



XLRI

Press Releases

Dec. 2016

- **XAT 2017 To Remain Pen-Paper Based -----1**
 - **National HR-IR Conference 2016 at XLRI----- 3**
 - **XLRI Celebrates Annual Homecoming 2016 -----6**
 - **XLRI to host National HR-IR Conference 2016----- 8**
-

Xavier Aptitude Test (XAT) 2017 To Remain Pen-Paper Based

XAT 2017 to be held on 8th January, 2017

23rd December, 2016: **Xavier Aptitude Test (XAT) 2017** will be on the similar pattern like previous years. The entrance test is to follow the Pen-Paper format like every year.

It will have four sections (i) Verbal and Logical Ability (ii) Decision Making (iii) Quantitative Ability and Data Interpretation (iv) General Knowledge. The marks of General Knowledge will not be used for determining the percentile and cut off at first stage of selection.

The duration of the test will be of three and a half hours (3 ½), from 10:00am to 01:30pm on Sunday, 8th January, 2017.

Dr. