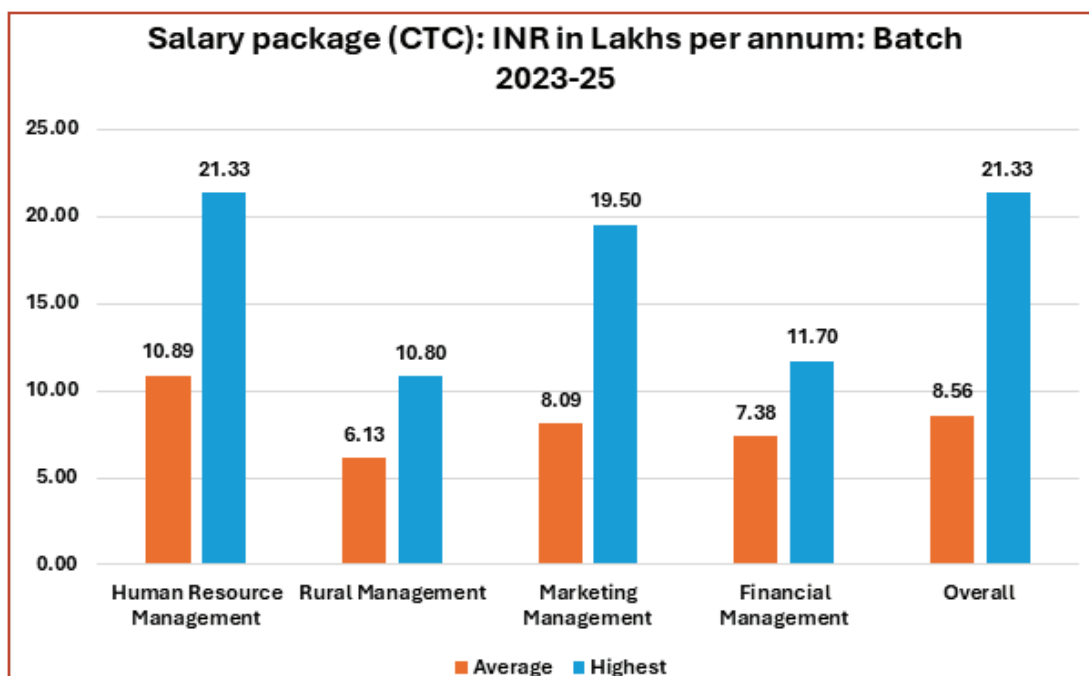
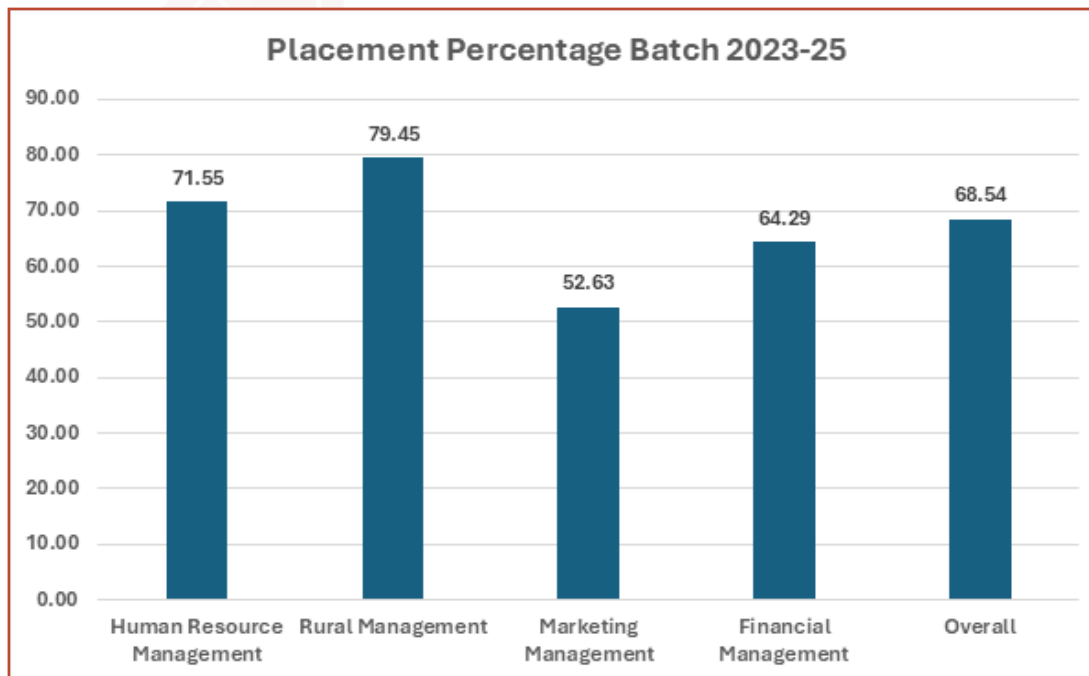
The Student Placement Representatives were:

- Human Resource Management: Mr. Satpreet Singh, Mr. Aman Austin Lakra, Mr. Anand Raj, and Ms. Prarthana Das
- Rural Management: Mr. Rakesh Ranjan and Ms. Sneha Kumari
- Marketing Management: Mr. Gaurav Sahu and Mr. Satyam Kumar
- Financial Management: Mr. Yash Badal and Mr. Atishay Tripathi

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

6. Concluding Remarks and Future Plans

Despite the challenges encountered this year, XISS students secured numerous opportunities, which motivates the placement cell to pursue even more ambitious goals in the future. The job market's dynamic and evolving nature necessitates that we capitalise on every opportunity presented by changing industry needs and ensure our students are well-prepared. Students must align their goals with evolving market demands, focus on enhancing their digital skills and foundational knowledge, and seek effective mentoring and motivation. These factors will be crucial for the success of future placement endeavours. The Central Placement Team is committed to strategically implementing new action plans to ensure quality placements for all deserving students in the upcoming placement seasons.



Financial Management

Head of the Programm : Dr Bhaskar Bhowani

Overview of the Program: The Post Graduate Diploma in Management (PGDM) in Financial Management is a two-year, full-time program meticulously designed to equip future finance professionals with a robust foundation in financial theory, analytical tools, and real-world applications. Aligned with the dynamic needs of the financial sector, this program fosters both strategic and operational competencies, preparing students for leadership roles across diverse domains such as corporate finance, banking, capital markets, and emerging areas like fintech and investment advisory.

Structured to strike the right balance between conceptual understanding and industry relevance, the curriculum begins with core courses such as financial accounting, financial management, corporate finance, managerial economics, and quantitative techniques, and progresses into advanced modules like financial statement analysis, risk management, mergers & acquisitions, security analysis, derivatives, international finance, and wealth management.

To keep pace with the evolving financial landscape, the program integrates contemporary topics including financial analytics, ESG finance, fintech innovations, and behavioural finance. A strong emphasis is placed on experiential learning through case-based pedagogy, live projects, summer internships, simulations, industry certifications, and regular engagement with industry leaders and alumni.

The program also encourages interdisciplinary learning and a global outlook, nurturing decision-making abilities grounded in ethics, governance, and sustainability. Students are equipped to interpret complex financial data, develop strategic financial solutions, and create business value across varied organizational contexts.

With NBA accreditation and a consistent placement record, the program enjoys strong industry recognition and growing student demand. Strategic collaborations with various organizations further enhance its relevance to current and future financial landscapes.

Graduates emerge as agile professionals, well-versed in both foundational principles and innovative financial tools. The program serves as a launchpad for careers in areas such as equity research, credit analysis, financial consulting, fintech ventures, investment banking, and regulatory institutions, among others.

As a flagship offering, the PGDM in Financial Management fosters innovation, research excellence, and a thoughtful balance between commercial success and social conscience. It shapes competent professionals who not only solve complex financial challenges but also lead with empathy and ethical foresight in an ever-evolving global economy.

Student Activities and Achievements

Curricular Activities

Summer Internships: The 8-week Industrial Internship is an integral part of the program and the batch of 2023-25 completed the assignment successfully during the period (17 April -15 June 2024). This being an assisted program, the central placement cell and the summer placement coordinator, Dr Arana Kausar, aided by student

coordinators, Mr Yash Badal and Atishay Tripathi, played pivotal roles in facilitating internship opportunities in companies ranging from Manufacturing to BFSI and to the retail business and FMCG sector. Some of the prominent companies which provided internship opportunities were L&T Finance, Bharti Axa Life, Tata AIG, ECGC, Tata Motors Ltd, UTI MF, Go Digit, ICICI PRU MF etc. The highest stipend offered to the student from the program was ₹20,000/- p.m. by Akshita Enterprises. The median stipend offered was Rs 10,000/- p.m.

Rural Camp: As a part of the curriculum, all first-year students are required to undertake a rural immersion program to develop a better insight into the challenges and opportunities in the rural economy, more specifically the rural market. This year the Rural camp was organized for 4 days from 16 to 19 February 2025. Students were divided into two groups of 30 members each.

One of the groups visited Gumla (under the leadership of Dr Arana Kausar) and the other went to Simdega (under the guidance of Dr Arup Kumar Mukherjee). The activity required the students to visit villages located in the remote, isolated, and underserved areas of Jharkhand and stay there for an experiential learning. The students of the Gumla group explored various aspects of rural life during their visits. Their first visit to Gumla Grameen Poultry Swavalambi Sahkari Samiti in Silam Village gave them an understanding about the operations of cooperative societies and their role in empowerment. Their visit to the Millet Processing Unit in Khada Stadium Premises provided practical insights into the operations of the Ragi mission under the India Millet Initiative. Interacting with members of “Mahila Vikas Mandal Federation” in Basia village, they learned about drip cultivation and its effectiveness in arid regions. Additionally, students were able to gain insights on the literature, culture and social awareness in the “Lieterature Festival” at Birsa Munda Agro Park, Gumla District.

Similarly, the Simdega Group, guided by Dr Arup Kumar Mukherjee, witnessed tangible progress in various villages in different blocks through interventions by organizations like JSLPS and TRIF. The visit to Simdega helped the students understand how Self-Help Groups (SHGs) are bringing positive changes in rural communities. They observed how women, with the support of government schemes like NRLM and JSLPS, are becoming financially independent by saving regularly, taking bank loans, and starting small businesses. The students saw inspiring examples of women engaged in farming, weaving, and food processing. They also learned how SHGs build confidence and promote social change. Overall, the visit offered valuable insights into rural development, women empowerment, and the impact of collective efforts in improving livelihoods.

Students of Financial Management with the members of Gramin Sewa Kendra Lachragah in Simdega District.



Students of Financial Management with the employees of the Millet processing unit in Karroundi – Gumla.



Industrial Visit: As an integral part of the curriculum, Industry interactions are a crucial component of learning. It not only strengthens relationships between students, alumni and industry professionals, by giving motivated students an opportunity to explore the horizons of career opportunities but also helps in bridging the gap between classroom teaching and real-life business. Industrial Visits, for the students of FM (Batch of 2023-25), were arranged this year from 21 to 28 September 2024. The students were segmented into 3 groups and sent to 3 major cities, New Delhi, Mumbai, and Bangalore. Leading the Mumbai group was Dr Amit Kr Giri, while Dr Arana Kausar supervised the Bangalore group, and Mr Prashant Kumar Jha oversaw the Delhi group. Students had the opportunity to visit a wide spectrum of companies across these locations, spanning sectors such as healthcare and pharmaceuticals, e-commerce and retail, manufacturing, consulting, hospitality and tourism, automotive and technology, banking and financial services, as well as regulators and government agencies.

Institutions of national prominence visited included the Reserve Bank of India (RBI) and the Securities and Exchange Board of India (SEBI) headquarters in Mumbai, along with major financial market institutions such as the National Stock Exchange (NSE), Bombay Stock Exchange (BSE), and Central Depository Services Ltd. (CDSL). The itinerary also featured visits to well-known organizations such as Devon Global, Swiggy, Mirae Asset, Nippon India Mutual Fund, L&T Securities, Accenture, Panasonic, DHL, and Power Grid Corporation. Additionally, students interacted with companies like Groz Tools Ltd. and Tour Compass Ltd.

A wide range of banks, asset management companies (AMCs), and non-banking financial companies (NBFCs) also formed part of the visits, contributing to a rich industry interface. These engagements provided valuable insights into various organizational operations, financial ecosystems, and management practices.

To sum up, the industrial visits proved to be enriching experiences—both in terms of fostering industry connections and enhancing experiential learning for the students.



Industrial Visit - Delhi



Industrial Visit - Bengaluru



Industrial Visit - Mumbai

Co-curricular Activities: The students of the Financial Management Programme demonstrated exceptional talent and skill by organizing and participating in various co-curricular and extracurricular activities during the academic year and earned numerous accolades. Organizing Talks and Workshops:

Guest Lecture by Mr Imtiyaz Ahmed: On July 9, 2024, the batch of 2024–26 of the Financial Management Programme at Xavier Institute of Social Service, Ranchi, had the opportunity to attend an insightful guest lecture delivered by **Mr Imtiyaz Ahmed**. With a rich background in finance and industry experience, Mr Ahmed provided valuable insights into the practical aspects of financial management and decision-making in the corporate world. His session encouraged students to bridge the gap between theory and practice while emphasizing the

importance of staying updated with market trends and regulatory changes. The lecture inspired students to develop analytical thinking and a deeper understanding of the financial landscape.

Workshop on “Principles of Taxation in India”: On October 26, 2024, a workshop on “Principles of Taxation in India” was conducted for the Financial Management batches of 2023–25 and 2024–26 at Xavier Institute of Social Service, Ranchi. The keynote speaker, **Mr Raj Kumar Agarwal**, General Manager (A&R) at JBVNL, delivered an engaging session that demystified the complexities of India’s taxation system. Mr Agarwal explained the practical implications of tax laws, compliance requirements, and the evolving role of taxation in economic policy. The workshop offered students a real-world perspective on tax planning, assessment procedures, and corporate taxation, enriching their understanding of a critical area in financial management.



Online Guest Lecture by Mr Cobb Mathew: On November 11, 2024, the batch of 2023–25 attended an **online guest lecture** by **Mr Cobb Mathew**, a noted expert in Corporate Social Responsibility (CSR). The session focused on **CSR issues and challenges** in today’s business environment. Mr Mathew highlighted the strategic importance of CSR in building brand reputation, stakeholder trust, and sustainable business practices. He also discussed legal obligations under Indian CSR regulations and shared practical examples from the industry. The session encouraged students to view CSR not just as a compliance requirement but as a core component of strategic decision-making in modern organizations.

Guest Lecture by Mr Ben Chapple and Mr Brendan Loizou: On January 23, 2025, the Financial Management Programme at Xavier Institute of Social Service, Ranchi, hosted a guest lecture for the 2023–25 and 2024–26 batches by **Mr Ben Chapple**, Research Scholar, and **Mr Brendan Loizou**, a Lawyer, from the **University of Sydney**. The session provided a global perspective on financial regulations, legal compliance, and ethical practices in management. Drawing from academic and legal viewpoints, the speakers emphasized the importance of governance, transparency, and the role of international financial frameworks. The interactive discussion enriched students’ understanding of how global legal and financial systems intersect, preparing them for international career opportunities.

Extra-curricular Activities: The Financial Management Programme organized and hosted Inter College Fests and Events:

FINFEST 2.0: Organized by FINAXISS, the Financial Management Club of XISS, took place on November 20, 2024, and witnessed a record-breaking turnout, marking a grand success for the second time in a row. The event brought together participants from over ten leading management institutes and colleges, highlighting a spirit of collaboration, competition, and camaraderie.

The festival was a vibrant celebration of financial acumen and creative thinking, featuring a series of high-energy competitions and immersive activities. The event lineup included: BidWars 2.0 – Mock IPL Auction; TradeTrek 2.0 – Simulation Trading Challenge, Money Heist 2.0 – Strategy-based Financial Game and FinQuest 2.0 – Finance Quiz Showdown.

FinFest 2.0 not only showcased students’ analytical skills and strategic thinking but also fostered networking and cross-institutional engagement, making it a memorable highlight of the academic year.



FinFest 2024



Republic Day Celebrations

Republic Day Celebration: The first-year students of The Financial Management Programme presented a remarkable celebration in honour of the 76th Republic Day of the country. The event, a tribute to the nation's rich heritage, featured patriotic songs, dances, thought-provoking skits, and inspiring poems that captivated the audience. The performances resonated with the audience, evoking a deep sense of patriotism and unity. Through each act, the essence of our Republic was beautifully portrayed, igniting a sense of responsibility and love for our nation. The celebration was not just a spectacle; it was a deeply emotional experience that touched the soul of everyone present. It reminded us of the sacrifices made by our freedom fighters and the nation's core values of unity, diversity, and inclusivity. Participation in Sports, Games, and other events (Internal and external).

Games & Sports Week at XISS, Ranchi: The annual Games and Sports Week, organized by the Xavier Institute of Social Service (XISS) from 28 to 31 January 2024, witnessed enthusiastic participation from students across all programs, with the Financial Management Programme making a particularly strong impression. Students from the department displayed exceptional athleticism, team spirit, and competitive energy, contributing meaningfully to the overall success of the event.

Their outstanding performance was reflected in several accolades across multiple sports, including:

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



Sports Week 2025

Faculty Activities and Achievements

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

Publications	<p>Dwivedi, R and Jha, P. K. (2024, March 15-16). Development of an integrated CIMAS RAWEC method for material selection. Paper presented at the International Conference on Data Analytics and Management, XISS, Ranchi, India.</p> <p>Bhowani, B., Hansda, D. P., Dwivedi, R. and Smita. (2024). Unleashing the Potential: Prioritizing Factors Affecting Equity Mutual Fund Sales in Jharkhand through SWARA Analysis. In Decision-Making for Sustainable Technological Innovation: Strategies and Applications in Industry 5.0 (Chapter Accepted). Wiley-Scrivener Imprint.</p> <p>Pandey, R., Bhowani, B., Jha, P. K., Dwivedi, R. and Smita. (2024). Evaluation of Factors Affecting E-Rickshaw Micro Financing through SWARA Method. In Decision-Making for Sustainable Technological Innovation: Strategies and Applications in Industry 5.0 (Chapter Accepted). Wiley-Scrivener Imprint.</p>
Dr Arana Kausar	<p>Sessions Conducted:</p> <p>On Gender Sensitization, including concepts of gender, stereotyping and its impact, and the PoSH Act 2013 Regional Capacity Building & Knowledge Institute (RC&KI) on 19-12 2024.</p> <p>Publications:</p> <p>Pooja and Kausar, A. (2024). Exploring the Influence of Emotional Intelligence on Financial Literacy Amongst Gen Z. In Pioneering Approaches in Data Management (263-283), IGI Global.</p>
Dr Rishi Dwivedi	<p>Book Editing:</p> <p>Dr Rishi Dwivedi edited “Pioneering Approaches in Data Management” published by IGI Global in November 2024.</p> <p>Sessions Conducted:</p> <p>On The Role of Generative AI in Higher Education Xavier Institute of Social Service (XIIS), Ranchi on 20-10 2024.</p>
Dr Arup Mukherjee	<p>Sessions Conducted:</p> <p>On Marketing of MFP & Importance of Certification at EDP Cell of Xavier Institute of Social Service, Ranchi on 25-09 2024, 16.10.2024 & 05.12.2024</p> <p>On Business Plan for Non-Timber Forest Products at EDP Cell of Xavier Institute of Social Service, Ranchi on 16-1-2025.</p> <p>Resource Person of Refresher Course in Commerce & Management as per UGC guidelines at Ranchi University on Jan 15, 2025</p>
Dr Bhaskar Bhowani	<p>Conference Participation and paper presentations:</p> <p>Dr Bhowani participated in the 29th Annual International Association of Jesuit Business Schools (IAJBS) World Forum Conference held from July 14 to 17, 2024, at the Australian Catholic University in Sydney along with five other members from the institute. The team presented papers and engaged in discussions to strengthen academic partnerships and collaborations with Catholic universities worldwide, focusing on promoting Ignatian values in teaching and learning pedagogies.</p>

Dr Ratnesh Chaturvedi

Sessions Conducted:

On Smart Handling of Data Using Excel-I in a MDP of Marketing Program of the Xavier Institute of Social Service, Ranchi on 29-08 2024.

On Smart Handling of Data Using Excel-II in a MDP of Marketing Program of the Xavier Institute of Social Service, Ranchi on 31-08 2024.

On Business Plan Preparation at EDP Cell of Xavier Institute of Social Service, Ranchi on 11-09 2024.

Mr Prashant Kumar Jha

Completed the module of Economics of Banking and Financial Markets (12 Weeks of NPTEL July 2024 to October 2024).

Sessions Conducted:

On Financing options (Loan, Subsidy) for solar energy rooftop venture at NIT, Jamshedpur on 04-12 2024.

Delivered a speech on Union Budget, 2024 at Rotary Club, Ranchi on 26-07 2024.

On Predictive Analytics for Stock Prices & Credit Risk (AICTE sponsored FDP at IIIT Ranchi) on Recent Advances in Business Analytics & Management Research on 12-01-2025.

Resource Person of Refresher Course in Commerce & Management as per UGC guidelines at Ranchi University on 20/1/25.

Dr Amit Kumar Giri

Publications:

Giri, A.K. (2024), Precarious Work and Precarious Lives: The Case of Migrant Labourers of Jharkhand, Conference Proceedings of the 64th Indian Society of Labour Economics Annual Conference, pp. 185-186.

Collaborations and Connections - Industry and Alumni

The Programme of Financial Management at XISS Ranchi has partnered with industry leaders Learners Galaxy and Walrie to provide students with experiential learning opportunities through live projects like “Development of an AI-Driven Postpartum Haemorrhage (PPH) Risk Assessment and Prevention Platform,”, “Implementing Advanced Machine Learning Models for Intelligent Process Optimization in Smart Manufacturing.” & “Leveraging Quality Function Deployment (QFD) for Agile Product Design Optimization in a Sustainable Garment SME,” sponsored by Walrie.

These projects leverage artificial intelligence and machine learning to predict and prevent postpartum haemorrhage risks, thereby enhancing maternal health outcomes through timely interventions. Also, the initiatives align with Industry 4.0 principles and applies machine learning to optimize manufacturing processes and integrates QFD techniques to enhance product design while focusing on sustainability by using eco-friendly practices, minimizing environmental impact, and promoting agile, customer-centric design processes.

The alumni of the program have immensely contributed towards summer internship, final placements as well as curriculum development and periodic deliveries in the classrooms. The interaction of the alumni has spanned across various platforms during the year.

Strategic Plan (PDP for 2025):

As part of its strategic development agenda for 2025, the PGDM in Financial Management program aims to further elevate its academic rigour, industry relevance, and research impact in alignment with the evolving contours of the Indian and global financial ecosystem. The upcoming year will witness the operationalization of a cutting-edge simulation trading lab in collaboration with the National Stock Exchange (NSE), offering students immersive exposure to real-time market dynamics and enhancing their financial decision-making capabilities. New electives are set to be introduced in high-demand domains such as fintech and digital transformations, advanced financial analytics using machine learning, predictive modeling, and financial forecasting—ensuring that students are equipped with future-ready competencies. Plans are in place to acquire additional financial databases and analytics platforms to support hands-on learning and empirical research in areas such as equity research, risk modeling, and valuation.

Strengthening global outlook and industry alignment, the department also seeks to forge new international academic partnerships, expand student and faculty exchange programs, and formalize MoUs with reputed domestic and global industry partners. These collaborations will provide students with enriched exposure to cross-border financial practices, regulatory frameworks, and innovation-led financial services. Interdisciplinary learning will be further promoted through blended modules with marketing analytics and HR analytics, enabling a well-rounded understanding of financial strategies in business contexts. On the research front, the program will amplify faculty-industry partnerships to undertake applied research on India-centric issues such as digital lending, ESG investments, and inclusive finance. Student research will be encouraged through dedicated forums, finance case competitions, and peer-reviewed publications. With continued focus on strengthening the industry-academia interface, the program also plans to launch a corporate mentorship initiative, expand MDP offerings for professionals and entrepreneurs, and deepen its ties with skill-based bodies like NSE Academy, IIBF & ISDC. These integrated efforts aim to ensure that graduates are not only industry-ready but also equipped with a strategic mindset, ethical grounding, and the agility to thrive in the fast-evolving financial landscape.

Financial Management 2023-25



1st row left to right (Girls)-

Rashi Gupta, Smriti Singh, Mahima Choudhary, Shahista Fathma, Shriti Bharti, Revati Varshney, Mahrosh Naaz, Prerna Tiwary, Sakshi Srivastava, Sanya, Mimansa Kerketta, Asmi Jha, Richa Kumari, Navya Singh, Simran Survi, Khushi Shahdeo, Surbhi Kullu, Anisha Sharma, Harsha, Rajni Kumar Rahil.

2nd row left to right –

Gudakesh Gunjan, Anugrah Lakra, Rishabh Agarwal, Hritik Michael, Pranav Kumar, Abhilasha Priyam, Sanjana Kumari, Muskan Shree, Sambhavi, Kritika Singh, Sonal Raj, Shubhangi, Pragya Jain, Anamika Giri, Akash Kumar, Mukul Raj, Akash Kumar Agarwal, Nitin Taneja, Nilesh Trivedi.

3rd row left to right (Boys)- Harsh Manek, Yash Badal, Abhinav Vijay, Anubhav Yash, Atishay Tripathi, Sourav Kumar, Aman Pathak, Mohit, Mohit Kumar, Rohit Verma, Aditya Anand, Ashish William Ekka, Hritik Sagar.

Marketing Management

Head of Programme : Dr Bhabani Prasad Mahapatra

Overview of the Programme Activities

The academic session 2024-25 commenced with the 4th trimester classes and orientation for the new 2024-26 batch. The curriculum was finalized after peer review and approval by the board of studies. Markbuzzz, the student club of marketing management, showcased excellent teamwork in organizing Maxfest 3.0. Throughout the year, several lectures by alumni and industry professionals were arranged, and the tutorial program for the 2023-25 batch was successfully completed. We continued beneficial practices like mock GDs and interviews, and second-year student presentations after their internships. The SIP reports were evaluated by both an academican and an industry expert. Industrial visits for second-year students were organized to Delhi, Kolkata, Pune, and Mumbai, while first-year students visited Khunti and Gumla as part of their rural camp. Over 52 students completed live projects. In final placements, the highest CTC was Rs. 19.5 lakh from Maruti Suzuki Ltd. Over 81% of first-year students secured summer internships. Our program received NBA accreditation for 2025-2028.

Student Activities and Achievements

Induction-cum-Orientation



The week-long Induction-cum-Orientation Programme from 06 to 13 July 2024 welcomed the 2024-26 batch, introducing them to XISS's academic environment, values, and culture. The programme started with an inaugural ceremony, followed by sessions on Programme Outcomes (POs), Programme Educational Objectives (PEOs), and faculty introductions. Students learned about institutional rules, academic policies, and library resources. Core subjects like Marketing, Finance, IT skills, and Quantitative Techniques were covered, along with Placement and Summer Internship Programme (SIP) details. The orientation programme also featured industry talks, student

committee introductions, and ice-breaking activities, concluding with a feedback session where students shared their experiences and excitement for the journey ahead.

Independence Day

Xavier Institute of Social Service, Ranchi, celebrated the 78th Independence Day with great enthusiasm and patriotic fervour. The event was organized by the 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, S.J.

Students from both the first and second year of the Marketing Management Programme contributed vibrant cultural performances, including dance, songs, and a skit, all centred around the themes of independence and patriotism. On this occasion, institutional scholarships were also conferred upon meritorious students from all four academic programmes, recognizing their academic excellence and dedication.

Freshers' Party 2024

On 23 August 2024, the Marketing Management Programme and Markbuzzz hosted a lively Fresher's Party for the 2024-26 batch, themed "Devils and Angels". Dr Joseph Marianus Kujur SJ, Director of XISS, encouraged lifelong learning, while Dr B. P. Mahapatra inspired confidence. The event featured performances and crowned Ms. Retika Sneha Ekka and Mr Vibhuti Yadav as Miss and Mr Fresher respectively.

Industrial Visit



Industrial visits form an integral part of the academic curriculum across postgraduate programmes, offering students a vital bridge between theoretical learning and real-world application. These visits provide invaluable exposure to live working environments, enabling students to gain practical insights into business operations, corporate culture, and contemporary marketing and sales practices.

On 20-30, September 2024, Industrial Visit

was organized for the second-year students of the Marketing Management Programme. The students visited three major business hubs — Delhi, Kolkata, Mumbai/Pune — under the guidance of faculty coordinators Dr B.P. Mahapatra (Delhi), Dr Fedric Kujur (Kolkata), Prof Pinaki Ghosh (Mumbai/Pune).



During the visit, students had the opportunity to engage with a diverse range of leading organizations, including but not limited to: Emcure Pharmaceuticals, Tata Autocomp, Bajaj Finserv, SKF, Raymonds, Tata Mutual Fund, Reliance Retail, HSBC Asset Management, DSP Mutual Fund, Motilal Oswal, Adani Wilmer, IOCL, Flipkart, ICICI Prudential, Axis Bank, Reliance Jio, HDFC, DVC, Samsung, Berger India, Hero Motors, Maruti Suzuki, Schneider Electric, Mother Dairy, LG, Good Year.



To conclude the visit, Alumni Meets were organized in each city — Delhi, Kolkata and Mumbai — allowing students to interact with XISS alumni and gain valuable insights from their professional journeys. These interactions fostered meaningful connections and enriched the students' understanding of industry dynamics.

Overall, the industrial visit was a transformative learning experience, seamlessly integrating academic learning with real-world exposure, and significantly enhancing the professional preparedness of the students.

Maxfest 3.0



On 22 November 2024, the Marketing Management Programme and Markbuzzz, the Marketing Club of XISS, Ranchi, organized an inter-college fest Maxfest 3.0 featuring seven events, including Markquizz, Concept Forge-Mad Ads, Live Sales-Rural La Carte, Case Clash, Selfie Show, Online Photography, and Devil Follows. Participating colleges included TISS Mumbai, Xavier's College Ranchi, and Amity University Ranchi. The fest was inaugurated by Dr Joseph Marianus Kujur,

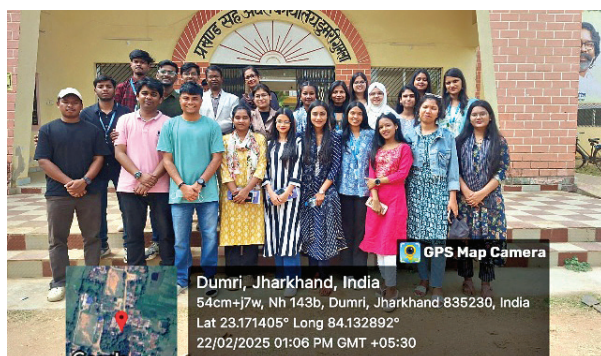
Director of XISS. A Marketing Conclave on MSME marketing challenges and ethics in business was also held, attracting industry professionals, academics, and students. Winners received cash prizes and certificates. MAXFEST 3.0 enhanced students' skills, networking, and career development.

Annual Games and Sports Week

The Annual Games and Sports Week at XISS, Ranchi, was held from 28 to 31 January 2025, where students of the Marketing Management Programme showcased outstanding performances. The female basketball team earned a silver medal, demonstrating great teamwork. Ms. Deepika from MM2 won silver in both badminton singles and doubles, partnering with Ms. Radha from MM1. Mr Prateek from MM2 secured silver in table tennis singles. Faculty members also excelled, with Dr Bhabani Prasad Mahapatra earning silver in chess. Dr Fedric Kujur won silver in badminton singles, and his doubles team with Mr Prashant Kumar Jha also took silver.

Rural camp

A three-day Rural Camp to Khunti and Gumla from February 20-22, 2025 was conducted for the first-year students of Marketing Management Programme. The objectives of the camp were to understand the rural economy, study rural businesses, and sensitize students to the challenges and opportunities in rural areas. Dr Pratyush Ranjan and Dr Madhumita Singha were the faculty coordinators for the rural camps at Khunti and Gumla Respectively.



Participation of Students

Batch 2024–26

- Mr Aniket Gaurav Chand participated in *Basketball at Ensemble-Valhalla 2024*, held from November 23–25, 2024, organized by XLRI Jamshedpur.
- Mr Rishu, Mr Nirnay Raj Shourya, Mr Ayush Yadav, Ms. Madhu Pushpa, and Mr Debyansh participated in *Nukkad Natak at Ensemble-Valhalla 2024*, held from November 23–25, 2024, organized by XLRI Jamshedpur.
- Mr Keshav Agarwal was part of the organizing team for *Case Clash* on November 22, 2024, organized by Markbuzzz - The Marketing Management Club of XISS.
- Ms. Ayesha Bilquees was part of the organizing team for *Battle of Brands* on November 22, 2024, by Markbuzzz.
- Mr Devaneek Raj was part of the organizing team for *Concept Forge – Mad Ads* on November 22, 2024, by Markbuzzz.
- Mr Aniket Chand Gaurav organized *Rural La Carte 2024* on November 22, 2024, with Markbuzzz.
- Ms. Aashna Chaddha was part of the organizing team for *Stage Play* and *Devil Follows*, both held on November 22, 2024, organized by Markbuzzz.
- Mr Kaushal was part of the organizing team for *Markquizz* on November 22, 2024, by Markbuzzz.

Batch 2023–25

- Mr Saurav Kumar participated in *Badminton at Ensemble-Valhalla 2024*, held from November 23–25, 2024, by XLRI Jamshedpur.
- Mr Satyam Singh participated in *Table Tennis at Ensemble-Valhalla 2024*, held on the same dates.
- Mr Rishi Kumar Verma served as President of Markbuzz during *Maxfest 2024*, held on November 22, 2024.
- Mr Meet Gupta, Ms. Akansha Srivastava, Ms. Paromita Sanyal, Ms. Simran Gupta, Mr Gaurav Sahu, Mr Apurba Chatterjee, and Mr Yasashwee Sriharsh were part of the organizing team for events *Case Clash*, *Battle of Brands*, *Concept Forge – Mad Ads*, *Rural La Carte 2024*, *Stage Play*, *Markquizz*, and *Devil Follows* respectively organized by Markbuzz.
- Mr Meet Gupta also served on the organizing team for the *Blood Donation Camp* held on August 31, 2024, in collaboration with the Alumni Association and Rotaract Club of Social Revolution, XISS.
- On January 11, 2025, Markbuzz, the Marketing Management Club of XISS, organized a meaningful visit to Brajkishore Netraheen Balika Vidyalaya, a school for visually impaired girls, to promote social responsibility and community engagement. Students interacted with the girls through fun, inclusive activities, exchanged stories, and concluded the visit by distributing goodies—creating lasting memories and fostering empathy and awareness.
- Mr Akshat Choudhary (Marketing, 2023–25) and Ms. Rashmi Negi (HR, 2023–25) secured second position in The Mystic Conclave at Xaviesta 2025, organized by St. Xavier's University, Kolkata on 01 February 2025. The competition, a premier business strategy event, tested participants across domains like Finance, Marketing, HR, and Analytics through four intense rounds of case simulations and data-driven problem-solving.

Summer Placement 2024-26

Various companies have offered summer placements to the class of 2024-26. As of 4 April 2025, more 81 percent of first year students were placed for their internship in prestigious companies like Tata Steel Ltd., LG Electronics India Ltd., Adani Wilmar Ltd., HDFC Bank limited, HT Media, Anvil Energy Pvt. Ltd., Dew Projects and Chemicals Pvt. Ltd., Mahindra Finance, ITC Dairy and to name a few. Highest stipend of Rs 25000 per month has been offered in the summer placement to the current batch. Summer Placement Representatives Prakhar Anand – SPR and Gazal Agarwal – ASPR have actively coordinated with the CPC office during the process.

Live Projects

During 2024-25, 52 students completed their live projects on sales and marketing, digital marketing in organisations like *The Humming Minds*, *ITC Limited*, *Kalam Ghar*.

Faculty Activities and Achievements

Dr B P Mahapatra

Was a resource person for MDP for Blackrock Mining & Mineral Consultancy (BRMMC) on Problem-Solving and Learning System, 27-29 June 2024 & 01 July 2024
 Worked as a co-principal investigator in a research project Performance Evaluation of TSP in Jharkhand: Challenges and Opportunities. The draft report has been submitted to TRI, Jharkhand for review.
 Invited as resource person by Regional Capacity Building & Knowledge Institute, Ranchi & Indian Audit and Accounts Department, Ranchi for Introductory Economics: Understand the Concepts of Economics, 25 November 2024
 Invited as speaker on Quantitative Skills for Business for Students of MBA by Berhampur University, Odisha, 02 November 2024
 Published a chapter on "Assessment of Gen Z's Behaviors and Preferences on Online Dating App OKCupid" in *Pioneering approaches in Data Management* (IGI Global, 2024).

Invited as a panellist for discussion on *Sarkar ki Prathamiktayen* by Dainik Bhaskar, 29 November 2024
Interview published in Dainik Jagaran as an expert view on Jharkhand State Finance Commission, 25 February 2025

Published a paper titled *A Study on Impact of Motivation for Post Graduate Students for their Achievements*, in *Advances in Consumer Research* (2025), ABDC “B” Category

Prof Amar E Tigga

Coordinated an MDP for Blackrock Mining & Mineral Consultancy (BRMMC) organised during 27-29 June 2024 & 01 July 2024. He was also a resource person in this MDP on Public Interface Skills including Negotiation and Communication Skills.

Attended the 29th Annual International Association of Jesuit Business School (IAJBS) annual forum on 14-17 July 2024 at Australian Catholic University in Sydney, Australia

Completed an FDP on “Understanding Incubation & Entrepreneurship” organised by NPTEL AICTE, July-October 2024

Completed an FDP on “Generative AI for excellence in education” organised by XLRI NCR Campus, 16-17 August 2024

Completed an FDP on “AI in Marketing” organised by IIT Roorkee (NPTEL SWAYAM), January-April 2024

Conducted an FDP on Business Education and Industry 5.0 for Faculty Members of JIM, Trichy, 20-23 October 2024

Conducted State Level FGD Workshop on JSIRF (Jharkhand State Institutional Ranking Framework) in collaboration with Jharkhand State Higher Education Council and Department of Higher and Technical Education, Government of Jharkhand, for IQAC Coordinators, Administrators, Faculty members and students of colleges and universities across Jharkhand, 11-26 September 2024

Published a chapter on the “Assessment of Social Media Presence and its Effectiveness to Achieve Business Goals in NBFCs” in *Pioneering approaches in Data Management* (IGI Global, 2024).

Invited as a panellist for discussion on *Sarkar ki Prathamiktayen* by Dainik Bhaskar, 29 November 2024

Dr Pinaki Ghosh

Invited as resource person by SIDHKOFED, Ranchi & XISS, Ranchi for Marketing of Minor Forest Produce and Importance of Certifications, 26 November 2024

Published a paper on *Marketing Strategies for Financial Institutions in Educational Administration: Theory and Practice* (2024).

Published a paper titled *Harnessing AI for Organizational Excellence: Interdisciplinary Strategies for Enhancing Marketing, HR, And Financial Performance Through Data-Driven Decision-Making*, in *European Economic Letters* (2024), ABDC “C” Category.

Resource person on session “Digital marketing & Marketing strategy” for LAMPS/PACS members at XISS, 28 January 2025

Resource person on session “Digital marketing & Marketing strategy” for LAMPS/PACS members at XISS, 19 February 2025

Resource person on session “Digital marketing & Marketing strategy” for LAMPS/PACS members at XISS, 19 March 2025

Dr Madhumita Singha

Completed an FDP on “AI in Marketing” organised by IIT Roorkee (NPTEL SWAYAM), January-April 2024

Conducted Faculty Development Program-Cum-Workshop on Business Modelling and Data Analysis Using MS-Excel for Faculty Members, Academicians, Researchers and Research Scholars, 29-31 August 2024

Invited as a panellist for discussion on *Sarkar ki Prathamiktayen* by Dainik Bhaskar, 29 November 2024

Completed an online workshop on “Introduction to Natural Language Processing” organised by IIT Madras (NPTEL), 15-16 February 2025

Published a Paper on "An Analysis of Code Quality Metrics Applying Correlation and Regression for Identifying Bug Occurrences" in International Journal of Statistics and Applied Mathematics, 2025

Dr Pooja

Invited as guest speaker for "Latest Trends in HR and Future Scope" for Bridge Course for BBA students of Amity University, Jharkhand on 6 September 2024.
Was a resource person for MDP for Blackrock Mining & Mineral Consultancy (BRMMC) on Role of Interpersonal Relations, Teamwork, and Self Development, 27-29 June 2024 & 01 July 2024
Invited as an examiner for Viva-Voce examination at BIT Mesra, Lalpur, 07 May 2024
Was a reviewer for IIM Ranchi Journal of Management Studies, Emerald, November 2024
Was a reviewer for Pioneering Approaches in Data Management by IGI Global, May 2024
Published a chapter titled "Exploring the Influence of Emotional Intelligence on Financial Literacy amongst Gen Z" in *Pioneering approaches in Data Management* (IGI Global, 2024).
Presented a paper at the 16th International Conference on Education and New Learning Technologies, discussing the factors of emotional intelligence and their impact on faculty burnout (IATED, July 2024).
Published a chapter on *Academic Leadership in Higher Education in India: Needs, Issues, and Challenges in Academic Leadership in India: Challenges and Expectations* (Routledge India, 2024). (Scopus indexed)
Published a chapter on "Intimate Partner Relationships before and during the COVID-19 Pandemic" in *Domestic Violence and Abuse as a Shadow Pandemic* (2024).
Presented a Paper titled "Rural Women Challenges as Small and Medium Enterprise: A Case Study of Jharkhand Lac Producer" at 3rd International Financial Management Conference (IFMC 2025)" held on February 07, 2025, organized by Chandragupt Institute of Management Patna.
Presented a paper titled "Assessing the Factors of Emotional Intelligence and Its Impact on The Burnout of The Faculty Members" presented in the 16th International Conference on Education and New Learning Technologies held in Palma, Spain, 1-3 July 2024.

Dr Tina Murarka

Published a paper on "Bridging Educational Gaps Through 21st-Century Entrepreneurship Skills Integration in School Curriculum" in *Humanities and Social Science Studies journal: ISSN 2319-829X with IF=7.28 Vol. 13, Issue 1, No. 2, January-June 2024*
Invited as a panellist for National Seminar on "Learning and Well-Being of Children and Young People in the Digital Era" organised by FLAIR (Forum for Learning and Action with Innovation and Rigour) in collaboration with SHICAA (Safe and Healthy Internet for Children and Adolescents Alliance), 06 August 2024
Resource person in the training Program on Entrepreneurship & Business Development for LAMPS/PACS Members at XISS organised by SIDHKOFED, 25 September 2024

Dr Fedric Kujur

Completed an FDP on "Advanced Machine Learning Algorithms Using SPSS as a part of No-Code/Low-Code Revolution" organised by RV Institute of Management, Bangalore, 10-16 June 2024
Published a chapter titled "Rural entrepreneurship as alternative sources of earnings: An assessment" in *New Practices for Entrepreneurship Innovation* (IGI Global, 2024), Scopus.
Published a chapter on "Innovation in Tourism and Startups in Eastern India" in *Sustainable Partnership and Investment Strategies for Startups and SMEs* (IGI Global, 2024).
Published a paper analysing the impact of psychological contracts on organizational outcomes in *Perspectives in Human Resources* (Routledge India, 2024).
Published a chapter titled "Determinants Affecting Consumer Interest in Acquiring Traditional and Sustainable Handicraft Products: A Study" in IGI Global, 2025.
Invited as a resource person for Online National Workshop on "Advanced Research Methodology and Systematic Literature Review", 17 March 2025
Invited as a resource person for ICSSR(ERC)-Sponsored International-Level Faculty Development Programme on "Research Methodology in Social Sciences: Concepts, Tools and Techniques", 17 January 2025

Completed an FDP-cum-Workshop on “Business Modelling and Data Analysis using MS-Excel” organised by XISS, Ranchi, 29-31 August 2024

Completed an online workshop on “Introduction to Instructional Design” organised by NPTEL & EdTech Society, 01 February 2025

Conducted State Level FGD Workshop on JSIRF (Jharkhand State Institutional Ranking Framework) in collaboration with Jharkhand State Higher Education Council and Department of Higher and Technical Education, Government of Jharkhand, for IQAC Coordinators, Administrators, Faculty members and students of colleges and universities across Jharkhand, 11-26 September 2024

Organised a seminar on Bottom-Up Enterprise: Insights from Subsistence Marketplaces and Marketplace Literacy with Prof Madhu Viswanathan, Loyola Marymount University, USA as resource person, for students, faculty and staff at XISS, 26 July 2024

Organised a workshop on Using the Bottom-Up Approach in Education, Research and Social and Business Enterprise for faculty members with Prof Madhu Viswanathan, Loyola Marymount University, USA as resource person at XISS, 26 July 2024

Attended the Third Subsistence Marketplaces Bottom-Up Immersion Conference at Casablanca, Morocco and presented A Study on Subsistence Marketers in Jharkhand, 21-24 May 2024

Invited as a panellist for discussion on *Sarkar ki Prathamikayen* by Dainik Bhaskar, 29 November 2024

Collaborations and Connections - Industry and Alumni

Board of Studies Meeting

The Marketing Management Programme held its Board of Studies (BoS) Meeting on 27 July 2024, 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 2024-26 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 Subhas Kumar (Axis Bank), and Mr Shan Parbhakaran (Ziptrip). The meeting was coordinated by Dr Bhabani Prasad Mahapatra, Head of the Programme.

Seminar on Bottom-Up Enterprise

On July 26, 2024, the Marketing Management Programme and Markbuzzz, the official Marketing Management club of XISS, organized a seminar on “Bottom-Up Enterprise: Insights from Subsistence Marketplaces and Marketplace Literacy” at the Fr Michael Van den Bogaert SJ Memorial Auditorium. The seminar featured Professor Madhu Viswanathan, a renowned academician from Loyola Marymount University, Los Angeles, as the speaker. Dr Joseph Marianus Kujur SJ, Director of XISS, highlighted the evolving perceptions of marginalized communities. Professor Viswanathan shared insights on subsistence marketplaces, emphasizing the bottom-up approach, economic sustainability, and the importance of Emotional Quotient (EQ). The seminar concluded with a vote of thanks from Dr Pratyush Ranjan. Professor Viswanathan also conducted a workshop for faculty on applying the bottom-up approach in education, research, and business.

Guest Lectures:

- Mr Himanshu Shankar (Groz Tools), Ms. Sneha (L’Oréal), Mr Pratik Burman (Infosys Finacle), and Mr Shivam Kumar Yadav (Titan Wealth) all delivered insightful lectures on Realities of the corporate world, Understanding Marketing and Consumer Mindset, and Importance of attentive listening and lifelong learning on July 13, 2024 to 2024-26 batch students

- Mr Amit Gupta (batch 2014-16), Director of Marketing Operations, Fortanix of batch 2014-16 interacted with students of 2024-26 on July 18, 2024
- Mr Sean Stanislaw (ANZ, Australia) presented on Balance of Payment and Macro Economic Policy on November 30, 2024.
- Mr Rajesh Sahay (Flipcarbon) conducted a session on ESG on December 7, 2024.
- Mr Sriram B Iyer delivered sessions on Retail Operations on November 28 and December 4, 2023.
- Mr Ankit Sharma (PhonePe) led talks on UPI's role in digital payments (Nov 9, 2024) and Data Analytics (Aug 3, 2024).
- Mr Rajat Vimal (Bajaj Finserv) addressed on Total Rewards on November 5, 2024.
- Entrepreneurs Mr Kunal Sharma and Mr Risabh Rituraj delivered a joint session on HR Issues and Entrepreneurship on Nov 5, 2024.
- Mr Shivam Kumar Yadav, Batch of 2011-13, Director, Titan Wealth interacted with students on "Successful Career in Sales & Marketing" 10 Jan 2025
- Ms. Ameya Grover (Category Lead at Reliance Retail) spoke on Category Management on October 18, 2024.
- Mr Prabhjeet Singh (President, Uber India & South Asia) and Ms. Sucheta Mahapatra (MD, Branch International India) both conducted Leadership Talks on September 20, 2024.
- Mr Binay Tudu (Manager-HR, DVC) led a session on Strategic HR Management on September 6, 2024.
- Mr Manan Shah (CMO, Connekt Media) presented on Marketing Team Leadership Strategies on August 31, 2024.
- Mr Imtiyaz Ahmed (Wealth Specialist, Axis Bank) gave a session on Mutual Funds and Careers on August 29, 2024.
- Dr Sisir Dutta (General Manager(R&D), CMPDI) delivered a lecture on Project Management on August 27, 2024.
- Mr Mridumesh Kumar Rai (Alshaya Group, Dubai) took a guest lecture on Technology in Retail on August 28, 2024.
- Mr Vineet Jain (Ex-Partner, EY) shared Leadership Insights through Mythology on July 12, 2024.



Miscellaneous

Tutorials to Support Students

The Marketing Management Programme introduced tutorial sessions where senior students mentor juniors to reinforce core concepts. After a thorough eligibility assessment, second-year students, including Mr Rishi Kumar Verma, Ms paromita Sanyal, Ms Anjali Gupta and Ms Chulbul Kumari were appointed as tutors for the 2024-26 batch, providing valuable insights and support.

Strategic Plan for 2025-26

The initiatives started last year to improve the teaching-learning process will continue in the coming year.

- The programme aims to strengthen industry connections for enhanced student exposure and leverage the alumni network for greater opportunities and industry insights.
- New courses like Subsistence Marketing will be introduced to address local societal challenges, aligning with Jesuit values.
- To stay current with industry trends, the curriculum will be updated to include advancements in IT and analytics.
- Workshops and FDPs on research methodology, finance for non-finance, and case studies are planned.
- A conference on "Resilience and Sustainability in Business" will be organized as part of XISS's Platinum Jubilee celebrations.
- Student-led activities will be further energized, and the programme looks forward to welcoming the new batch of students next academic year.

Marketing Management

2023-25



1st Row (left to Right)

Khushboo Kujur, Raj Priya, Anam Shahreesh, Harshita Sharma, Alka Dayal, Ritika Prakash, Manisha Kachhap, Chulbul Kumari, Preety Sweety Linda, Somya Raj, Muskan Gupta, Adya Ranjan, Ansu Xalxo, Shreya Mondal, Prachi, Subashini Tudu, Shambhavi Raman, Simran Gupta, Raj Nandani, Deepika Singh, Aakansha Shrivastava, Anjali Gupta, Paromita Sanyal

Middle Row (Left to Right)

Abhigyan Atharv, Akash Kumar, Gaurav Sahu, Md. Raiyyan, Vivek Kumar Saw, Mayank Parashar, Prateek Raj, Abhishek Kumar Singh, Rishi Verma, Abhyuday Chatturvedi, Ankit Pranay Tirkey, Harsh Rohan Toppo, Saurav Kumar, Shubham Raj, Meet Gupta, Saurav Kumar Singh

Top Row (Left to Right)

Shivam, Adarsh Kumar, Md Zeya Habib, Mayank Kumar, Harsh Kumar Singh, Raghav Tania, Ankit Kumar, Akshat Choudhary, Kumar Bipul, Arpit Anand Dubey, Rishi Murarka, Shams Alamglr Khan, Aman Singh, Priyanshu Mishra, Rahul Prasad, Yashaswee Sriharsh, Apurba Chatterjee, Himanshu Raj, Ashish Kumar Harsh, Satyam Kumar

Human Resource Management

Head of Programme : Dr Shyamal Gomes

An Overview : The year 2024 was very challenging for all of us as we worked to nurture 120 budding HR professionals to be industry-ready. However, with the strong cooperation of the XISS Management, faculty members, students, staff, and the trust of our stakeholders in the HRM program at XISS, we have proven ourselves once again to be truly competent. Four dedicated faculty members have joined the HRM program as Assistant Professors during 2024-25: Dr Jyoti Verma in HR & OB areas, Dr Tanmay Pattnayak in Labour Laws & IR, Dr Swati Minz in HR & OB areas, and Dr C. Vanlal Zawna in Financial and Accounting Management. Moreover, the Chairman of the Board of Studies (BOS) for HRM programs, Dr Joseph Marianus Kujur SJ, appointed new members to the Board of Studies. The first meeting of the newly constituted Board of Studies (BOS) for Human Resource Management was held on 21 August 2024 through hybrid mode. The purpose of this meeting was to seek members' opinions on the completely restructured Course of Study (outcome-based Curriculum) for the 56th Edition (2024-26). The main goal was to introduce the HRM Course Curriculum to the newly appointed members and gather their insights to make it more effective, keeping in mind the challenge of increasing the intake from 75 to 120 students in the HRM program and meeting the needs of the industry.

Student Activities and Achievements

Student - Industry Interface (Industrial Tour, 2023-25): To understand the current Business scenario and the linkage of HR & IR operations in Industries, this year also a comprehensive Industrial tour was organized for the class of 2023-25 during September 21 September to 2 October 2024. All students visited a good number of Industrial Houses in 5 locations across Pan India, like NCR Delhi, Mumbai, Bangalore, Hyderabad and Kolkata, to have a first-time hand on exposure in the shop floor, interact with the hardcore HR-IR practitioners as well as the Corporate Offices and to welcome companies for Campus Recruitment. Location wise brief outcome are as follows:

Bangalore Industrial Tour: A group of 24 students were at Bangalore under the supervision and guidance of Dr Kumar Mohit Spring. This group visited various organizations, like Atkins Realis, Wipro Limited, Volvo, Astra Zeneca, PayU, Big Basket, Air Bus, Google, Amazon, and Taj Group of Hotels. The visit aimed to bridge the gap between theoretical knowledge and industry practices by providing students with insights into modern HR strategies, employee engagement techniques, and organizational behavior. The industrial tour provided students with valuable exposure to corporate HR practices. Interaction with HR professionals helped them understand industry expectations and career opportunities.

Kolkata-Haldia-Kharagpur Industrial Tour: A group of 24 HRM-II students, under the guidance of Dr Shyamal Gomes, went to Kolkata, Haldia and Kharagpur region for Industrial Tour during 21 September to 2 October 2024. The whole group subdivided into 5 small groups of 5-6 students each, made pre-placement presentations in 20 companies, including Coal India, Power Grid, Birla Corps. Flipkart, Sodexo, HPCL, McNROE, Exide Kolkata, IOCL, Reshmi Group, L&T, TEGA Industries, Star Cement, Bharat Petroleum, AXIS Bank, HDFC, Gainwell and Reliance JIO. As a whole group, the students also visited 7 Plants in the prestigious organizations, like Tata

Hitachi (Kharagpur), Adani Wilmar and EXIDE (Haldia), ITC Tobacco and ITC Food Division, Castrol and Tractor India Limited. During their factory visits they interacted with the Practicing Managers, Senior Managers – HR, and the Trade Union leaders to understand the current business management strategies as well as Human Resource Practices in the Corporate/Organizations. On 28 September 2024, the Alumni Meet was organized by Kolkata chapter of Alumni Association at Floatel and around 22 alumni were present along with 48 students of HR, and Marketing, and Professors.



Industrial Tour at ITC & CASTROL (Kolkata)

Mumbai Industrial Tour: Under the leadership of Dr Binit Lakra, a group of 24 students visited Mumbai region from 21 September to 1 October 2024. They visited 16 prestigious companies like, Bannett Coleman & Company Limited (BCCL), Tata Auto-comp, Tata Motors, Emcure, Alkem, Reliance, Mahindra & Mahindra, Hindalco, Godrej & Boyce, Safari, Huhtamaki, JSW, ABCL, Hettich, BPCL, and Tata Sons.



Bennett Coleman and Company Limited (BCCL)



Industrail visit at Hyderabad

Overall, the Mumbai visit was a very reflective, insightful and great learning experience for the students.

Industrial Tour at Hyderabad: A group of 18 students from HRM-II accompanied by Dr Indrani Ghatak went to Hyderabad for the purpose of Industrial tour of 12 days from 21 September 2024 to 02 October 2024. Students visited 12 companies across different sectors like Microfinance, Manufacturing, Pharmaceuticals, Mental Wellness, real estate etc. Companies, like Bharat Financial Inclusion Limited – NFBC (Microfinance sector), ITC MEDAK – Manufacturing, Praan Mental Wellness, Dr Reddy's Laboratories, National Mineral Development Corporation – corporate office, Bharat Heavy Electricals Limited, National Thermal Power Corporation Limited, Novartis, Olectra Greentech Limited, MSN Laboratory, Berkadia – Real estate company and Aurobindo Pharmaceuticals. Students learned different management skills, like Teamwork and Leadership, Time Management and Discipline, etc.

Industrial Tour at Delhi-NCR: A group of 19 students of the HRM Programme (2023-2025) of XISS, with their faculty member Dr Mrityunjoy Roy, embarked on a 10-day Industrial Visit to Delhi-NCR in September 2024, gaining first-hand insights into the operations of some of India's leading manufacturing units and corporate houses. The visit provided a comprehensive understanding of industry practices, technological advancements,

and corporate strategies across diverse sectors. The itinerary included visits to Maruti-Suzuki and Hero MotoCorp, Good Year, UFLEX, ITC Hotels, and Power Grid Corporation, and MetLife. The visit to Greenlam showcased the laminate and surface solutions industry, emphasizing design and manufacturing.

This industrial visit enriched participants with real-world industry exposure, bridging the gap between academic learning and practical applications, while also offering networking opportunities with professionals and experts in various fields.

Industrial Visit/Camp

A Comprehensive Industrial visit was organized for the class of 2024-26 from 19-22 Feb 2025 in Ranch-Bokaro-Jamshedpur region. Four groups of around 30-31 students each of the current HRM batch of 2024-26 went those areas under the guidance and leadership of Dr K M Spring, Dr Sharda Singh and Dr Jyoti Verma. Faculty members Dr Tanmay Pattnayak, and Dr Swati Minz assisted in this visits. All the visits were meticulously planned and executed, adhering to a structured methodology designed to maximize learning and engagement. Before the visit, extensive research was conducted by the faculty members and students to identify suitable industries and organizations relevant to our study. Group A & D under the supervision of Dr K.M.Spring visited Tata Steel West Bokaro, Tata Tinplate, NTPC Hazaribagh and Tata Steel Jamshedpur: Group-B under the supervision of Dr Sharda Singh visited SAIL Bokaro and Tata Steel Gamharia Plant; Group-C under the supervision of Dr Jyoti Verma visited RDCS SAIL-Ranchi, and Tata Cummins Jamshedpur Plant.

The Industrial Visits provided insights into the manufacturing process, business operations, HR practices, role of trade union and CSR initiatives. Students learned about raw material processing, blast furnace operations, and continuous casting. Business insights included market strategies and sustainability. Students observed workforce management, training, safety, and how they actively contribute to CSR through education, healthcare, environmental sustainability, community development, and welfare.

Annual Rural Retreat

The Annual Rural Retreat (ARR), an essential part of the HRM Programme at XISS, aims to immerse future HR professionals in the socio-cultural fabric of rural India. Divided into two parts—**Retreat and Rehearse** and **Exposure and Social Learning**—ARR 2025 was conducted in a revised format where students visited villages directly from the XISS campus over four days (February 19–22, 2025).

Groups A and C (61 students) visited **Kheroa Kocha** and **Behra Toli** under Rajadera Gram Panchayat, guided by **Dr Shyamal Gomes** and **Dr C. Valnalzawna**. Groups B and D (61 students)



Industrial visit at Tata Cummins, RDCS, SAIL Ranchi and SAIL Bokaro



Industrial visits at Tata Steel, Bokaro



HR Students and Prof. with Villagers



Meeting with SHG leaders and Nukkad at Behra Toli – Angara

visited **Jiddu Barwatoli** and **Jiddu Hundra** under Jonah Gram Panchayat, accompanied by **Dr Binit Lakra** and **Dr C. Valnalaawna**.

Key activities included creating village resource maps with SHGs, interacting with PRI members, Forest and School Committees, performing **Nukkad Nataks**, contributing through **Shramdan**, and honoring village elders. Students also honed managerial skills—leadership, teamwork, time management—and gained insights into rural challenges like unemployment, youth migration, and healthcare gaps.

ARR provided a powerful learning experience, encouraging students to step back from academics and understand the realities of rural life and community-driven development.

Social Service Field Work (SSFW)

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.

In the academic session 2024–26, 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**.

Through direct interaction, students provided academic support, encouraged self-reliance among underprivileged children, and addressed challenges faced by inmates. Activities included **memory games**, **language and vocabulary development**, **science exhibitions**, and celebrations of national events. Creative initiatives such as **story concatenation**, **Nimble Moves** for visually impaired girls, and **assistive technology integration** were also undertaken.

A unique addition this year was **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.

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.

Students' Achievements 1st Year

Name of the Student	Name of the Activity
Rituparna Dey	Concept Forge held at MAXFEST 3.0 Organized by Markbuzz Online Certification in the course Organizational Behaviour (XIIS)
Rohit Kumar	Concept Forge held at MAXFEST 3.0 Organized by Markbuzz Fireless Feast & Dialectica held at Panache 2025 (XIIS)
Sujata Kumari	Women's Carrom – Single & Doubles (XIIS)
Sankalp Mahato	Men's Badminton – Doubles (XIIS)
Vishakha Kumari	Run-a-thon & Rangoli held at the Annual Fest of XIIS
Rupam Tamli	Marathon held at Annual fest of XIIS
Ritika Negi	Women's Badminton-DoublesAd Selfie held at MAXFEST Kalakriti held at Panache (XIIS)
Sumit Chauhan	HR Case Study Contest organized by Nomura Nav-Nirmaan Rangoli held at the Annual Fest of XIIS
Neelam Kumari	Online Certification in the course HR Analytics (NPTEL) Rangoli held at the Annual Fest of XIIS
Geetanjali Singh	Battle of Brands held at MAXFEST 3.0 Organised by Markbuzz (XIIS)

Name of the Student	Name of the Activity
Atul Kaushik	Fireless Feast & Dialectica held at Panache2025 Devils Followers & Rural-la-Carte held at MAXFEST 3.0 (XIIS)
Priyanka Kumari	Battle of Brands held at MAXFEST 3.0 Organised by Markbuzz Rangoli held at Annual Fest of XIIS
Neelak Ghosh	Devils Followers held at MAXFEST 3.0 (XIIS)
Riya Gupta	Rural-la-Carte held at MAXFEST 3.0 Organized by Markbuzz (XIIS)
Ayush Abhinaw	Treasure Hunt & Walk the Ramp at Annual Fest of XIIS
Shaurya Guria	Rangoli held at the Annual Fest of XIIS
Siddhant Marshall Dass	Devils Followers held at MAXFEST 3.0 (XIIS)
Disha Pamela kerketta	Rangoli at Annual Fest of XIIS
Aditi Kumari	Rangoli held at the Annual Fest of XIIS
Priyanshu Bhattacheryya	HR in Real Life: The Pop Culture Challenge Case Study (Great Lakes Institute of Management, Gurgaon)
Anne Ruth Mukherjee	HR Case Study Contest organized by Nomura Nav-Nirmaan (Nomura Services India Private Limited)
Priyanka Soni	Rangoli at Annual Fest of XIIS
Ayush Gupta	Table Tennis-Singles & Doubles (XIIS)
Simpi Mishra	Dancing (XLRI, Jamshedpur)
Ayush Raj	HR in Real Life: The Pop Culture Challenge Case Study (Great Lakes Institute of Management, Gurgaon)
Anshika Malhotra	HR Case Study Contest organized by Nomura Nav-Nirmaan (Nomura Services India Private Limited)

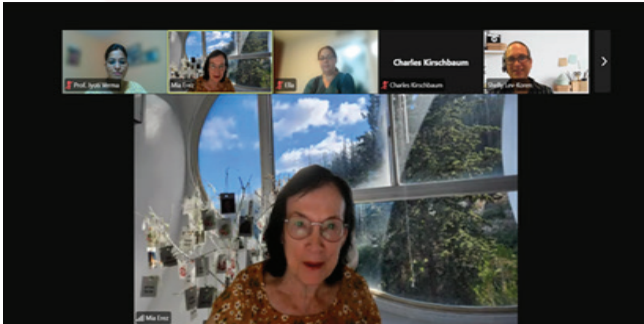
Student's Achievements 2ndYear

Name	Achievement
Saikat Baroi	National Finalist of TATA Steel-a-thon Season 11 . Runners-Up, Nukkad Natak, Rangmanch Panache'25 . First position, MarkQuizzz Maxfest 3.0 . Participant, NTPC Electron Quiz .
Anirban Nandi	Presented research on advancing diversity, equity, and inclusion through HRM practices at IIM Ranchi Social Impact Conference . Showcased research on HRM's role in fostering workplace diversity, equity, and inclusion at IIM Ranchi POMS International Conference . Runners up of Dialecta Panache (debate competition) , XIIS. First position Online Photography MaxFest 3.0, XIIS . Recipient of the Awanish Kumar Dev Memorial Scholarship 2025 .
Manya Banga	Participant, 12th Awanish Kumar Dev Memorial Lecture, Bangalore , in the Student Panel Discussion on "The ER Equation: Balancing People, Planet & Profit" .
Rashmi Negi	National Finalist of TATA Steel-a-thon Season 11 . 1 st runners up, The Mystic Conclave (Mega Event), St. Xavier's University, Kolkata (Xaviesta 2025).

Technion Multi Cultural Project (TMCTP) 2024 with Institute of Technology Israel

To sensitize professionals and budding managers to similarities and differences in cultural values, management practices and behaviours and facilitate their adaptation to the global, multicultural work context, XIIS HRM programme linked its first-year students with the joint project called "Technion Multi-cultural Team Projects (TMCTP) from 24 October to 2 December 2024 with other team members from USA, France, India, Brazil and

Israel. This project has been developed and managed over the last 15 years by Professor Miriam Erez, and the project coordinators at the Technion Institute of Israel. Dr Jyoti Verma introduced this project with XISS for HRM students. All together 78 students enrolled their names and finally 68 of them successfully completed and achieved the Certificates.



Prof. Miriam Erez conducting the Session



XISS HRM students receiving the certificate from Director

Faculty Achievements

Dr Sharda Singh

Publications

- Nigoti, U., David, R., Singh, S. et al. (2025). Does Flexibility Really Matter to Employees? A Mixed Methods Investigation of Factors Driving Turnover Intention in the Context of the Great Resignation. *Global Journal of Flexible Systems Management*, 1-22. <https://doi.org/10.1007/s40171-024-00436-6> (ABDC, category A)
- 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 Hospitality Sector of India. *Journal of Hospitality Application and Research*, Volume 20, Issue 2, (July 2025). (ABDC, category C)
- David, R., Nigoti, U., & Singh, S. (2025). Does intercultural communication competence, cultural sensitivity, and temporal flexibility related to employee engagement? Moderation of negative emotions with COVID-19. *International Journal of Intercultural Relations*, 105, 102098. (ABDC, category A)
- Jan, A., David, R., Subramani, A. K., Singh, S., & Nigoti, U. (2024). The moderating effects of perceived social worth and organizational virtuousness on the relationship between emotional labor, precarious work, and organizational commitment among ASHA workers in India. *Acta Psychologica*, 248, 104384. (ABDC, category A) (Aug, 2024)
- Sharma, A., Pandey, S., Singh, S., & Ghatak, I. (2024). Gamification in Learning and Development: A Qualitative Study on the Indian Mining Sector. *IUP Journal of Organizational Behavior*, 23(2), 51-65. (UGC Care Indexed) (April, 2024)
- Hassan, S. S., Kaur, N., George, A. J., Singh, S., & David, R. (2024). Role of Ethical Leadership in Corporate Governance: A Systematic Review. *IUP Journal of Corporate Governance*, 23(1). (ABDC, category C)
- David, R., Singh, S., Mikkilineni, S., Ribeiro, N. (2024). A positive psychological approach for improving the well-being and performance of employees. *International Journal of Productivity and Performance Management*. Vol. 73 No. 9, pp. 2883-2900. <https://doi.org/10.1108/IJPPM-12-2022-0618> (ABDC, category B)
- Singh, S., Subramani, A. K., David, R., & Jan, N. A. (2024). Workplace ostracism influencing turnover intentions: Moderating roles of perceptions of organizational virtuousness and authentic leadership. *Acta Psychologica*, 243, 104136. (ABDC, category A)
- Ribeiro, N., Gomes, D., Gomes, G. P., Ullah, A., Dias Semedo, A. S., & Singh, S. (2024). Workplace bullying, burnout and turnover intentions among Portuguese employees. *International Journal of Organizational Analysis*. Vol. 32 No. 10, pp. 2339-2356. <https://doi.org/10.1108/IJOA-09-2023-3980> (ABDC, category B)

Conference Papers Presentations and Proceedings

Nandi, A and Singh, S. (2024). The impact of AI tools in HR Outsourcing Practices: A qualitative Inquiry. The Production & Operations Management Society (POMS) India International Conference, organized by IIM Ranchi on December 4-6. 2024.

Kumari, M., Dash, S., and Singh, S. (2024). "Impact of Diversity and Equity on Employee Engagement: A Systematic Literature Review". The Production & Operations Management Society (POMS) India International Conference, organized by IIM Ranchi on December 4-6. 2024.

Kumari, M., Dash, S., and Singh, S. (2024). Impact of Diversity and Equity on Employee Engagement: A Systematic Literature Review. ISTD Eastern Regional Conference & Exhibition. Organized by Ranchi Chapter on 19th & 20th April 2024.

Management Development Program

Resource Person on the topic "Learning HRM with Metrics and Analytics: A Practical Approach" in AICTE sponsored FDP on Recent Advances in Business Analytics and Management Research at IIIT Ranchi on 8-12 January 2025.

Resource Person on the topic "Business Intelligence Tools for Educators" on the workshop based on the theme, Business Education and Industry 5.0 for JIM Trichy at XISS Ranchi on 20 - 23 October 2024.

Supervisory Role

Guide of FPM Research Scholar, Manmay Prasad, FPM-2023/01, XISS, Ranchi.

Co-Guide of our Full Time Research Scholar, Mamta Kumari (Ph.D./MB/10001/23) BIT, Mesra, Ranchi.

Publications

Verma, J., Sinha, A., Bhattacharjee, S.B. and Tuan Luu, T. (2025), "Emotional intelligence as an antecedent of employees' job outcomes through knowledge sharing in IT-ITeS firms", International Journal of Productivity and Performance Management, Vol. 74 No. 4, pp. 1241-1266. <https://doi.org/10.1108/IJPPM-10-2023-0584> (ABDC-B);

Karan, A., Verma, J., & Verma, R. (2024). Examining the Relationship between Organizational Capabilities and Business Sustainability among Start-ups: A Dynamic Capability View. Journal of Indian Business Research. (ABDC-C).

Roy, A., Verma, J., & Singh, Mamta. (2024). OCB cakes case study: navigating entrepreneurial and innovation hurdles –strategies for success. International Journal of Teaching and Case Studies, ahead-to-print.(ABS-1) <https://www.inderscience.com/info/ingeneral/forthcoming.php?jcode=ijtc>

Roy, T., & Verma, J. (2024). Significance of ESG and its Interconnectedness with Other Factors: An Integrated Literature Review. In Senapati, S., Kumar, K., & Singh (Eds.). Prioritising Health Welfare, and Sustainable Development through CSR as a means of preparing for ESG, editors, R., p. 266. ISBN 9789361319655. (Book Chapter).

Bhattacharjee, S. B., & Verma, J. (2024). An analysis of the socio-economic feasibility of sustainable health and human development through Millet. IMRC, Research and Development Digest, Vol. 1, Issue 1. (IMRC stands for India-Mexico Research Consortium under the aegis of Embassy of India in Mexico).

Verma, J. (October-November 2024). The Heartbeat of Startups. Startupandi: Your guide to the startup world. Pg. 62, <https://startupandi.com/>.

Paper Reviews

"Challenges in Entrepreneurial Growth: Exploring Informal Financing Decisions of Start-up Owners in Early Stages". for the Int. J. of Business Competition and Growth- July, 2024.

"The Influence of Online Brand Experience on Consumer Loyalty Regarding Fashion Merchandise within Generation Z" for Int. J. of Business Process Integration and Management (IJBPIIM)- February, 2025.

"Servant Leadership and Organizational Commitment in UAE-based Work Environments: Do Employee Burnout and Resilience play a role?" for Int. J. of Management and Enterprise Development (IJMED)- March, 2025.

"Does Workplace Spirituality Influence Organizational Citizenship Behavior in the Education Sector Empirical Study". for the Int. J. of Business Process Integration and Management- December, 2024

Course Conducted

On Talent Acquisition in a semester for BBA participants at IIT Patna, 2024

Paper Presentations

Artificial Intelligence and new vistas of technology in HR, at ISTD Eastern Regional Conference 2024 on the Theme 'Empowering HR for Embracing New Technology for Sustainable Development' on April 19th and 20th of April, '24.

Managing HR for Excellence through Talent Management, at ISTD Eastern Regional Conference 2024 on the Theme 'Empowering HR for Embracing New Technology for Sustainable Development' on April 19th and 20th of April, '24.

Enhancing Management Education with AI: Transformative Impact, Challenges and Implications, at IMC INTERNATIONAL RESEARCH CONFERENCE (IMC-IRC) 2024, Theme: Advancing Management Education, organized by XLRI Jamshedpur INDIAN MANAGEMENT CONCLAVE on September 20-21, 2024.

SWAYAM Courses:

Successfully completed a 4-week Swayam course on *Advances in Strategic Human Resource Management (HRM)* from January to February 2024.

National HR Conference:

With Dr Jyoti Verma, took a group of 18 students of the HRM batch 2024-26 to attend the 14th National HR Conference, organized by The HR Committee at XLRI Jamshedpur, SAPPHIRE, held on 1-2 February 2025. The focus was on the theme, "Beyond Compensation: Redefining Work in a Purpose-Driven Economy".

Attended the National Conclave on the theme "HR for Greater Good for Central Public Sector Enterprises (HR for the Greater Good Conclave 2024) organised by L & T at XLRI on 26-27, August 2024.

Trainings Conducted along with Dr P K Padhi

Individual Excellence at L&T Training centre at Lonavala, Maharashtra for 1 Day with 50 participants focused on Contract Management.

Labour Laws and Industrial Laws training at NTPC Korba (Chattisgarh) for 2 Days with 90 participants focused on Labour Laws.

Capacity Building Programme on Labour Laws training at Southeastern Coal Field, Chattisgarh for 6 Days with 40 participants focused on Labour Laws.

JAGURAKTA "Re-imagining IR in changing time training at BPCL (Online) for 2 Days with 25 participants each focused on The New Labour Codes and CLM & Industrial Disputes Management.

Individual Excellence training at L&T Training centre at Lonavala, Maharashtra for 1 Day with 45 participants focused on Contract Labour Management (CLRA Act).

Publications:

Nandi, A., & Ghatak, I. (2025, February 5). Advancing Diversity, Equity and Inclusion through Human Resource Management Practices. *International Journal for Multidisciplinary Research*, 7(1), 115. doi:<https://doi.org/10.36948/ijfmr.2025.v07i01.36301>.

Ghatak, I. (2024). Perceptual Clarity of School Teachers About National Education Policy, 2020. *Educational Administration: Theory and Practice*, 30(5), doi: <https://doi.org/10.53555/kuey.v30i5.4213>; 7588-7594.

Sharma, A., Pandey, S., Singh, S., & Ghatak, I. (2024). Gamification in Learning and Development: A Qualitative Study on the Indian Mining Sector. *IUP Journal of Organizational Behavior*, 23(2).

NPTL Course

Successfully completed 12 weeks course in Psychology of Stress, Health and Wellbeing with 88% (Elite Silver) in 2024.

MDP

Conduct a session on 'Behavioural perspective on MSME lending - Role of Emotional Intelligence with dealing with MSE customers, Stress Management for enhanced performance' in a workshop named NAMCABS 3.0 (National Mission for Capacity Building of Banks for Bankers for Financing MSME Sector) on 22 April 2024 organized by Reserve Bank of India, Ranchi.

Dr Mrityunjay Roy

Publications

"Applications and Challenges of Generative AI in Human Resource Management" was published in Jharkhand Journal of Development and Management Studies (A Quarterly Review of Development and Management Trends) (ISSN 0973-8444), vol. 22 (1), 10187-10207, March 2024.

Consultancy Project

Completed a consultancy project awarded by the Department of Higher and Technical Education, Government of Jharkhand titled "Workshop on the Development of Jharkhand State Institutional Ranking Framework (JSIRF) including Focus Group Discussions (FGDs) with the Key Stakeholders" on September to November 2024.

Workshop Participation

Participated in the workshop "Gen AI for Excellence in Education" at XLRI Delhi-NCR on 16 & 17 August 2024

Dr Binit Lakra

Took a session on 'Team Building and Self-Development' for the mid-level managers at XISS Ranchi organised by Blackrock Mining and Mineral Consultancy (BRMMC) on 1st July 2024.

Took a Session on 'Important aspects of Banking and Leadership of Baba Sahab, Birsa Munda and Baba Phule' for the banking officials from Bank of India, organised by All India Bank of India SC/ST/OBC Employees' Association (Jharkhand State Unit) on 28 July 2024.

Coordinated Research workshop for the HRM-2 students (Batch 2023-2025) on Data Analysis post their SIP at XISS.

Coordinated a Talk Session on the topic, "Navigating the Challenges of Early-Stage Start-ups: The Ecosystem," featuring Mr. Abhinav Shah (Co-Founder and CEO of Osam Dairy) on Startup Day at CIINEX Centre Ranchi on 16.01.2025.

Coordinated Labour Law Workshop Session for the HRM-II students, Batch (2023-2025) with industry external experts and institute professors at (Fr. Michael Van den Bogaert SJ Memorial Auditorium, XISS) from 16-18 October 2024.

Completed (UGC-SPONSORED 2024-2025) short term Course on Entrepreneurship Start-up with Grade A+. (Virtual) conducted by Malaviya Mission Teacher Training Centre (MMTTC), Devi Ahilya Vishwavidyalaya (DAVV), Indore, M.P. from 3-09/10/2024.

Participated in the National Intellectual Property (IP) Yatra workshop 2025 conducted at Hotel Chanakya, Ranchi, Jharkhand. (Physical) ASSOCHAM with the support of Ministry of Micro Small & Medium Enterprises, Government of India, 24-25/03/2025.

Collaborations and Connections: Industry and Alumni

Alumni Talks

Name of the Alumni	Designation	Company	Topic Discussed	Date
Mr. Karan Lakhani	CHRO	Tata Steel-Downstream Products Ltd	Diversity and Inclusion in the workplace.	09/07/2024
Mr. Debasish Banerjee	Retd. HR Consultant	Tata Steel Ltd	Employee Wellbeing and Connect	10/07/2024
Mr. Mussarat Hussain	HR Head	Suzuki Research and Development India	Challenges and opportunities in HRM in future	11/07/2024

Name of the Alumni	Designation	Company	Topic Discussed	Date
Mr. Sanjay Suthar and Mr. Sandeep Puthal	IR and HR consultant	Freelance Consultancy	Career Building interactive exercise cum 4 New Labour Codes	20/07/2024
Mr. Kireet Nuthalapati	Practice Lead	Infosys Ltd	Role of Management Graduates in a Technology Organization	20/07/2024
Mrs Ahuti Swain	Director (Personnel)	Eastern Coalfields Limited	Working of labour union and organization's management for healthy IR	20/07/2024
Mr. Abhishek Gomes	HRBP	Axis Bank	Essential Skills for HR Success	20/07/2024
Mr. George Varghese	Business Head	Flipsearch	Building success through Networking and Wellness	06/10/2024
Mr. Jacob Verghese	Vice President – Head of People Services	SKF India Limited	Long Term Settlements (LTS)- Practical issues and solutions- Labour Law Workshop Day-2 session	17/10/2024
Mr. Binay Tudu	Manager- HR	DVC, Kolkata	Compliance Management (EPFO, Minimum Wages, trade unions related, etc. vis-à-vis Wage and SS Code)- Labour Law Workshop Day-3 session	18/10/2024
Mr. Akshay Rakshit	HRBP- National Sales	BMW Group India	HR Insights: Analytics, Networking and Life Balance	12/11/2024
Ms. Lipika Verma	Vice President	Schneider Electric	Interactive Session	17/01/2025
Mr. Sajid Iqbal	Vice President	GE Transportation	AI in HRM	16/01/2025
Mrs. Gopika Nair Bhanot	CHRO	Vedanta Group	Managing Diversity at Workplace	21/03/2025

Future Roadmap

As per the current trend of AI and rapidly evolving digital workplace environment the PGDM-HRM programme at XISS will focus on the following:

- Academic excellence and Social Credence, through social outreach and ESR.
- Up-scaling students in HR Technology, data-driven decision-making, and predictive analytics to manage Talent and Performance by organizing 2 -3 workshops / seminars and 1 International HR Conclave.
- Strategic HRM Focus curriculum fostering leadership in managing talent at a strategic level so that HR can contribute more to business outcomes.
- Incorporating more global networks, case studies and partnership with international universities / International projects.
- More Initiative to create learning Eco-systems and facilitating more team building and leadership training.
- Blended & flexible learning models like virtual classrooms so that HR professionals upgrade their skills and stay current with Industry trends.
- Robust Global Alumni networks for offering mentorship opportunities, guest lectures & more international connect.
- A few MDPs as knowledge Partner for IOCL

Human Resource Management

2023-25



Row 1(L-R) : Komal Maroo, Manya Banga, Muskan Singh, Amisha Gupta, Namrata Upadhyay, Akansha Mitra, Prarthana Das, Sweety Kumari, Kajal Karua, Karen Ruth Edwin, Archana Kumari, Anukriti, Meenakshi, Anuska Acharjee, Anusha Priya Kujur, Prerna Teresa Lawrence, Apurva Pushkar, Shakshi Agarwal, Aishwarya Mary Verghese Shristi Swaraj, Sristi Barua, Aashna Mishra, Meha Verma, Ritika Ranjan, Rosline Theophilla Ekka, Anushree Jain, Khyati Raj, Samya Sadaf, Sudeshna, Rashmi Negi.

Row 2 L-R) : Nandani Prakash, Sakshi Singh, Agamya Loria, Sonali Dung Dung, Sneha Roy, Sikta Mishra, Shreya Tantia, Shreya Mary Tirkey, Khushi Poddar, Prayag Sandil, Priyanka Roy, Manshi Kumari Gupta, Prerna Usha Tirkey, Jaya Gupta, Kirti Saumya, Anindita Chattopadhyay, Tanya Herenj, Pooja Kumari, Prity Gupta, Astha Epil Hansda, Eva Ethel Hembrom, Honey Shemona Lakra, Riya Vineeta Minz, Ashwini Eliza Ekka, Rupali Megha Minz, Fatima Zafar, Kavya Choudhary, Ipsita Kumari, Shirsha Sharon Lakra, Surovi Roy, Megha Roy, Kumari Sakshi Singh, Ayushi Prasad.

Row 3 : Rajiv Mandal, Prashant Tripathi, Shebin George, Tushar Dwivedi, Maiyur Raj, Mayank Kumar, Saurav Bhardwaj, Akash Agarwal, Parth Kumar, Aman Raj, Aryan Agarwal, Nikhil Abhishek Surin, Sundaram Bharadwaj, Ujjwal Yeshu Verma, Aditya Raj, Nitin Paul Mundu, Raunit Philip Tirkey, Venkatesh Anand, Yash Veettil, Abhishek Dutta, Pratik Agarwal, Nitesh Kumar Gupta, Roshan Kumar, Nishant Pratap Singh

Row 4 : Subhasay Bara, Abhishek Tirkey, Aman Austin Lakra, Sumer Saxena, Umang Shah, Kumar Savera, Vivek Kumar, Vivek Shukla, Rohan Kumar, Shubham Kumar, Anirban Nandi, Anand Raj, Hritik Raj, Subham Pandya, Rahul Priyadarshi, Kuldeep Kumar Gupta, Alfred Martin, Debomay Chatterjee, Saikat Baroi, Faisal Ahmed, Shubham Kumar, Ratan Prakash, Kislay Toppo.

Rural Management Programme

Head of Programme : Prof Anant Kumar

An Overview : At XISS, we uphold the principle of “putting the last first,” fostering leaders with conscience, compassion, competence, and a commitment to sustainable development. Balancing our core values with evolving sectoral demands, we have refined our curriculum to align with market needs, accreditation standards, and stakeholder expectations while preserving our Jesuit ideals. The academic year 2024-25 was marked by conferences, seminars, and hands-on learning through service projects, internships, and community engagement. Strengthening collaborations, we forged partnerships with UNICEF, PSI, IAWS, PCI, SwitchOn Foundation, and other key organizations, enhancing the program’s impact. A major milestone this year was the National Board of Accreditation (NBA) accreditation for 2025-28, a testament to our academic rigor, industry-aligned curriculum, and commitment to social transformation. This achievement reflects the dedication of our faculty, students, alumni, and stakeholders. As we move forward, we reaffirm our mission to develop socially responsible leaders and advance rural development with excellence and integrity.

The Rural Management programme also welcomes Dr Konathala Kusumavathi to XISS, Ranchi, as an Assistant Professor in the Rural Management Programme. She holds a Ph.D. in Agronomy from Bidhan Chandra Krishi Viswavidyalaya and an M.Sc. (Ag) from Odisha University of Agriculture and Technology. Dr Kusumavathi has expertise in agronomy, sustainable agriculture, and conservation farming. She has served as a Junior and Senior Research Fellow and taught at several agricultural institutions. With multiple research publications and participation in national and international conferences, she is committed to advancing rural development through innovative agricultural practices.

Student Activities and Achievements

Induction cum Orientation

The eight-day Induction-cum-Orientation Programme for the new rural management students of Batch 2024-26 was held from July 6 to 13, 2024. Prof Anant Kumar welcomed the students and shared the programme’s vision, legacy, and contributions to development. Sessions covered the course structure, objectives, and XISS’s core values. Distinguished alumni, including Ms. Laxmi Ranjan Saxena from UNICEF, Mr Himalay from Central Coalfields Limited, and Samir Kumar Sinha, shared their experiences. The programme aimed to help students acclimatize, build connections, and encourage personal growth. Dr Raj Shree Verma coordinated the entire event.

Tree Plantation Drive at Silagain Village

On July 20, 2024, students and faculty of the Rural Management programme at Xavier Institute of Social Service (XISS), Ranchi, participated in a tree plantation drive in Silagain Village, Chanhoo Block, Ranchi. Led by Dr Pawas Suren and Dr Sanjay Kumar Verma, ten students from the 2023-25 batch joined the initiative at the invitation of the Silagain Panchayat. The event aimed to enhance green cover and educate the community on environmental

conservation. A total of 110 saplings were planted with enthusiastic community participation. This initiative fostered environmental responsibility and sustainability among villagers.

Institutional Visits

Institutional Visits (IVs) are an integral part of the Rural Management programme curriculum. The first IV for the first-year students (Batch 2024-26) was organized on August 23, 2024, to provide a broader understanding of development interventions and field-based practices across various sectors. The class of 77 students was divided into three groups, each visiting different intervention areas of Transform Rural India (TRI) in Angara, Bero, and Gola Blocks guided by Prof K.K. Bhagat, Prof Niranjana Sahoo, Dr Raj Shree Verma respectively, under Ranchi and Ramgarh districts of Jharkhand. Students were exposed to village governance systems, PRI, institutional supports like SHGs, cooperatives, sustainable agriculture practices, mulching practices to retain soil moisture, mango orchards, mushroom cultivation, and entrepreneurship development. The second IV for the first-year students was organized on September 6, 2024, to expand their understanding of development interventions and field-based practices. The class was again divided into three groups, each visiting different sites: Usha Martin Ltd.'s CSR field, Tata Steel Ltd.'s West Bokaro mining division, and PHIA Foundation's Khunti locations. These visits were conducted under the supervision of Dr Pramila K Panda, Dr Pawas Suren, and Dr Sourya Das, providing exposure to the diverse verticals of these organizations. All three emphasized community engagement, public-private partnerships, and capacity building. These visits highlighted the importance of CSR in addressing rural challenges, showcasing their commitment to sustainable and inclusive growth, and presenting successful intervention models for rural empowerment and development.

Glimpses from the visits:



Independence Day celebration in urban slums

On August 15, 2024, first-year students of the Rural Management Programme celebrated the 78th Independence Day in ten slum areas of Ranchi, including Dibdih, Madhukam, Mahua Toli, Hatma I, Hatma II, Lowadih, Samlong, and Mahadev Toli. The celebration began with flag hoisting, followed by the national anthem and cultural events. The atmosphere was filled with joy and pride as chants of "Bharat Mata Ki Jay" echoed. The presence of Fr Pradeep Kerketta, S.J., Assistant Director, XISS, Dr Anant Kumar, HOP, RM, Prof K. K. Bhagat, Dr Raj Shree Verma,

Dr Pramil Panda, Dr Pawas Suren, Dr Sourya, and Dr Sanjay K. Verma motivated and encouraged the students. The event was organized under the supervision of Dr Pawas Suren and Dr Sanjay K. Verma, with support from community members, Community-Based Organisations (CBOs), and children's groups.

Freshers' programme

On August 28, 2024, the Rural Management Programme hosted a Freshers' Party for the 50th batch of PGDM-RM students at the Fr Michael Van Den Bogaert Auditorium, XISS. Themed 'Bell, Boot, and Disco,' the event featured a welcome song, traditional dance, and cultural performances. Guests included Fr Pradeep Kerketta SJ, Prof Amar Eron Tigga, and Prof Anant Kumar. The evening concluded with a ramp walk crowning Ashutosh Kumar as Mr Fresher, and Shruti Singh as Ms Fresher, followed by dinner and a DJ session.

International Internship and Summer School in Belgium

On August 1, 2024, the Rural Management Programme at XISS held a session where three students shared their experiences from recent international internships and summer school programs. Prof Anant Kumar introduced the session, highlighting exchange programs with the University of Antwerp, Belgium, and new selection norms for future sessions. Mr Shashwat Kumar, Ms. Sanjivani Ray, and Ms. Bhavya shared their insights. Mr Shashwat interned with the NGO 11.11.11 in Brussels, Ms. Sanjivani worked as a Research and Communications Intern at the International Peace Information Service (IPIS), and Ms. Bhavya attended courses on European Politics and Culture at Leuven, focusing on Sustainable Cities at the University of Antwerp. The programs provided valuable real-world insights, cultural experiences, and opportunities to enhance their skills and global perspectives. The session concluded with a Q&A round moderated by Ms. Smita Sarkar, followed by a Vote of Thanks by Mr Manav Raj, Class Representative of RM 1.

Rural Field Exposure

Rural Field Exposure (RFE), known as Rural Camp at XISS, is a unique feature of the PGDM-RM programme. Three 10-day rural camps were organized for first-year students (Batch 2024-26) in Sakarpada, Narayan Soso, and Chinaro Puriyo villages from September 23 to October 2, 2024. The camps aimed to acquaint students with rural life, culture, food habits, education, livelihood, agriculture, health, and local governance. Students conducted socio-economic surveys and engaged with villagers under the supervision of Prof Anant Kumar, Prof Niranjan Sahoo, and Dr Pramil Kumar Panda. The second rural camp for first-year students took place from February 11 to 20, 2025, in six villages of Ranchi District. Students practiced Participatory Rural Appraisal (PRA) tools, creating social maps, resource mapping, seasonal calendars, Venn diagrams, transect walks, livelihood analysis, and problem ranking exercises. The camp was supervised by faculty members, including Prof Anant Kumar, Prof Niranjan Sahoo, and Dr Pramil Kumar Panda. The third rural camp for second-year students (Batch 2023-25) was held in three villages across Ranchi and Gumla districts. Students developed micro plans for each village using PRA tools, ensuring inclusive and participatory planning. The camp concluded with group presentations and reflections.



Sakarpada village, Mandar, Ranchi



Tengariya village, Bero, Ranchi

Study Tour

The Rural Management Program organized study tours for the 2023-25 batch from September 23 to October 2, 2024. Students were divided into three groups. The first group visited organizations in Lucknow and Delhi, observing interventions in reproductive health, livelihood, waste management, education, and natural resource management. The second group visited Bengaluru, Hyderabad, and Bhubaneswar, focusing on conservation, water governance, urban development, community health, disaster management, and education. The third group visited Jaipur, Ahmedabad, and Mumbai, learning about sustainable livelihoods, cooperative models, and CSR initiatives. The tours concluded with alumni meets and networking opportunities.

Visit to Birsa Agriculture University

Students of the Rural Management batch 2023-25 visited Birsa Agriculture University for practical learning on modern agricultural practices. Organized by Prof Pawas Suren, the visit included sustainable farming techniques, crop management, and agri-based technologies to enhance productivity. Students interacted with agricultural experts, gaining insights into government initiatives, research programs, and extension services. This hands-on exposure helped students understand the challenges and opportunities in the agriculture sector, aligning their academic knowledge with real-world applications. The experience emphasized agriculture's critical role in rural development and equipped students with practical insights for their future careers.

Block Placements

Block-level Placement is a key part of the Rural Management program, offering firsthand experience with government programs for sustainable community development. For the 2024-26 batch, it was conducted from January 6-15, 2025. Students were divided into seven groups, each assigned to different blocks in Ranchi district. They observed and analyzed initiatives like MGNREGA, PMAY, SRLM, DDU-GKY, and NSAP, focusing on poverty alleviation, livelihood generation, and social security. The placement was supervised by Prof Pawas Suren and Dr Sanjay K. Verma.

Faculty Activities and Achievements

Prof Joseph Marianus Kujur, SJ

Took part in the meeting organized by Aboriginal Housing Company, Redfern, North Sydney (11 July 2024) to study the emerging issues, challenges, and policies for the development of Aboriginal community. Apart from this, he also took part in a series of meetings organized by Prof Jackline, Director of the Center of Aboriginal Studies, University of Sydney, Australia (12 July 2024).

Presented a paper on "Adivasi Contribution to Ecological Balance" organized by the International Association of Jesuit Business Schools, in Sydney, Australia, at Australian Catholic University from 14th to 17th July 2024.

Spoke on "Tribal Groups, Social Norms, and Practices" organized by UNICEF Ranchi on the occasion of the International Day of Indigenous Peoples on 9th August 2024.

Participated in a workshop on "Artificial Intelligence" organized by XLRI, Delhi NCR on the 16th and 17th August 2024.

Participated in state-level round table conference on State Panchayati Raj Act of Jharkhand organized by Transform Rural India at Hotel BNR Chanakya, Ranchi on 21st August 2024.

Delivered key-note speech (online) at Inauguration of XIDAS Management School, Jabalpur on 22nd August 2024.

Participated in a workshop on “The Commons” at Ambedkar International Centre, Delhi from 27th to 29th August 2024.

Spoke at “International Symposium on the Life and Works of Father Dr Camille Bulcke, SJ” at St. Xavier’s College, Ranchi on 1st September 2024.

Conducted the Xavier Association of Management Institutes meeting at St Francis Institute of Management and Research, Mount Ponisur Borivali, Mumbai on 6th and 7th September 2024.

Spoke on “Religious Conversion and Tribal Identity” organized by Department of Humanities & Social Sciences at IIT Gandhinagar on 23rd September 2024.

Spoke as Guest of Honour at the launch of “Techbyte Society of Xaiver’s College” in Fr C de Brouwer Auditorium, Ranchi on 1st October 2024.

Received Dainik Bhaskar Award for “Academic Excellence” for XISS from the Hon’ble Governor of Jharkhand and Mr Sanjay Seth, State Minister, Defence at Hotel BNR Chanakya on 5th October 2024.

Acted as a resource person on “Jesuit education in Today’s Context” at Central Zone Triennial Meet on ‘Reimagining & Restructuring Jesuit Education in Today’s South Asian Context: Review, Reinvent, Renew” at Jharna, Namkum on 9th October 2024.

Attended the book release function at Hyderabad Alumni Chapter of the Book, The Untold Stories of Leaders by Venkat Ramnaya & Joseph Marianus Kujur on 19th October 2024.

Attended international workshop on “Celebrating Synodality of Indigenous Traditions in the Asian Church” Caritas Nepal, Kathmandu from 10th to 16th November 2024.

Delivered a lecture at NIFT on the occasion of Jatiya Gaurav Diwas 2024 on the theme “Bhagwan Birsa Munda & Tribal Freedom Fighters” at the University in Hatia on 27th November 2024.

Participated in the Governing Body meeting of Constant Lievens Hospital & Research Centre, Mandar on 5th December 2024.

Prof Anant Kumar

Published a paper De-Sanskritization of Kurmi Identity in Jharkhand. Economic and Political Weekly, 2024, 59 (29).

Published newspaper article ‘Ripped Jeans: Stealing Poverty from the Poor’, The Pioneer, 23 August 2024. <https://www.dailypioneer.com/2024/state-editions/ripped-jeans--stealing-poverty-from-the-poor.html>

Published newspaper article ‘Lessons to be learned from Bangladesh student’s protest’, The Pioneer, 6 August 2024. <https://www.dailypioneer.com/2024/state-editions/lessons-to-be-learned-from-bangladesh-students---protest.html>

Published newspaper article ‘Empowering Panchayats: A Path to Accountable Rural Healthcare’, The Pioneer, 22 July 2024. <https://www.dailypioneer.com/2024/state-editions/empowering-panchayats-a-path-to-accountable-rural-healthcare.html>

Published newspaper article ‘From Saviors to Salesman: The Erosion of Trust in Private Healthcare’, The Pioneer, 14 July 2024. <https://www.dailypioneer.com/2024/state-editions/from-saviors-to-salesman--the-erosion-of-trust-in-private-healthcare-from-saviors-to-salesman--the-erosion-of-trust-in-private-healthcare.html>

Published newspaper article 'Economics of Freebies and Politics of Generosity' The Pioneer, 02 July 2024. <https://www.dailypioneer.com/2024/state-editions/economics-of-freebies-and-politics-of-generosity.html>

Published newspaper article 'Reinventing Poverty from 'Poor' to 'Ultra-Poor': Why Don't We Treat People as Humans?', The Pioneer, 15 September 2024. <https://www.dailypioneer.com/2024/state-editions/reinventing-poverty-from-poor-to-ultra-poor-why-don-t-we-treat-people-as-humans-.html>

Published newspaper article 'Insights towards Sustainability from Rural Village Piparabanda', The Pioneer, 24 September 2024. <https://www.dailypioneer.com/2024/state-editions/insights-towards-sustainability-from-rural-village-piparabanda.html>

Published newspaper article 'Time to Rethink Land Use Policies in Jharkhand' The Pioneer, 23 March 2025. <https://www.dailypioneer.com/2025/state-editions/time-to-rethink-land-use-policies-in-jharkhand.html>

Participated in a BIU reflection workshop on the 9-10 April in UNICEF, Delhi office.

Attended the doctoral committee meeting at BIT Mesra, Lalpur Campus on 24 May 2024 to appraise the corrections carried out by Ph.D. research Scholar Kahkashan Kouser, Roll No. PHD/CS/10052/14.

Attended the Multilateral Partnership Annual Meeting organized by USOS, University of Antwerp, Belgium on 27 May 2024.

Presented the findings of the need assessment and prospective plan to the Usha Martin Management team at Usha Martin Ltd. Office at Tatisilve, Ranchi on 14 May 2024. The meeting was also attended by Mr Aditya Raj and Mr Manoj Kumar Singh from the Department of Research and Planning.

Took a session on 'Problem-Solving for Managers: Effective Strategies and Techniques' in an MDP organized by XISS for the executives of BRMMC on 2nd July 2024.

Participated in the 'Value Clarifications Workshop on Gender Transformative Programming' on 17-18 July 2024, organized by UNICEF, New Delhi at Hotel Le Meridian, New Delhi.

Invited as an expert for the appointment of Assistant Professors, and vocational courses by Ranchi University on 13 August 2024 at Malviya Mission Teacher Training Centre Morabadi Campus, Ranchi University.

Attended the 'Panel Discussion: Jharkhand @ 25 years: Creating opportunities for growth and jobs in rural Jharkhand: emerging context and long-term strategies for flourishing rural Jharkhand' at the India Rural Colloquy 2024, organized by Transforming Rural India Foundation on 2 August 2024.

Invited as a panelist for the "Jharkhand Innovation Challenges: Achieving NUPUN Goals," organized by IPEL, a USAID-supported initiative, on 12 September 2024, at BNR Chanakya, Ranchi.

Participated in a panel discussion organized by Dainik Bhaskar on the topic 'Kya Ho Sarkar Ki Prathamikta' (What Should Be the Government's Priorities), where distinguished faculty members from XISS shared their insights on key policy priorities for the government on 29 November 2024.

Attended the doctoral committee meeting online organized by BIT Mesra on 14 November 2024 to review Mr Pradeep Kumar Hazari's semester progress (PhD/MB/10010/17).

Invited to chair the session on 'Health and Education Systems and Inequalities' in IAWS Mid-Eastern Regional Conference on Gender and Marginalisation in Mid-Eastern India: Experiences from Jharkhand, Chhattisgarh and Bihar Jointly Organised by the Indian Association for Women's Studies, Dr Shyama Prasad Mukherjee University, Ranchi and Guru Nanak College, Dhanbad on 29-30 November 2024 at Dr Shyama Prasad Mukherjee University, Ranchi.

Completed a two-day Rotary Leadership Institute (RLI) program hosted by the Rotary Club of Ranchi at XISS Ranchi from 9-10 November 2024.

Took a session in a 15-day Training of Newly Appointed CWC Members of Jharkhand organized by Jharkhand State Child Protection Society with support from UNICEF Jharkhand and CCR NUSRL, Ranchi "on the topic "Time Management, Working in a Team, Conflict, Resolution, Effective Communication, and Problem-Solving Approach" on 9 December 2024.

Invited to speak at the Impact Alliance CSO Workshop on 'Strengthening of the Medical Oxygen and Respiratory Care Ecosystem: Collaborative Strategies for Improved Access and Preparedness'. The workshop was organized by PATH under Impact Alliance, the CSO collaborative on 17 December 2024 at Hotel Chanakya BNR, Ranchi, Jharkhand.

Attended a two-day conference on 21-22 January 2025, organized by the Bhoomi Ka on "Food System Transformation – Scaling Ecological Farming & Creating Smallholder Friendly Markets". He was a panelist for the discussion on 'How can our market be smallholder friendly?' on January 21, 2025, at SDC Ranchi.

Participated in a panel discussion on 'Rural Realities and Union Budget 2025-26' on 5 February 2025. The 6th Annual Series of Thematic Deliberations and Analysis of Union Budget 2025-26 was organized by IMPRI, New Delhi.

Appointed as an external expert for the evaluation of research proposals submitted under the seed money grant project for financial assistance for the furtherance of research by IQAC Cell of Ranchi University on 24 March 2025.

Prof K. K. Bhagat

Participated in the Unorganised Labour Social Security workshop on 15 July 2024 at the Labour Commissioners' office, Ranchi.

Nominated as a subject expert for interviewing contractual teachers at the School of Management Studies, Dr Shyama Prasad Mukherjee University, Ranchi, on 19 September 2024.

Participated in the Green Steel Workshop for Environment Conservation Society on 19 February at Press Club. SwitchOn Foundation organized the workshop.

Prof Niranjana Sahoo

Presented a Paper on "Land Reclamation and Farmers' Economy: Indian Context" at the 29th International Association of Jesuit Business Schools (IAJBS)'s global platform held at Australian Catholic University, Berry Road campus, Sydney, Australia from 14-17 July 2024.

Took part in the meeting organized by Aboriginal Housing Company, Redfern, North Sydney (11 July 2024) to study the emerging issues, challenges, and the policies for the development of Aboriginal community. Apart from this, he also took part in a series of meetings organized by Prof Jackline, Director of the Center of Aboriginal Studies, University of Sydney, Australia (12 July 2024) and with Prof Mark at University of Queensland, St Lucia Campus, Brisbane, Australia (19 July 2024) for exploring the opportunities for institutional collaboration.

Appointed Ph.D. examiner at the School of Management to examine the thesis entitled "Agriculture Production Cluster and Sustainability: Operational Challenges and Possible Way Forward" submitted by Ms. Nishithi Ranjan Parida.

Appointed as an External Member to the Academic Audit Committee for the academic audit of qualitative processes, measures of curriculum design, review and improvement, teaching-learning process, research, sponsored projects, consultancy, faculty development, and academic infrastructures for the current academic session on 10-11 May 2024 at KIIT University, Bhubaneswar.

Participated in a two-day National Management Conclave on 20-21 Sept at XLRI, Jamshedpur.

Invited as a Judge for the CBSE Regional Science Exhibition held at Delhi Public School Ranchi on 22-23 November 2024.

Offered a consultancy service to TRC (an NGO) to train the SHG members of four villages in Dalma Wildlife Sanctuary areas of Chandil block on 18-19 March 2025. The training “*Microfinance and Entrepreneurship*” was organized by the Technology Resource Center an NGO supported by Tata Motors Ltd, Jamshedpur.

Presented a paper at the 3rd International Financial Management Conference (IFMC 2025) held on 07 February 2025, on “Rural Women’s Challenges as Small and Medium Enterprises: A Case Study of Jharkhand Lac Producer,” organized by Chandragupt Institute of Management, Patna.

Completed the online short course ‘Key Essentials: The Paris Agreement, Sustainable Development and the Law’ offered by the University of Cambridge in April of 2024.

Took a training session on “Field Survey Methodology: Interview Schedule, Focused Group Discussion, Participatory Rural Appraisal (PRA) and Other Tools” organized by the National Foundation for India for the Abhijit Sen Rural Internship, 2024 on 29 May 2024 at Viswa Yuva Kendra, New Delhi.

Completed the online short course on “Key Essentials: The UN Convention on the Rights of the Child, Sustainable Development and the Law short course.” offered from 17-30 June 2024 by Lucy Cavendish College and Hughes Hall at the University of Cambridge.

Attended a consultation workshop organized by Piramal Swasthya and Ekjut on health, nutrition, and well-being of adolescents in rural and tribal areas of Jharkhand and Odisha, with a focus on adolescents belonging to Particularly Vulnerable Tribal Groups (PVTG) on 19 July 2024.

Been a panellist in Panel Discussion on “Creating a roadmap through innovative and inclusive approaches, leading to the socio-economic upliftment of PVTGs and the ultra-poor” in a dissemination workshop on “Pathways to Progress: Coaching, Mentoring and Handholding PVTGs and Ultra-Poor to Break the Vicious Circle of Poverty” on 30 August 2024 organized by Trickle Up at Ranchi.

Has taken a session in Professional Development Programmes on “Understanding concepts on Gender, intersectionality, types of gender inequalities in context with PRI” on 13 August 2024 organized by PRADAN at Ranchi.

Invited as a speaker at the 12th International Conference on Multidisciplinary Research 2024 (ICMR 2024) organized by Tan Trao University, Vietnam on 15 November 2024, on the topic “Diversity Inclusion for Sustainable Development”.

Took a session in a 15-day Training of Newly Appointed CWC Members of Jharkhand organized by Jharkhand State Child Protection Society with support from UNICEF Jharkhand and CCR NUSRL, Ranchi “on the topic “Child-friendly approach-Dealing with our Unconscious biasness (Caste, Gender, Religion, etc)”.

Conducted a session on “CSR Project Identification, implementation, Best Practices, and Emerging Trends with a special focus on healthcare and allied activities for creating an impact on society and branding of CMPDIL” organized by CMPDIL, Ranchi on 30 Dec 2024 in a half-day CSR workshop.

Participated in a Panel Discussion organized by the Child in Need Institute (CINI) on “Role of Media in Gender Sensitive Reporting” on 22 January 2025, at Ranchi.

Conducted a session on “Gender and Skill Development” in the UNDP team capacity-building and planning workshop” organized by the Jharkhand Skill Development Mission Society at ViSWA on 9 February 2025.

Has conducted a session on “Case-let Discussion on Workplace Harassment” in a Workshop on “Gender Sensitization with Focus on POSH Act, 2013 & related High Court of Jharkhand Regulations, 2021” organized by the High Court of Jharkhand Gender Sensitisation and Internal Complaints Committee on 20 March 2025 at High Court of Jharkhand, Ranchi.

Conducted an online session on “Reproductive rights of women in India” in a workshop on “Inter/ Multi-disciplinary Refresher Course in Refresher Course in Political Sciences and Public Administration” organized by UGC-Malaviya Mission Teacher Training Centre (MMTTC) on 22 March 2025.

Attended a Faculty Training Workshop (FTW) on “Indian Knowledge Systems” organized by Jharkhand Rai University & SKF, IKS Division, Ministry of Education at Jharkhand Rai University, Namkum, Ranchi on 29 March 2025.

Dr Pramil Kumar Panda

Published a paper ‘Domicile politics of Jharkhand: Indigeneity in centre and majority in periphery’, *Third Concept*, 2025, 38(455), 40-42.

Published a paper ‘National Education Policy 2020 and Social Exclusion: Examining from the Perspectives of Max Weber and Pierre Bourdieu’ *Jharkhand Journal of Development and Management Studies*, 2025, Vol. 13, (1). <https://doi.org/10.70994/jjdms.10617.10630>

Participated in an online training programme organized by Atlas.ti on the topic ‘Literature Review with Atlas.ti’ on 20 June 2024.

Participated as a mentor and guided four young scholars in developing their research papers in the Young Scholars’ Workshop (Round 2) organized by the Indian Association for Women’s Studies from 22-24 July 2024.

Completed the three-part series of the Web of Science Certification Programme 2024, Season 3 on 25 November 2024.

Delivered a symposium lecture and chaired the session in the two-day National Seminar on “Equity, Inclusivity, and Sustainability: Reconfiguring Development Practices in India” organized by the Department of Sociology, Vikram Dev University, on 22-23 March 2025.

Dr Pawas Suren

Invited by the Regional Office of the Reserve Bank of India, Ranchi to deliver a talk on “Jal-Vaayu Aur Jeevan” the role of water and air in regulating Earth’s climate to sustain life on 5 June 2024.

Completed the Faculty Induction Programme with Grade ‘A’ organized by Jawaharlal Nehru University’s Malaviya Mission Teacher Training Centre from September 10 to October 9, 2024. The programme was sponsored by the University Grants Commission (UGC).

Attended a two-day conference on 21-22 January 2025, organized by the Bhoomi Ka on “Food System Transformation – Scaling Ecological Farming & Creating Smallholder Friendly Markets”. He was a panelist for the discussion on financial stability and challenges of the Farmer Producer Organizations and the Farmer Producer Companies.

Won a Gold in Badminton Doubles organized for the faculty and staff during the XISS Sport’s Week 28-31 January 2025. He also played teacher, and staff cricket match in which his team Cricket Crusaders won the game.

Dr Sourya Das

Published a paper 'Enabling Factors of Common-Pool Tank Management in the Dryland Regions of Rural India: A Critical Review', Jharkhand Journal of Development and Management Studies, 2024, 22 (2): 0321-10335.

Participated in the first consortia meeting for the Valuation project of the Ecosystem Stewardship Consortium on Wednesday, 22 May 2024.

Participated in the evaluation panel for the initial interview of the PhD fellow for echo network's Valuation project on 30 May 2024.

Invited and delivered a lecture and oriented 24 Senior Ambassadors from various parts of India and abroad by echo network for the "SAGE Senior Ambassador Online Lecture" on "Valuation" on 12 June 2024.

Attended the echo network consortia SAGE meeting in Bengaluru on 19-20 July 2024. During the two-day meeting, he supervised the work of one PhD fellow, three senior ambassadors, and three junior ambassadors.

Participated in the Expert Dialogues Session of the Echo Network's Ecosystem Stewardship Consortia and provided valuable inputs on the challenge questions for Senior Ambassadors on 17 January 2025.

Dr K. Kusumavathi

Published a paper 'Effect of diverse crop establishment techniques and weed management approaches in rice-chickpea cropping systems on soil attributes', BMC Plant Biol, 2025, 25, 372. <https://doi.org/10.1186/s12870-025-06369-1>

Published a paper 'Artificial intelligence for fostering sustainable agriculture', Current Plant Biology, 2025, Volume 42, 100476. <https://doi.org/10.1016/j.cpb.2025.100476>

Invited as an agriculture expert and conducted an interactive session with farmers on the cultivation practices of Watermelon and Muskmelon at the Usha Martin Foundation for Farmers meeting on 26 March 2025.

Participated in a Five-day National Level Faculty Development Training Program on "Advanced Level Data Analysis Using SPSS," from 20 to 24 March 2025.

Participated in the "E-Workshop on Data Analysis using MS Excel," from 24 to 29 March 2025.

Collaborations and Connections - Industry and Alumni

XISS-IAWS Panel Discussion on Gender, Indigeneity, and Land Rights in Jharkhand

The Rural Management (RM) Programme of Xavier Institute of Social Service (XISS) and the Ranchi Centre of Indian Association for Women's Studies (IAWS) organized a Panel Discussion on Gender, Indigeneity, and Land Rights in Jharkhand on 20 June 2024 at the Fr Michael Van den Bogart Auditorium of XISS. Dr Pramil Kumar Panda, Assistant Professor of RM at XISS, and Dr Mamta Kumari, Coordinator, Ranchi Centre of IAWS moderated the sessions. Academicians and activists from all over Jharkhand participated in it. Ten panellists from academics and activism expressed their views and perspectives on the issue from various angles.

XISS-PFI workshop on Adolescent Reproductive Sexual Health (ARSH)

The Rural Management Programme of Xavier Institute of Social Service (XISS), Ranchi, in partnership with the Population Foundation of India (PFI), hosted a workshop on August 2-3, 2024, focused on Adolescent Reproductive Sexual Health (ARSH) and leveraging digital platforms to amplify community voices. PFI collaborated with XISS to enhance participants' knowledge on ARSH issues, strategic engagement skills, and mobilizing community voices through digital platforms. The workshop aimed to deepen understanding of ARSH, develop skills in leveraging

digital platforms, and equip participants to create effective advocacy messages and campaigns. The workshop was coordinated by Dr Raj Shree Verma.

XISSL and the Rotary Club of Ranchi Hosted an Enlightening Talk on Combating Structural Violence for a Peaceful Future

On August 8, 2024, the Rural Management Programme and the Rotary Club of Ranchi organized a talk titled “Addressing Structural Violence for a Harmonious Tomorrow.” Dr Joseph Marianus Kujur, SJ, Director of XISS, inaugurated the event. Speakers included Rtn. Manoj Tiwari, Managing Director of Samadhan, and Ms. Surabhi Khyati, an investigative journalist and Rotary Peace Fellow. They discussed peace, Rotary’s global initiatives, and types of violence. Dr Khyati suggested measures to combat structural violence. The event concluded with a Q&A session moderated by Ms. Aishwarya Prakash and a Vote of Thanks by Dr Khyati Munjal.

Solar Energy Interventions: Scope and Benefits at Farm and Household Levels

On August 22, 2024, the Rural Management programme hosted a guest lecture on “Solar Energy Interventions: Scope and Benefits at Farm and Household Levels” at the Fr Michael Van Den Bogart SJ Auditorium. Dr Srilaxmi Shanmugham, a visiting professor at Union Christian College, Aluva, Kerala, discussed government initiatives promoting solar energy, including canal schemes and the Power Flexibility Scheme. She highlighted Kochi Airport’s solar energy usage and the adoption of solar energy by various government departments. The lecture concluded with a lively Q&A session and a vote of thanks.

CSR Conclave: Jharkhand Innovation Challenges, Achieving NUPUN Goals

The Xavier Institute of Social Service (XISS), Ranchi, in collaboration with the India Partnership for Early Learning (IPEL), organized a conclave titled “Jharkhand Innovation Challenges: Achieving NUPUN Goals” on September 12, 2024, at BNR Chanakya, Ranchi. Supported by USAID and implemented by CARE USA and KPMG India, the event aimed to revolutionize education in Jharkhand by promoting innovative solutions for foundational literacy and numeracy (FLN). It brought together CSR leaders, government representatives, and visionary CSOs to exchange ideas, build partnerships, and explore groundbreaking solutions for FLN challenges.

Below are a few glimpses from the event:



Talk on Climate Change

On November 19, 2024, the Rural Management programme organized a talk on climate change by Fr Pedro Walpole SJ, an eminent climate activist, and hydrologist. Fr Pedro, a Jesuit priest from Ireland, works on sustainable environment, community land management, and disaster risk reduction in Southeast Asia. He is the research director for the Environmental Science for Social Change, Philippines, and the global coordinator of Ecojesuit. Fr Pedro holds a doctorate in land use change from King’s College, London, and focuses on social justice through environmental management, poverty reduction, and Indigenous peoples’ rights.

ESG Report Submission: Social Audit of Usha Martin Foundation’s CSR Initiatives (2023-24)

A comprehensive ESG Report on the Social Audit of Usha Martin Foundation’s (UMF) CSR initiatives for 2023-24 was submitted to Dr Mayank Murari, CSR Head, Usha Martin Foundation. The audit assessed UMF’s efforts across six key areas: Health & Nutrition, Education, Livelihood, Skill Development, Natural Resource Management, and Sports & Infrastructure. Key achievements included improved healthcare for 400 individuals, educational support for 600 students, and increased income generation for 190 farmers and entrepreneurs, with over 70% of beneficiaries being women and Scheduled Tribes (ST). The report emphasized UMF’s inclusive and sustainable approach.

MoU with BAIF

Xavier Institute of Social Service (XISS), Ranchi, and BAIF Development Research Foundation, Pune, signed a Memorandum of Understanding (MoU) on December 1, 2024, to collaborate on sustainable development. The partnership focuses on rural development, health, education, women empowerment, environmental sustainability, and climate change. The MoU aims to facilitate joint studies, curriculum enhancement, and student internships. Both institutions plan to co-host webinars, conferences, and policy advocacy initiatives aligned with the Sustainable Development Goals (SDGs). This three-year agreement emphasizes impactful research, knowledge sharing, and capacity building without immediate financial obligations.

Talk on Gandhi Peace Fellowship

On January 9, 2025, the Rural Management Programme of XISS hosted a talk on the Gandhi Fellowship by the Piramal Foundation. This two-year residential programme develops young leaders for social impact through grassroots projects in education, health, and governance. Fellows receive leadership training, mentorship, and a stipend, preparing them for careers in development, policymaking, and entrepreneurship. Esteemed speakers from the Piramal Foundation, including Ms. Ekta Singh, Ms. Abhilasha Roy, and Ms. Purnima Singh, shared insights on the fellowship's application process, experience, and skills gained from community work.

Guest Talk on Children in the Street Situation

On February 26, Ms. Preeti Mathew from Rainbow Foundation, Hyderabad, and Ms. Shubhada from Rainbow Homes, Pune, delivered a talk to first-year Rural Management students on the harsh realities faced by India's 11 million street children. They discussed the causes of child homelessness, legal frameworks, and Rainbow Foundation's rights-based approach to providing shelter, education, and empowerment. Success stories, such as Lilly becoming a chef in Delhi were shared. The session emphasized the need for policy interventions and social support systems. It concluded with a Q&A and a vote of thanks, coordinated by Prof Niranjana Sahoo and Dr Sourya Das.

Talk on Community-Led Approaches to Natural Resource Management

On February 27, 2025, the Rural Management Programme hosted a session on "People, Planet, and Prosperity: Community-Led Approaches to Natural Resource Management" at the XISS Auditorium. Ms. Sujaya Dangwar, Manager - Lead Women Empowerment at Watershed Organisation Trust (WOTR), shared insights on sustainable development strategies, emphasizing community participation in managing natural resources. She highlighted successful models of climate adaptation and multi-stakeholder collaboration, integrating gender perspectives into environmental governance. The session provided a platform for students to explore innovative solutions to environmental challenges through community-led action, reaffirming XISS's commitment to sustainable development.

Strategic Programme Development Plan for 2025

The Rural Management Programme seeks to improve academic excellence, research output, student diversity, and industry ties. Key initiatives include expanded publications, conference presentations, incentives for impactful research, new admission centers, support for underrepresented regions, upgraded infrastructure, and enhanced faculty and industry engagement through dedicated programs and partnerships.

- 1. Enhancing Research and Publications :** Strengthen faculty research output with a target of over 10 journal articles, 2 books, and 4 book chapters; encourage student research by requiring dissertation presentations at national and international conferences.
- 2. Infrastructure and Classroom Enhancements :** Upgrade existing classrooms with smart boards and interactive learning tools, and develop a specialized Rural Innovation and Social Lab.
- 3. Faculty Development & Industry Engagement :** Conduct two Faculty Development Programmes (FDPs) and Management Development Programmes (MDPs); and strengthen industry partnerships for collaborative research and funding.
- 4. Strengthening Field Exposure :** Make rural and urban field exposure more robust and productive and revisit the evaluation mechanism for student field projects.

Rural Management

2023-25



R1 (L-R): Mr Amit Kumar Pandey, Mr Vicky Kumar, Mr Ravi Raj, Mr Nishant Prasad, Mr Rishav Kumar, Mr Vishwajit, Mr Vatsalya Aryan, Mr Abhash Singh, Mr Ujjwal Deogharia, Mr Rishabh Kumar, Mr Satyam Divyansh, Mr Himanshu Singh, Mr Abhishek Alex Pandey, Mr Niraj Kumar, Mr Pratyush Bhardwaj

R2 (L-R): Ms Priyanshu Priya Mishra, Ms Pushpa Kumari, Ms Sujata , Ms Ankita Singh, Ms Madhumita, Ms Anushka Kumari, Ms Anshika Mishra, Ms Harshita Singh, Ms Mili Dasgupta, Ms Shreyosi Ghosh, Ms Riya Shrivastwa, Ms Khushboo Kumari, Ms Amita Sinha, Ms Shambhavi, Ms Snehaa Kumari, Ms Poonam Toppo, Ms Smita Sarkar, Ms Gouri Sharma, Ms Shahista Noor, Ms Anjali Kumari Oraon, Ms Aashi Ankita, Ms Sheewaangi Ramya, Ms Apoorva Pandey, Ms Richa Verma, Ms Shreya Tirkey, Ms Lisha Sinha, Ms Sanjivani Ray, Ms Bhavya

R3 (L-R): Ms Muskan Kumari, Ms Suman R. Kachhap, Ms Shruti Gupta, Ms Renu Mahato, Ms Ishita Beck, Ms Amrita Esther Porh, Mr Shubham Keshri, Mr Shivam Kumar Singh, Mr Abhinav Kumar, Mr Rahul Gagrai, Mr Manoj Kumar Mahali, Mr Shashwat Kumar, Mr Ravi Raj, Mr Ravindra Kumar, Fr Prabal Khakha, Mr Navjeet Kumar, Mr basil Ayush, Mr Manmohan Kisku, Mr Franklin Joseph, Mr Mayank Khandelwal, Mr Robin Khan, Mr Abhishek Timothius Tirkey, Mr Aditya Kumar, Mr Rakesh Ranjan, Mr Anubhav Kumar Pandey, Mr Nitish Kumar, Ms Ritika Kumari, Ms Minakshi Kumari, Ms Vkrsha Lakra, Ms Rukhsar Khatoon

Fellow Programme in Management (FPM) - A Doctoral Programme of XISS

Co-ordinator : Prof (Dr) Amar Eron Tigga

The Fellow Programme in Management (FPM) at Xavier Institute of Social Service (XISS), Ranchi is a full-time doctoral-level programme approved by AICTE. The objective of this programme is to contribute to the existing body of knowledge in the research field and its dissemination. It is aimed at admitting scholars with exceptional academic backgrounds, strong motivation, and discipline having a strong inclination towards quality research and publications.

The programme offers specialization in the following areas of:

- | | | |
|------------------------------|-------------------------|--------------------------|
| 1. Human Resource Management | 2. Rural Management | 4. Financial Management |
| | 3. Marketing Management | 5. Operations Management |

The programme has a rigorous process as per AICTE guidelines and a course work of three modules. The programme also considers working professionals with flexible timing and online classes facilities, access to library resources (offline and online) and a good network of alumni base.

The details about the programme, fees, durations etc. are given on the official website of XISS, <https://xiss.ac.in/fpm-fellow-program-in-management>

The first batch was started in 2023 with five scholars: First Batch (2023–26)

The inaugural batch of the FPM commenced in December 2023, with five dynamic and research-driven scholars currently progressing through their academic journey. They have completed Module I and have been assigned research guides in Module II. The details of Scholars with their area of specialisation

- | | |
|--|---|
| 1. Manmay Prasad (FPM 2023/01) – Human Resource Management | 4. Eva Jyoti Lakra (FPM 2023/04) – Rural Management |
| 2. Aayurshi (FPM 2023/02) – Marketing Management | 5. Seerat Kachhap (FPM 2023/05) – Rural Management |
| 3. Smiti Raha (FPM 2023/03) – Financial Management | |

The second batch was started in 2024 - Second Batch (2024–27)

The second cohort began in September 2024 and comprises highly enthusiastic and committed scholars who are pursuing research in the areas of Human Resource Management and Marketing Management. They are currently about to complete their First Module. Scholars details are as follows

- | | |
|--|---|
| 1. Shashi Ranjan (FPM 2024/01) – Human Resource Management | 3. Anup Sharma (FPM 2024/03) – Marketing Management |
| 2. Swati Chandra (FPM 2024/02) – Marketing Management | |

The third batch is going to start in this year from July 2025.

This programme embodies XISS's commitment to academic excellence, innovation in research, and the holistic development of future thought leaders in management.

XISS believes in quality work and hence takes the students on board and work with them to have a good learning and research work as a core values.

The future plan is to establish XISS as a centre of excellence in the research work besides other important programmes. At present, the FPM programme is coordinated by Dr Amar Eron Tigga, Dean Academics, under the guidance of Dr Joseph Marianus Kujur, SJ, Director, XISS. There are research and students' selection committees which provides inputs for continuous improvements.

PGCM Geospatial Technology

Co-ordinator : Dr Prakash Chandra Dash

PGCM-GTARD

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 the burgeoning demand for professional proficiency in the use of this technology in both public as well as private sectors (or in the Government as well as corporate 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 humane usage of 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 2024-25 saw the completion of the first batch of PGCM GIS as well as enrollment of the second 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 sector, census 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 2024-25. The key academic activities, programmes and initiatives during 2024-25 are presented below.

Students' Activities and achievements

Curricular activities

Summer Internship: Three students completed their internship from Jharkhand Space Application Centre for two months, where in they worked on the topic, "Application of Geospatial Technology in Waste Management in and around Ranchi City". The rest of the students worked in a group to complete their dissertation works involving different areas of geospatial applications.

Survey Instrument Training: All the students went to a nearby Marsilli Hills to have their training on the newly acquired advanced RTK-PPK Differential Global Positioning System (DGPS) and Electronic Total Station (ETS). After a weeklong intensive training, students showed tangible progress in accurately capturing the positional values by handling the instruments with dexterity and deriving meaningful insights analysing the data so captured in the field.

Expert Resource Person Visit: An expert on Lightning hazard Prof Manoranjan Mishra, Head, Department of Geography, Fakir Mohan University, Balasore visited XISS and addressed the students on the theme 'Using Geospatial Technology to map and manage Air-to-ground lightning hazards' on 11 December 2024. He also enlightened the students on doing GIS based research and publishing them.





Professor Manoranjan Mishra along with our students in the GIS Lab.

Swayam NPTEL Courses: As many as 27 students from successfully completed a 12 week course on “Remote Sensing and GIS for Rural Development”, and two students were awarded with ‘Elite+Gold’(score above 90%) whereas six of them were awarded with ‘Elite+Silver’ with a score range between 75-89%. Two among them secured 99% and are amongst the top 1%. Dr PC Dash mentored the students during their Swayam course.

Research Projects:

1. Dr Prakash C Dash (Principal Investigator) is currently engaged in a research project ‘*Identification of Pattern of Change in Elephant corridors in Jharkhand*’ along with Dr Sourya Das (Co-PI) and Ms. Patatri Vaidya, research intern. Work on secondary data and stakeholders’ interview has been complete and primary data collection has been scheduled. The project is sponsored by Dr Ram Dayal Munda Tribal Research Institute (TRI), Ranchi.



2. Another academic research ‘*Caring for Nature: A sociological study of Adivasi wisdom and environmental ethics and resource management for sustainable livelihood*’, is undertaken by the department. Dr Prakash C Dash (PI) along with Dr Bhubneswar Sawaiyan (Coordinator) is doing the project. It is sponsored by Dr Ram Dayal Munda Tribal Research Institute (TRI), Ranchi.

Consultancy Projects:

The following consultancy projects were undertaken in 2024-25.

1. Dr Prakash C dash and Mr Sunil Pratap Kumar completed a project titled ‘*Drone Survey & Videography and still photography along with the mine boundary of different mines of CCL*’. The project was sponsored by Central Coalfield Limited.



Drone Surveying of Karma mines, Kuju Area, CCL,

2. 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.
3. Another 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*' is being undertaken by Dr PC dash and Mr Sunil P Kumar and at the final stage of the work.

Skill enhancements:

Dr Prakash Chandra Dash successfully cleared the DGCA visa and is now a certified Remote Pilot Trainer. He previously completed the training on RPTA conducted by IGRUA and Drone Destination.

Mr Sunil Pratap Kumar is now a certified Drone Pilot.

Workshops and Seminars:

Dr Prakash Chandra Dash participated in the Workshop '*Just Transition & Economic Diversification of Jharkhand's Coal Heartland*' jointly organized by Digital Empowerment Foundation (DEF) and the Swaniti Initiatives.

Placements:

21 out of 27 students have been placed. Six of them joined MapmyIndia, two in Futuresafe Technologies Pvt Ltd. Eight students joined Bluerix OPC Private Ltd and one student joined Genesys International Corporation Ltd.



Mr Sunil Receiving Drone Pilot certificate

Alumni Relations

Coordinators: Dr Sharda Singh & Ms Aayurshi Sahay

The year 2024–25 was a memorable chapter in the continuing story of alumni engagement at Xavier Institute of Social Service (XISS), Ranchi. The Alumni office has sincerely attempted to keep the alumni community connected with their alma mater. The Alumni Office took deliberate steps to bridge generations and reinforce our institutional identity through meaningful interactions, legacy celebrations, and strategic collaborations.

On **March 19, 2025**, we welcomed some of our alumni—the **batch of 1979–81**—for an intimate meet filled with warmth and wisdom. This was more than a reunion; it was a living archive of XISS's legacy. Alumni shared reflections on their professional lives, emphasizing values, such as empathy, honesty, resilience, and adaptability—timeless principles that continue to guide our pedagogy today. Their words profoundly impacted students, reinforcing that XISS is not just a place of learning but a place that shapes character and commitment.

At the heart of efforts was **Ven-a-Casa 2025**, the flagship alumni event, held on **February 8, 2025**. This celebration brought around 350 alumni, faculty, staff, and students together for a vibrant mix of alumni, faculty, students, and dignitaries. The campus came alive with excitement and nostalgia as the day unfolded with interactive games, a musical army band performance, cultural programs, and formal addresses by Chief Guest, Hon'ble Minister Ms. Deepika Pandey Singh, our own alumna and Hon'ble Chairman Fr Ajit Kumar Xess SJ. The event was a resounding success, largely thanks to the generous support of Maruti Suzuki as the Platinum Sponsor, along with other valued partners. An emotional highlight of the evening was the unveiling of the 3D master plan for the proposed Xavier University Campus—an ambitious and visionary initiative of our Director Dr Joseph Marianus Kujur SJ that captured the imagination of all attendees. Mementos were presented to alumni from across decades, celebrating their professional achievements and their enduring bond with XISS. The day concluded with a gala dinner, where memories were relived and new connections forged.

On **December 6, 2024**, we had the privilege of hosting the **Silver Jubilee Reunion of the PGDM PM Batch of 1997–1999**. The celebration was both heartfelt and forward-looking. Thirteen alumni from this distinguished batch, now in leadership roles across companies like Novartis, L&T, Reliance Jio, and NHS England, returned to campus. They shared powerful reflections on their journeys and insights into the changing landscape of HRM. During the reunion, structured panel discussions were held on themes such as emerging competencies in HR, mental well-being, the employee relations scenario, and alumni-student interactions. The conversations were inspiring and deeply enriching for our current HRM students, who engaged actively and learned first-hand from industry leaders. The gathering concluded with a cultural tribute—dances, music, and group photographs that captured the spirit of the occasion.

On **October 19, 2024**, Xavier Institute of Social Service (XISS), Ranchi, in collaboration with the XISS Alumni Association Hyderabad Chapter (XAAH), organized a memorable Alumni Meet at the Novotel Hyderabad Convention Center. The event's highlight was the grand unveiling of the book **The Untold Journey of Leaders**, authored by 31 esteemed XISS alumni, edited by Mr E. Venkat Ramnayya and Dr Joseph Marianus Kujur SJ, capturing the life experiences of the leaders from diverse fields.. This significant occasion not only celebrated the achievements of XISS alumni but also reinforced the institute's legacy in nurturing global leaders.

In addition to on-campus events, the Alumni Office played an instrumental role in supporting five regional alumni chapters in organizing their local alumni meets during the year. These included **Delhi, Mumbai, Bengaluru, Kolkata, and Hyderabad** chapters. Our office extended end-to-end assistance to each chapter—starting with curating and updating the invitation list to ensure broader outreach and personal touchpoints. We assisted in designing event brochures, conceptualizing the event theme, and executing advertising campaigns through social media and email to ensure strong attendance. The office also guided chapters in exploring sponsorship opportunities and coordinated with potential partners to extend the event's reach. Moreover, we helped schedule key segments for each event, aligned local guest speakers and alumni moderators, and ensured branding consistency across locations. These collaborative efforts enhanced the quality and visibility of the chapter meets and ensured alignment with XISS's broader alumni engagement strategy.

Throughout the year, the Alumni Office coordinated various activities, including maintaining the alumni database, strengthening ties through Alma Connect, and ensuring the smooth functioning of sponsorship and media committees. Our student volunteers played a crucial role in every event—managing logistics, anchoring sessions, and showcasing their talent.

These initiatives helped strengthen alumni contributions to placements, internships, mentoring and thought leadership across departments. More alumni came forward to offer professional support, participate in institutional events, and express interest in long-term collaborations with XISS.

Beyond Classrooms - Students' Clubs

Coordinators : Ms Aayurshi Sahay & Ms Shruti Sahay

XISS believes in providing its students with numerous opportunities to experience life beyond the classroom through an extremely vibrant students club culture. A perfect blend of academic activities, sports events, and social events, these clubs prepare students for life after college while shaping them into well-groomed professionals.

Becoming a part of the student club is an excellent way for students to feel connected to the larger college community. It allows them to engage with peers who share similar interests, passions, and hobbies, fostering meaningful interactions and friendships.

Each year, the student club culture at XISS continues to thrive, offering students valuable opportunities to develop essential skills such as leadership, communication, teamwork, time management, and problem-solving aptitude. These experiences not only enrich their college journey but also equip them with the tools needed for future success.

1. Cultural and Sports Committee (CASC)

Christmas Gathering - The Cultural and Sports Committee (CASC) of XISS joyously celebrated a Christmas Gathering held on 19 December 2024 which featured musical carols, a skit on the story of Christmas, group dance, and duet song performances all adding to the festive spirit of the celebration. The event continued with a cake-cutting ceremony marking the spirit of unity and togetherness. The celebrations concluded for the day with a bonfire and musical evening to mark the joyous occasion.

Panache - The Annual Fest of XISS - Panache, the annual cultural fest of XISS, was a vibrant two-day extravaganza held on 6 and 7 February 2025. This spectacular event, conceptualized by the Cultural and Sports Committee (CASC), was planned, executed, and celebrated by students from various clubs under CASC's guidance. Panache provided a dynamic platform for students to showcase their talents, compete, and push their boundaries, reflecting their dedication and enthusiasm. The festival highlighted students' skills in management, social interaction, culture, and the arts. From conceptualization to flawless execution, the CASC members worked alongside volunteer clubs specializing in social media, cultural events, management, decoration, dance, theatre, and music to bring the event to life with remarkable creativity and teamwork.

Games and Sports Week - Leading up to Panache, the Games and Sports Week, held on 28-31 January 2025, was a thrilling prelude. Organized skillfully by CASC, the week featured a series of matches in Basketball, Badminton, Football, Chess, Table Tennis, Carrom, Cricket, and Tug of War. The events culminated in a grand celebration where winners were honored with medals and trophies, adding to the excitement and camaraderie of the festivities.

2. Obscura

Obscura, the Media Club of XISS, serves as an engaging platform for students to gain hands-on experience across various media domains, including content writing, photography, social media management, alumni relations, blog writing, and digital content creation. The club nurtures creativity, critical thinking, and technical expertise among its members, playing a crucial role in capturing and showcasing the Institute's workshops, events, and collaborations throughout the year.

3. Embark

Embark, the Management Club of XISS, in collaboration with the Jesuit Higher Education Association South Asia (JHEASA), organized an engaging online quiz competition on 7 September 2024. The event

was designed to offer an enriching and intellectually stimulating experience for students from JHEASA Central Colleges. Other events include the Rapid Fire- An engagement activity specially organised for the new batch of 2024-26 on 24 July 2024, an orientation for the batch of 2024-26 and Embark's 10 years celebration on 21 August 2024 and has volunteered for Panache 2025 and Ven a Casa 2025.

4. Aawaz

Aawaz, the Dramatics Society of XISS, organized a Nukkad Performance on MBA life during Induction (Part of Aagaz) on 30 July 2024, and an Aagaz Song Performance in Canteen (part of the Engagement Drive) on 29 July 2024. A Club Anniversary Celebration cum Induction event was organized on 15 Oct 2024 while the celebration of International Girl Child Day -"Be-Lagaam", International Men's Day, Ek Aawaz Teri Meri Series, and Aawaz Tiny Tales Series have been the regular features activities of the club in the past year. The Aawaz team also performed in the XLRI Valhalla Competition on 24 November 2024, performed a Nukkad Performance in the Panache 2025, titled- "Mukkadama Chalta Rahega" held on 7 February 2025. A special skit was showcased by the members of the team during the Ven a Casa 2025.

5. Rotaract Club of Social Revolution (RCSR)

Youth are the future parents, professionals, business leaders, and community influencers. Club RCSR equips them with the essential tools and skills to grow into responsible and productive members of society.

The club organised variety of events including Polio Vaccination Drive (24-27 August 2024), Blood Donation Drive (31 August 2024), Book Donation Drive (11-18 September 2024), Dog Centre Visit (19 October 2024), Food kit distribution to rickshaw pullers (30 October 2024), Online Campaign for Jharkhand Assembly Elections 2024 (8-20 November 2024), Visit to Daladilli Centre, Daladilli Chowk, Ranchi (November 17, 2024) to engage with underprivileged children, fostering creativity, learning, and fun through interactive activities, Republic day celebration at Mahuatoli slum, Ranchi (26 January 2025), and launch of Medical Camp, Noise Pollution Initiative, and Sustainability Efforts with Doranda Old Xaverians (DOX) (2 February 2025), the RCSR Club of XISS, volunteers played a crucial role in making the event successful, and still counting.

6. Creategic

The Creategic Club at XISS is a vibrant community of students driven by creativity and innovation, contributing unique ideas for events and celebrations on campus. The club showcased its artistic prowess by elegantly decorating the Dr Kumar Suresh Singh Tribal Resource Centre for its Second Memorial Lecture on 19 November 2024.

The Creategic Club played a pivotal role in enhancing the festive spirit during the Christmas Celebrations, adorning the campus with Christmas lights, ornaments, wreaths, and other cheerful decorations to create a warm and welcoming atmosphere.

For **Panache 2025, Ven a Casa 2025, and Farewell 2025**, the Club incorporated sustainability into its decorative endeavors, ensuring that creativity aligns with environmental responsibility. They used recycled and upcycled materials, biodegradable and eco-friendly supplies, went with nature-inspired decorations, raised advocacy through the theme and had a minimalist approach setting the standard higher as ever.

7. Pulse : The Dance Club of XISS

During the past year, the club has organised several flashmobs during welcome of batch of 2024-26 (30 July 2024), Finfest (organised by Financial Management Programme (20 November 2024), Maxfest (organised by Marketing Management Programme (22 November 2024), Games and Sports Week (31 January 2025), promoting Panache 2025 (2 February 2025), and Inauguration of Panache 2025 (6 February 2025). During the Panache 2025, the club participated in the Dance Competition, On Your Toes.

8. MAXISS: The Music Association of XISS

Whether it's a festive occasion or a grand event, the College Band consistently leaves a lasting impression, resonating in the hearts of all who hear them play. They have performed in several events including the Club Induction (6 July 2024), Battle of Bands (6 February 2025), Jamming Session (6 February 2025), Battle of Bands (7 February 2025) during Panache 2025, Inaugural Song and a Jamming Session during Ven a Casa 2025 on (8 February 2025).



MAXISS - The Music Association of XISS



Pulse - The Dance Club of XISS

Rotaract Club of Social Revolution (RCSR)

CREATEGIC CLUB



The Cultural & Sports Committee of XISS (CASC)

AAWAZ - The Dramatics Society of XISS

Embark - The Management Club of XISS

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

Coordinators : Dr Binit Lakra & Dr Tina Murarka

Xavier Institute of Social Service (XISS), Ranchi, inaugurated the Centre for Innovation, Incubation, and Entrepreneurship of XISS (CIINEX) on its campus on 6 December 2024. This initiative marks a significant step in fostering a culture of innovation and entrepreneurship, focusing on providing support to students, tribal communities, and aspiring entrepreneurs to create sustainable solutions.

The centre was inaugurated by Chief Guest, Fr Ajit Kumar Xess, Chairman, XISS Governing Body, Dr Saurav Snehrat, Associate Professor at XLRI Jamshedpur, Dr Joseph Marianus Kujur SJ, Director, XISS, in the august gathering of faculty members, dignitaries, and other guests. Fr Xess in his address elaborated on the importance of innovation and incubation, explaining how they can shape the future of entrepreneurship and extended his best wishes for the success of CIINEX.

Dr Saurav Snehrat, Associate Professor, XLRI and an expert in entrepreneurship management, delivered an inspiring keynote address on the same occasion.

Later, during the event, Dr Tina Murarka, Coordinator, CIINEX, presented the centre's key objectives and plans focusing on collaborations, case studies, networking events, guidance from established entrepreneurs, awareness campaigns, and leveraging local and social media for outreach. Adding to the vision, Dr Binit Lakra, Coordinator CIINEX, emphasized sustainability and creating a balanced entrepreneurial ecosystem to improve the survival and growth rates of startups. Various new and upcoming startups also put up their stalls which was visited by the dignitaries.

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 the departments.

In the days to come, CIINEX aims to nurture entrepreneurship skills amidst the students and other aspiring entrepreneurs from Jharkhand and 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 will also aim and continue to conduct various events in the days to come.



Counselling Centre

Head : Prof Anant Kumar

Introduction

The XISS Counselling Centre is dedicated to the holistic development of students by offering counselling, coaching, and mentoring. As an essential part of the institute, the Centre continues to assist students as they navigate the complexities of academic life and personal growth. The year 2024-25 has seen engagement with students, fostering an atmosphere of trust, empathy, and resilience.

The Role of Counselling in Student Development

Higher education is not just about academic achievement; it is about shaping individuals who can lead fulfilling personal and professional lives. The XISS Counselling Centre has played a crucial role in providing students with emotional and psychological support, ensuring their well-being in an increasingly challenging world. The Centre serves as a safe space where students can openly discuss their struggles and receive guidance tailored to their needs.

Key Issues Addressed

Over the past year, students have reached out to the Counselling Centre for a variety of concerns. The most prevalent issues include:

- **Anxiety Issues:** Some students reported feeling overwhelmed due to academic pressures and uncertainties about their future. Through therapy sessions and mindfulness techniques, they were equipped with strategies to manage their anxiety effectively.
- **Exam Stress and Academic Performance:** With competitive examinations and rigorous grading systems, exam stress remained a major concern. The Centre provided one-on-one counselling to students on stress management, time management, and effective study techniques.
- **Family and Relationship Issues:** Many students faced challenges related to familial expectations, strained relationships, and personal identity conflicts. The Counselling Centre facilitated dialogues and coping mechanisms to help them navigate these complexities.
- **Financial Issues:** Financial constraints often add an additional burden on students, affecting their mental health and academic performance. The Centre guided

students toward available scholarships and financial aid programs.

Counselling, Coaching, and Mentoring: A Multi-Pronged Approach

The Centre adopts a holistic approach, integrating counselling, coaching, and mentoring to empower students.

- **Counselling:** Professional psychological counselling is provided to help students address emotional distress, self-doubt, and other psychological challenges.
- **Coaching:** Students received guidance on career choices, skill development, and goal setting. Regular career counselling sessions are conducted to help them align their aspirations with practical opportunities.
- **Mentoring:** The Centre fosters a mentorship culture where faculty members and senior students guide younger students through academic and personal hurdles. This system has proven to be highly effective in building confidence and resilience among students.

Challenges and the Way Forward

While the Counselling Centre has made commendable progress, challenges remain. Stigma around seeking help is still there. Despite growing awareness, some students hesitate to seek counselling due to societal stigma. In this regard a 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 online counselling options and mental health resources.

Conclusion

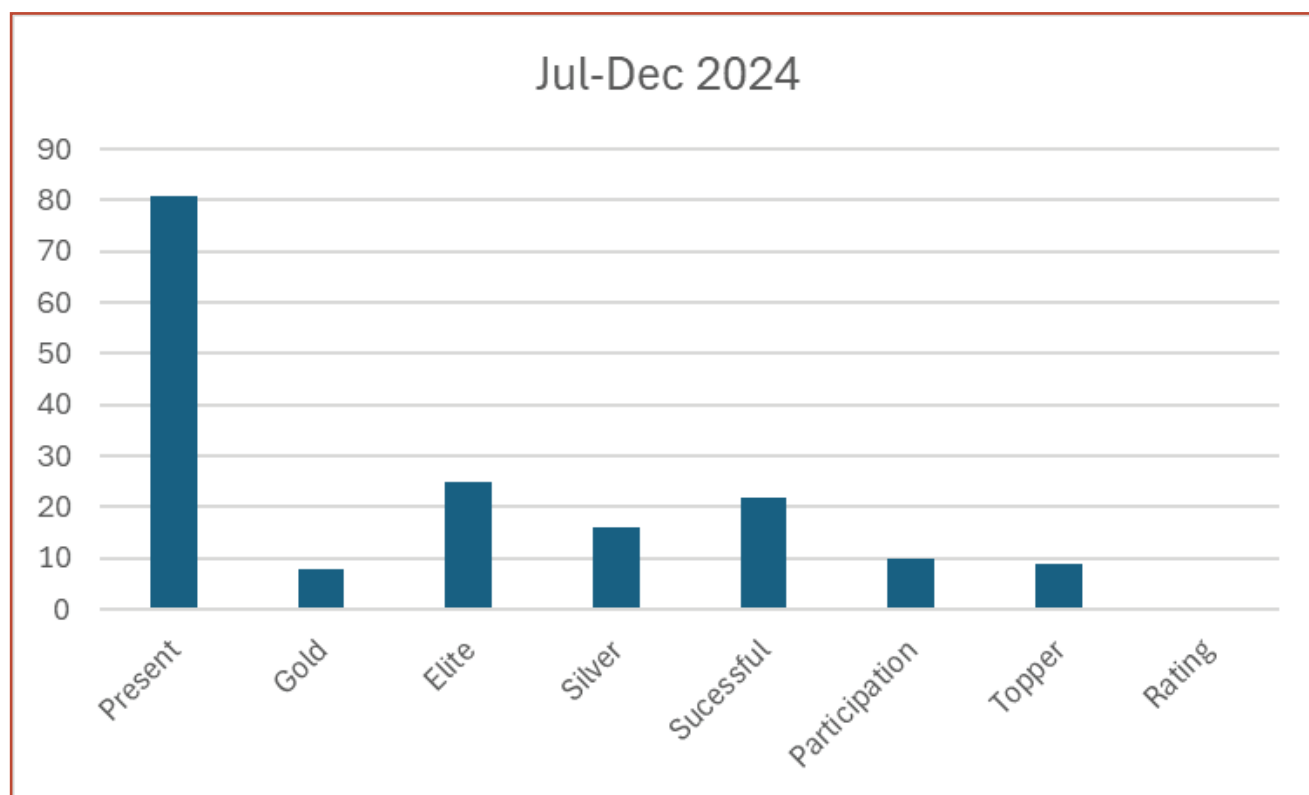
The XISS Counselling Centre continues to be a support for students, fostering their personal and academic growth. By addressing mental health concerns with sensitivity and professionalism, it has helped students build resilience and confidence. Moving forward, the Centre remains committed to its mission of holistic student development, ensuring that every student receives the support they need 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 contributed to making the XISS Counselling Centre a beacon of hope and guidance. Together, we will continue to create a nurturing and empowering space for all.

Swayam

Coordinator : Dr Madhumita Singha

Swayam (Study Webs of Active-Learning for Young Aspiring Minds) is a Government of India initiative to provide free online education in various disciplines through MOOCs. NPTEL (National Programme on Technology Enhanced Learning), a joint initiative of IITs and IISc, offers high-quality courses through the Swayam platform, empowering students across India with accessible and affordable learning. Here is the performance of last Jul-Dec 2024 semester:

Course Run	Present	Gold	Elite	Silver	Successful	Participation	Topper	Rating
Jul-Dec 2024	81	8	25	16	22	10	9	rated Active



The consistent participation and the number of toppers reflect a strong commitment towards quality online learning. Being rated as an Active Local Chapter for the last three consecutive semesters reflects the institution's consistent and proactive efforts in promoting Swayam NPTEL courses among students.

Library

Assistant Librarian : Ms Shamida Lakra

The **XISS Library**, known as the **Fr Michael Windey S.J Memorial Library**, serves as a valuable academic and research support system, helping users enhance their knowledge and stay updated with the latest developments in their fields.

The library offers a comfortable and conducive environment for reading and learning. It is well-equipped with adequate lighting, CCTV surveillance for security, spacious and air-conditioned areas, comfortable seating, charging facilities for electronic devices, and 10 multimedia PCs for accessing e-resources. As a hub of information and knowledge, the library provides an extensive collection of national and international print and digital resources. Its diverse collection covers various disciplines, including Human Resource Management, Finance Management, Rural Management, and Marketing Management.

Collections Overview

Print Resources (~43,000 volumes) includes - 40,095 books, 41 peer-reviewed print journals, 20 magazines, 13 newspapers'- Non-print resources (Over 1.12 lakh volumes) including E-journals and databases, E-magazines and newspapers (EDZTER), Sage Business cases with teaching notes, E-books (PEARSON, EBSCO e-Book Business Core, and book chapters through JSTOR, Research reports(JSTOR) and data tables(INDIASTAT), Labor Law Reporter e-Library, Business Source Elite (Journal articles).

Some Top Ranked Full Text Business Journals/ Magazines without embargo are available in EBSCO Platform-

Administrative Science Quarterly, California Management Review, Emerging Markets Finance & Trade, Harvard Business Review, Harvard International Review, Harvard Journal of Law & Public Policy, HR Magazine, Journal of Economic Issues, Journal of Economic Perspectives, Journal of Financial Planning, Journal of International Marketing, Journal of Managerial Issues, Journal of Accountancy, Journal of Management Information Systems, MIS Quarterly, SAM Advanced Management Journal, TIME Magazine, World Affairs.

The **Dr Kumar Suresh Singh Tribal Resource Centre (DKSSTRC)** houses **3,500 donated books** of the late **Dr Kumar Suresh Singh**, along with **over 400 manuscripts** related to **tribal development, culture, and history**. These resources are valuable for **academicians, research scholars, and postgraduate students**.

In addition to above collections, the library provides access to numerous **open-access resources**. Through the **National Digital Library of India (NDLI)**—an initiative by the **Ministry of Education, Government of India**—users can explore **1 million digital resources** in various multimedia formats. To support **learning-oriented activities**, the institute has also established

an **XISS NDLI Club**, where **1,200 members** have registered on the **NDLI Club Portal** to date.

Library Development

To ensure effective library management, a **Library Committee has been established on July 1, 2024**, under the supervision of the Director. This committee is responsible for overseeing budget approval and allocation, policy formulation, and overall administration. It plays a vital role in achieving the library's primary objectives:

- Acquiring, organizing, and updating the library collection.
- Providing seamless access to resources that support academic and research needs.

It utilizes the KOHA library management software, ensuring efficient and seamless daily operations. The KOHA Web OPAC (Online Public Access Catalog) allows users to search for books using keywords and access bibliographic details. By logging into the KOHA Web OPAC, users can also check their borrowing and transaction history. Additionally, Gate Register software with a scanner has been installed for user attendance management, improving security and accessibility.

The library conducted an orientation and hands-on session on its subscribed resources and services for all programs, including Human Resource Management, Finance Management, Rural Management, Marketing Management, and the Fellowship Program in Management (FPM), from July and September 2024. These sessions aimed to familiarize participants with various tools and techniques for effectively accessing library resources and staying updated on current research trends.

Since 2022, the institute library has been actively supporting IGNOU and other library professionals by offering a **one-month internship program in the field of Library and Information Science**. To date, **65 students have successfully completed the program**.

To promote research and strengthen connections within the research community, the 2nd Dr Kumar Suresh Singh Memorial Lecture, titled **'Proud to be Adivasi: The Importance of Jaipal Singh Munda,'** was successfully organized by Dr Kumar Suresh Singh Tribal Resource Centre and Dept. of Research and planning, XISS on **November 19, 2024**. The **esteemed speaker for the event was Prof Nandini Sundar from the Department of Sociology, Delhi School of Economics, University of Delhi**.

In January 2024, the Faculty Publication Zone has been developed in the library to recognize, highlight, and display faculty publications.

For 2024, XISS NDLI club got the **appreciation certificate as "One of the Best-performing NDLI Clubs in Jharkhand"** for club dedication, enthusiasm, and commitment to promoting digital learning and knowledge dissemination within our institution and the community at large.

Research and Planning

Coordinator : Dr Sant Kumar Prasad

The Department of Research and Planning at Xavier Institute of Social Service (XISS) has been actively engaged in a diverse range of impactful research and evaluation projects during the fiscal year 2024-2025. These projects primarily focus on Corporate Social Responsibility (CSR) initiatives, rural development, and livelihood programs aimed at improving the socio-economic conditions of marginalized communities. Key completed projects include impact assessments for Coal India Limited and Northern Coalfields Limited, as well as a baseline study for SPPL in Dhule, Maharashtra. Additionally, ongoing research includes evaluations of the UPAJ program in Jharkhand and performance assessments of

tribal development strategies in the state. The department has also been involved in organizing key academic events, such as the Dr Kumar Suresh Singh Memorial Lecture and a National Workshop on aging, while supporting faculty in their academic and research contributions. These efforts reflect the department's commitment to advancing social welfare through data-driven research and community-focused initiatives.

The Activity Report of the Department

I. COMPLETED PROJECTS IN FINANCIAL YEAR (2024-2025)

<p>Impact Assessment of CSR Project of CIL</p> <p>Client Coal India Limited, Kolkata</p>	<p>Impact Assessment of CSR Project of Northern Coalfield Limited</p> <p>Client Northern Coalfield Limited</p>	<p>Baseline cum Need Assessment Report in 8 CSR village of SPPL, Dhule</p> <p>Client Sirpur Power Limited, Dhule (SPPL)</p>	<p>Implementation of Graduation Approach in Three Districts of Jharkhand: An Evaluation Study</p> <p>Client The Nudge Foundation</p>	<p>Social Audit Report on CSR Initiatives of FY 23-24 of Usha Martin Limited, Ranchi</p> <p>Client Usha Martin Limited, Ranchi</p>
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II. ONGOING PROJECTS OF THE DEPARTMENT

1. **The UPAJ program Phase IV** of the continuing project titled "Implementation of the Graduation Approach in Three Districts of Jharkhand: An Evaluation Study".
2. **Performance Evaluation of TSP in Jharkhand: Challenges and Opportunities** - The research provides recommendation to make the TSP strategies more useful, assessable, jargon free, effective and relevant in today's context.

Organising memorial lecture and national workshop

1. The department organised An International Seminar "Revisiting Rohtasgarh" Cultural Adaptation & Storytelling: The Formation of Adivasi Literature on June 17-18, 2024 at XISS jointly organised by Ms Mary Girard, a US Fulbright Nehru Researcher at JNU, New Delhi
2. The department organised Dr Kumar Suresh Singh Memorial Lecture at XISS, Ranchi on 19 November 2024. It was chaired by Rev. Fr Ajit Kumar Xess, SJ, Chairman of XISS. Dr Nandini Sundar, Professor of the Department of Sociology, Delhi School of Economics, University of Delhi delivered the Memorial lecture on the theme "Proud to be Adivasi: The Importance of Jaipal Singh." The Theme & Dynamics of the memorial lecture was delivered by Dr Joseph Marianus Kujur SJ, Director, XISS, Ranchi. A total of 98 eminent participants

from Research, education and development sectors participated in the memorial lecture.

3. The department organised two-day National Workshop on "The Old Age: A Blessing or A Burden" on April 10 & 11, 2025. The workshop aims to address the challenges of India's aging population, focusing on their well-being, care, and socio-economic integration. Despite government initiatives like the National Policy on Older Persons (NPOP), many elderly individuals, particularly women in rural areas, remain economically dependent. The workshop emphasizes recognizing the elderly as active partners in societal progress, rather than burdens.

MOU Signed during 2024-25

1. An MoU has been signed between Padraka Foundation a.k.a. Living Landscapes and XISS for the project titled "Landing of the Common Ground Collaborative".
2. An MoU has been signed between Partnering Hope into Action Foundation (PHIA) and XISS for project titled "Safe and Responsible Migration"

Publications & Reviews

Dr Uma Saha reviewed a book on Ethics and People's Issues, 2024, written by Rev. Dr M. Stephen is published in **Jharkhand Journal of Development and Management Studies (JJDMs)**, Vol. 23, No. 1, January-March 2025.

Entrepreneurship Development Programme

Coordinator : Arif Hussain

Entrepreneurship Development Programs (EDPs) play a vital role in shaping India's socio-economic landscape. As the country faces challenges like unemployment, rural-urban migration, and uneven economic growth, EDPs offer a powerful solution by promoting self-employment and enterprise creation. These structured training programs help individuals, especially youth and marginalized communities, develop the skills, mindset, and confidence required to start and sustain their own businesses.

India is home to one of the youngest populations in the world. With millions entering the workforce each year, traditional employment avenues like government and corporate jobs are no longer sufficient. EDPs address this issue by encouraging youth to become job creators instead of job seekers. They train individuals in critical areas such as business planning, financial literacy, risk management, marketing, and leadership. As a result, trained entrepreneurs are better equipped to identify opportunities, manage risks, and grow sustainable enterprises.

One of the major strengths of EDPs is their adaptability across different sectors and regions. In **urban areas**, EDPs support the start-up ecosystem by nurturing innovation in fields like technology, e-commerce, healthcare, and services. Programs are often supported by incubators, business schools, and government schemes that help entrepreneurs launch and scale new ventures. EDPs also play a role in upgrading existing small businesses by introducing modern management practices and digital tools.

In **rural areas**, EDPs are even more critical. They help reduce dependence on agriculture by promoting non-farm activities such as food processing, handicrafts, dairy farming, and rural tourism. By training individuals to utilize local resources effectively, EDPs contribute to rural development and prevent migration to overcrowded cities. These programs also empower women, Scheduled Castes (SCs), Scheduled Tribes (STs), and other marginalized groups by offering inclusive training and support systems.

Moreover, EDPs align with several national development initiatives. Programs like **Start-up India, Skill India**, and **Atmanirbhar Bharat (Self-Reliant India)** emphasize entrepreneurship as a key pillar of economic growth. EDPs serve as the foundation for these missions by preparing a skilled and confident workforce capable of contributing to India's transformation.

Another significant benefit of EDPs is their potential to foster **innovation and resilience**. Entrepreneurs trained through these programs often introduce cost-effective, locally adapted solutions to pressing problems, such as water management, sustainable farming, or affordable education. This not only drives economic growth but also addresses social and environmental issues.

In conclusion, Entrepreneurship Development Programs are essential for India's progress. They create employment, promote innovation, support inclusive growth, and build a strong foundation for a self-reliant economy. By expanding and strengthening EDPs across urban and rural sectors, India can unlock the full potential of its human capital and pave the way for a more prosperous and equitable future.

Key Initiative of the Year:

In the current year, the EDP Department successfully conducted a **Residential Entrepreneurship Development Programme on Agri-business for Progressive Farmers**, sponsored by the **Transform Rural India Foundation (TRIF), Ranchi, Jharkhand**. This specialized training aimed to foster a new generation of Agri-entrepreneurs (AEs) by equipping them with essential business and leadership skills. The comprehensive program covered:

- Business idea exploration and planning
- Business development and marketing strategies
- Business initiation and legal formalities
- Risk assessment and mitigation

- Communication and negotiation skills
- Financial planning and management

The positive response and active participation in the program reflect a growing enthusiasm for agribusiness ventures, especially among progressive rural stakeholders.

Further, the EDP Department organized a Capacity Development Training Programme on Entrepreneurship and Business Development for the representatives of LAMPS/PACS of various districts of Jharkhand as part of a five-day training series sponsored by Sidho Kanho Krishi Evam Vanopaj Rajya Sahakari Sangh Ltd., Jharkhand. SIDHKOFED is a federation of district federations comprising all LAMPS and PACS of each district. It works to empower rural communities by improving access to appropriate markets and enhancing livelihoods of people involved in agriculture and forest-based activities.

Training empowers the members/representatives to leverage existing knowledge to bring about change and empower rural progress, as well as uphold cooperative principles towards achieving the purpose and goals of the organization.

Objective of the Training Program: The EDP Department of XISS planned and executed a fundamental orientation on cooperatives with the following main objectives:

- To make the participants aware of various.
- Entrepreneurial skills.
- Financial Management.
- Marketing Management.
- Digital Transformation in Supply Chain Management.
- Communication, Problem Solving and Risk Taking.
- Social and Agricultural Entrepreneurship.

The XISS Department of EDP promotes:

- Empowering the rural economy through cooperative strengthening.
- Creating a mapping of potential agricultural produce, minor forest produce (MFP), seasonal calendar, existing infrastructure and local village market.
- Making participants aware about various state government cooperative schemes.
- Educating participants about business and social ethics.
- Enhancing essential business skills involving financial management, marketing strategy and effective decision making, which are necessary for setting up a self-contained cooperative.
- Exploring innovative business possibilities and methodologies at LAMPS/PACS level and establish LAMPS/PACS as multi-service centers.
- Equipping them with managerial, communication, problem solving and planning skills.
- Guiding them to explore and avail business opportunities under SIDHKOFED.
- Monitoring them, assist them in strengthening the network for the Federation.

Conducted Training Programmes: 2024-25

EDP on Agri-business	01 Batches	16 Participants	Funding Agency Transforming Rural India (TRI), Ranchi, Jharkhand
EDP & Business Dev.	13 Batches	202 Participants	Funding Agency Sidho Kanho Agriculture and Forest Produce State Co-Operative Federation Limited, Jharkhand (SIDHKOFED), Jharkhand

Department of Research & Publications (DRP)

Editor JJDMS & Head of the Department : Dr Anirudh Prasad

Xavier Institute of Social Service (XISS) Ranchi always believes that knowledge transfer and teaching and learning skills are enhanced when there is continuous research in higher education especially in the field of management. Department of Research and Publication (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) organizing seminars, talk and workshops. Since its establishment, the department is continuously striving to move ahead in terms of its research growth and publications and provide an opportunity to the young and energetic research minds. Today XISS is an honourable member of DOI, and JJDMS has been linked with the global network of online research.

Member name: Xavier Institute of Social Service (XISS)

DOI prefix: 10.70994

During the academic year 2024-25, JJDMS published 27 research papers, including the book reviews. XISS Faculty members, doctoral students, other research scholars and researchers of different institutions gained national and international recognition for their outstanding works by winning the followers/readers through Research Gate during this period. We look forward to continuing the momentum towards increased research output, both in terms of quality and quantity, in the future.

Articles published in 2024

1st Issue	Author/s
Theme: Digital Transformation and Human Resource Management	
Digital Transformation Through Artificial Intelligence Tools for Effective E-HRM Practices in IT Company:	D. Suba and K. Arockiam
Digital Financial Services Play a Significant Role in Supporting Indian MSME	M. Aravind
Green Consumerism: Exploring the Impact of Perception, Environmental, Knowledge, and Attitude on Young Consumers' Purchase Intention	Roshan David Pereira, Michael Sammanasu Joseph and Avil Saldhana
Algorithmic Management in the Platform Mediated Work: A Systematic Literature Review	Muhammed Ali KT and R. Chitra Siva Subramanian
An Initial Study on the State of Digital Transformation of the HRM Function in India	Pinaki Ghosh
Applications and Challenges of Generative AI in Human Resource Management.	Mrityunjoy Roy and Simran Chhabra.
2nd Issue	Author/s
Theme: Governing Shared Resources: Connecting Local Experience to Global Challenges	
Adivasi Land Relations: The Context of Central and Eastern India	Joseph Marianus Kujur, S.J.
In the Name of Development and for the Sake of Development: A Study of Ho and Munda Tribes of Odisha	Nishi Francis and Sampat Kale
Implications of Digital Transformation on Human Resource Management in Agriculture and its Impact on Farmers' Credit Access	Priti Jha and Aviral Pandey
Tribal Land Alienation in Jharkhand and Odisha	S. N. Tripathy

Tribal Land Decline in Odisha: A Sociological Analysis of the Causes and Consequences	Pradyumna Bag
An Assessment of Factors Impacting Performance in Technology Based Startup	Diksha Arora and Seema Singh
Enabling Factors of Common-Pool Tank Management in the Dryland Regions of Rural India: A Critical Review	Sourya Das
3rd Issue	Author/s
Theme: Jobless Growth and Unemployment – A Global Phenomenon	
Trends of Jobless Growth in the Beginning of 21st Century: Evidence from the Indian Manufacturing Sector	Vidarthi Vikas
Technological Unemployment: A Bibliometric Perspective on Job Displacement and Innovation	Roshan Kumar and Shakti Kant Sharma
Countering Jobless Growth and Unemployment Through Meaningful Entrepreneurship Education	Poonam Magu
Decoupling Economic Growth and Employment: A Comprehensive Analysis of India's Jobless Growth Phenomenon	Ashwani Kumar Gupta, Aviral Mishra, Saurabh Kumar Srivastava and Sourav Mondal
Technological Advancements and the Paradox of Jobless Growth: A Comparative Analysis	Vikas Kumar and Kulbhushan Chandel
Impact of Institutional Support and Barriers on Youth Employment: A Study with Special Reference to Educational Settings	Arul Sulochana Yesudas, Hemasree M and D. Allen Rose Shamini
Financial Inclusion and Unemployment: Evidence from Tribals of Jharkhand	Samir Xavier Bhawnra and K. B Singh
4th Issue	Author/s
Theme: Ethnic Communities and Collective Action	
Religious Conversion and Indigenous Identity: The Context of Oraons in Chotanagpur	Joseph Marianus Kujur, SJ
Kerala Society and the Dimensions of Ethnicity: A Conceptual Framework	Pratheesh. P and Mary Reema
Language and Identity: A Study of the Ethnic Assertion of Tikhir Tribe in Nagaland	Arentula and Srikanth Yamsani
Traditional Communication and Indigenous Knowledge: Cultural Continuity and Change Among the Galo Tribe of Arunachal Pradesh – A Case Study	Geeta Zirdo and Manoj Deori
Demographic And Cultural Continuity from The Perspectives of the Vision of Viksit Bharat@2047	Amit Agarwal
Population Patterns and Heritage: An Empirical Review of Demographic and Cultural Legacies	A. Suryanarayana and Aluvala Ravi
The Socio-Economic Context of Folk Artisans in Bihar: An Exploration of their Livelihood and Challenges.	Anupam Priyadarshi

Book Reviews

The book titled, "Infant Mortality among Primitive Tribal Groups: A Regional Analysis of Jharkhand", by Sarvottam Kumar, Concept Publication Company Pvt. Ltd. New Delhi; 2024, ISBN: 978-93-5594-641-6, pp. 338 +XXV; Rs. 1800/- (Hard Cover)", which is under review, is the outcome of a major research project conducted by the author as the sole Principal Investigator, which is reviewed by Dr Anirudh Prasad, Xavier Institute of Social Service (XISS), Ranchi. The work sheds a new light on the processes and problems of infant mortality in a primitive tribal community, with special reference to the Asurs and other erstwhile PVTGs (Particularly Vulnerable Tribal

Groups) in selected regions of Jharkhand in eastern India. Bearing a demographic health care factor, the study on mortality rate among PVTGs, both observation and interview techniques, have been used.

The two books titled, 'Teaching the young: The early childhood development profession in India' (Hyderabad: Orient BlackSwan, 2024), pp. xxv+342. Price Rs. 775.00 only by Kinnari Pandya, Jigisha Shastri and Vrinda Datta, and 'The scar' (Hyderabad: Orient Black Swan, 2024) (Translated from Tamil to English by V. Kadambari), pp. xix+98. Price Rs. 375.00 only by K. A. Gunasekaran, are reviewed together by N. Benjamin as they deal with two social issues. The first book is on early education, and the second on the bane of the caste system. The book contains the Anganwadi teachers' handbook. It seeks to transform Anganwadi Centres into vibrant learning centres for holistic development of three to six years' old children through supplementary nutrition, immunization, health check-up, referral service, pre-school education and nutrition health education. Some other aspects are also covered in this book. They include Gandhi's Nai Talim, Azim Premji University's pioneering efforts, National Education Policy, 2020, vocational education, deaf learners and their teachers, etc. Apart from Indian conditions, there is a case study of Bhutan. At the end of the book there are recommendations for the way forward.

Thematic Issues for the year 2025:

1. The National Education Policy 2020 and Forms of Exclusion (January-March 2025)
2. Trans-Empirical Research in Ayurveda Medicine (April-June 2025)
3. NGOs Works on Crating Skills, Competencies and Livelihoods for Under-Privileged Children Across the Country (July-September 2025)
4. Balance between Agriculture and Industry in Economic Development (October-December 2025)

Road Ahead / Future agenda

1. The department has a plan to get JJDMS indexed in SCOPUS data base.
2. This year also the department had on its agenda, more initiatives for sponsored research projects, which, in the past, have been carried out by the scholars / faculty members.
3. The department plans to organize a special talk on New Education Policy 2020 at XISS for the faculty and student community in 2025-26.

Concluding Remarks

During these 22 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 of articles it has been uploading articles online on the JJDMS website.



Honourable Chief Guest, Mr Rajeev Dubey, Chairman, Mahindra First Choice Wheels Ltd. releasing 21st Combined Volume of JJDMS in the ceremony of 63rd Annual Convocation at XISS.

List of Staff



Row 1 L to R: Dr Uma Saha, Ms Sabina Bara, Ms Reema Tirkey, Ms Shamida Lakra, Fr Ashok Kandulna (Finance Officer), Dr Pradeep Kerketta S.J. (Assistant Director), Dr Joseph Marianus Kujur S.J.(Director), Dr Amar E. Tigga (Dean), Ms Aayurshi Sahay, Ms Aditi Mehrotra, Ms Koyel Mukherjee, Ms Mary Ekka, Ms Piyari Anima Kandulna

Row 2 L to R: Ms Prity Soreng, Ms Priska Xalxo, Ms Kamla Ekka, Ms Rosa Sewati Ekka, Ms Alka Kiran Kujur, Ms Monalisa Dungdung, Ms Suradha Kachhap, Ms Shruti Sahay, Mr Mohammad Ashraf, Mr Anup Ekka, Mr Himanshu Shekhar Mohanta, Mr Sunil Tigga, Mr Prakash Narayan Shahdeo, Mr Sunil Pratap Singh, Dr Bhubneshwar Sawaiyan, Mr Jahangir Khan, Mr Aditya Raj, Mr Pankaj Tirkey

Row 3 L to R: Mr Vimal Sharma, Mr Rajesh Kumar Gurung, Mr Anmol Tirkey, Mr Amosh Soren, Mr Subal Lakra, Md Sabir, Mr Cyril Tigga, Mr Jaydev Mandal, Mr Sheru Bahadur, Mr Sant Tamang, Mr Hitnarayan Jha, Mr Arvind Dey, Mr Nirmal Mishra, Mr Harsh Vardhan, Mr Ashok Ram Baitha, Mr Manoj Lakra, Mr Nelson Kerketta, Mr Aanish Beck, Mr Shreeram Mishra, Mr Manoj Singh, Mr Aravind Bipin Kujur, Mr Akash Bhuiyan, Mr Ashish Topno



XISS IN NEWS

CORPORATE SECTOR

At XISS, we believe that the interaction between industry and education is the cornerstone of developing future management experts. Together, we aim to pave the way for impactful education and industry synergy.

'Campus to Corporate Leadership Talk' at XISS

TIMES NEWS NETWORK

Ranchi: Xavier Institute of Social Service (XISS) Ranchi organized a 'Campus to Corporate Leadership Talk' for students from Human Resource Management, Rural Management, Financial Management and Marketing Management programmes on ways to excel in their professional journey.

Addressing the students president, Uber India and South Asia, Prabhat Singh, said, "A good leader



Participants of the event at XISS Ranchi

must always be able to influence others, make them build a skill, give others what they want and understand the

Managing director Branch International India Sucheta Mahapatra advised, "Do not always try to be the smartest person in the room, rather be focused on gathering more information and practise continuous learning. One should be ready to learn from every situation and analyse every circumstance before taking a decision. Being a woman in leadership is even more difficult. One should learn from the failures and bounce

Both appreciated XISS mission to build socially responsible professionals and asked the students to always continue with humility and hardwork.

A question and answer session followed in which students asked the corporate bigwigs about their vision of success, how to keep going even after the ambition is fulfilled and how to cope with failures. The XISS director, dean academics and faculty members were also present on the occasion.

TIMES OF INDIA

प्रशिक्षण कार्यक्रम में खनन के लिए भूमि अधिग्रहण के अनुभव, चुनौतियां और अवसर पर चर्चा की गई

रांची | जेवियर समाज सेवा संस्थान (एक्सआईएसएस) रांची ने ब्लैकरोक माइनिंग एंड मिनरल कंसल्टेंसी (बीआरएमएमसी) के अधिकारियों के लिए कैम्पस में एक विशेष प्रशिक्षण का आयोजन किया। संस्थान के निदेशक डॉ. जोसेफ मारियानुस कुजूर एसजे ने बताया प्रशिक्षण के माध्यम से प्रशिक्षु अधिकारियों को उनके पेशेवर उन्नति के लिए आवश्यक ज्ञान और कौशल से लेस करना है। मौके पर डॉ. कुजूर ने स्थानीय क्षेत्र में बाहरी लोगों के सामने आने



से होने वाली चुनौतियों पर चर्चा की। बीआरएमएमसी के सीईओ डॉ. अमृतेश प्रसाद ने अधिकारियों से सत्र के दौरान नई चीजें सीखने के लिए कहा। डॉन एकेडमिक अकादमिक डॉ. अमर एरॉन तिगा विवर सौरंग एसजे ने चर्चा की।

DAINIK BHASKAR

कम आयवालों की चुनौतियों से तय होता है बाजार : डॉ विश्वनाथन



एक्सआईएसएस में सेमिनार में अतिथि को सम्मानित करते आयोजन.

रांची. एक्सआईएसएस रांची में खनन की विषय 'वाटम-अप इंटरप्रिजेंज : सर्विसिस्टेंस मार्केटप्लेस' एंड मार्केटप्लेस लिटरेचर' पर सेमिनार का आयोजन किया गया. अध्यक्षता संस्था के निदेशक डॉ. जोसेफ मारियानुस कुजूर एसजे ने की. मौके पर सर्विसिस्टेंस मार्केटप्लेस के महासचिव पर प्रकाश डाला गया. मुख्य वक्ता लोबोला मैरीमाउट विवि लॉस एंजिल्स के प्राध्यापक डॉ. मधु विश्वनाथन ने उत्पाद विकास के लिए सूक्ष्म स्तर

समझने पर जोर दिया. कहा कि कम आयवाले व्यक्ति को सामने आनेवाली चुनौतियों को समझ कर ही बाजार का विकास हो सकता है. इसके लिए खास ट्रेडिंकोण रखना होगा. डॉ. विश्वनाथन ने अनुसंधान, शिक्षा और सामाजिक उद्यम के एकीकरण और जीविकता खाजारी में स्थिरता पर ध्यान केंद्रित करने की बात की. इस अवसर पर डॉन एकेडमिक डॉ. अमर एरॉन तिगा, डॉ. बीपी महापात्रा और डॉ. प्रलुभ रंजन

PRABHAT KHABAR

एक्सआईएसएस में एनवायरनमेंट, सोशल, और गवर्नेंस पर लीडरशिप टॉक का आयोजन



राजस्थान, फैक्ट्री सदन और चर्चा कार्यक्रमों के छात्र इस सत्र में शामिल हुए। निदेशक ने अतिथि वक्ता को सम्मानित किया और फूल देकर स्वागत किया और छात्रों के साथ सत्र निष्पत्ति को उठाते और उन्हें अपने से संबंधित प्रश्नों को पूरा करने में मदद करने के लिए प्रोत्साहित किया। इस टॉक में श्री सावर ने छात्रों के साथ आज की दुनिया से प्रसन्निक के माध्यम से छात्रों के साथ अपनी बात रखी। उन्होंने बताया कि कैसे युवा (वीसीपी, ऑनलाइन, ऑनलाइन, ऑनलाइन और ऑनलाइन) कई बारी (कोर्पोरेट-मैंगर, विली, फै-मिटर और सच से परे) कई में बल रहा है।

PUNCH

एक्सआईएसएस में एनवायरनमेंट, सोशल व गवर्नेंस पर लीडरशिप टॉक का आयोजन

रांची | जेवियर इंस्टीट्यूट ऑफ सोशल सर्विस (एक्सआईएसएस), रांची ने एनवायरनमेंट, सोशल और गवर्नेंस पर लीडरशिप टॉक का आयोजन किया। निदेशक डॉ. जोसेफ मारियानुस कुजूर एसजे ने बताया प्रशिक्षण के माध्यम से प्रशिक्षु अधिकारियों को उनके पेशेवर उन्नति के लिए आवश्यक ज्ञान और कौशल से लेस करना है। मौके पर डॉ. कुजूर ने स्थानीय क्षेत्र में बाहरी लोगों के सामने आने



से होने वाली चुनौतियों पर चर्चा की। बीआरएमएमसी के सीईओ डॉ. अमृतेश प्रसाद ने अधिकारियों से सत्र के दौरान नई चीजें सीखने के लिए कहा। डॉन एकेडमिक अकादमिक डॉ. अमर एरॉन तिगा विवर सौरंग एसजे ने चर्चा की।

PRABHAT KHABAR

कैम्पस टू कॉर्पोरेट लीडरशिप टॉक का आयोजन

विद्यार्थियों को किया प्रेरित

रांची. एक्सआईएसएस रांची में खनन की विषय 'वाटम-अप इंटरप्रिजेंज : सर्विसिस्टेंस मार्केटप्लेस' एंड मार्केटप्लेस लिटरेचर' पर सेमिनार का आयोजन किया गया. अध्यक्षता संस्था के निदेशक डॉ. जोसेफ मारियानुस कुजूर एसजे ने की. मौके पर सर्विसिस्टेंस मार्केटप्लेस के महासचिव पर प्रकाश डाला गया. मुख्य वक्ता लोबोला मैरीमाउट विवि लॉस एंजिल्स के प्राध्यापक डॉ. मधु विश्वनाथन ने उत्पाद विकास के लिए सूक्ष्म स्तर



संस्थान के निदेशक डॉ. जोसेफ मारियानुस कुजूर एसजे ने बताया प्रशिक्षण के माध्यम से प्रशिक्षु अधिकारियों को उनके पेशेवर उन्नति के लिए आवश्यक ज्ञान और कौशल से लेस करना है। मौके पर डॉ. कुजूर ने स्थानीय क्षेत्र में बाहरी लोगों के सामने आने

PUNCH

RBI Regional Director addresses Financial Inclusion & Literacy Session at XISS



रांची. एक्सआईएसएस रांची में खनन की विषय 'वाटम-अप इंटरप्रिजेंज : सर्विसिस्टेंस मार्केटप्लेस' एंड मार्केटप्लेस लिटरेचर' पर सेमिनार का आयोजन किया गया. अध्यक्षता संस्था के निदेशक डॉ. जोसेफ मारियानुस कुजूर एसजे ने की. मौके पर सर्विसिस्टेंस मार्केटप्लेस के महासचिव पर प्रकाश डाला गया. मुख्य वक्ता लोबोला मैरीमाउट विवि लॉस एंजिल्स के प्राध्यापक डॉ. मधु विश्वनाथन ने उत्पाद विकास के लिए सूक्ष्म स्तर

THE PIONEER

XISS IN NEWS

SOCIAL SECTOR

Empathy forms the foundation of everything we do at XISS. Guided by this principle, we actively organize discussions on pressing societal concerns and take meaningful action through initiatives like blood donation drives and health check-up camps. Together, we strive to create a healthier, more compassionate society.

आदिवासी महिलाओं का भूमि के साथ संबंध और उसके अधिकार पर किया गया मंथन

रांची, जे.एस.एस. रांची में आयोजित कार्यक्रम में भाग लेती महिलाएं।
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PRABHAT KHABAR

वन अधिकार अधिनियम पर नीति और शोध संवाद

रांची, जे.एस.एस. रांची में आयोजित कार्यक्रम में भाग लेती महिलाएं।
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HINDUSTAN

कोशल विकास करने के महत्व पर दिया जोर

रांची, जे.एस.एस. रांची में आयोजित कार्यक्रम में भाग लेती महिलाएं।
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DAINIK JAGRAN

जीएसटीएमनेस्टी योजना पर दी गई जानकारी

रांची, जे.एस.एस. रांची में आयोजित कार्यक्रम में भाग लेती महिलाएं।
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HINDUSTAN

XISS Ranchi organised a 1.5-day workshop.

रांची, जे.एस.एस. रांची में आयोजित कार्यक्रम में भाग लेती महिलाएं।
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CHOICE TIMES

मेमोरियल लेख... 'अद्वितीय होने पर गर्व करते रहे, अपनों के न्याय के लिए लड़ते रहे : प्रो. नंदिनी सुंदर

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DAINIK BHASKAR

एक्सआईएसएस • 'बृद्धवस्था : एक चरमन या खोज' पर राष्ट्रीय कार्यशाला का आयोजन

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DAINIK BHASKAR

एक्सआईएसएस के शिबिर में 94 यूनिट रक्तदान

रांची, जे.एस.एस. रांची में आयोजित कार्यक्रम में भाग लेती महिलाएं।
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PRABHAT KHABAR



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HINDUSTAN

AAXISS, RCSR, JCI host Blood Donation Camp in XISS

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Mission

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



Vision

- 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.

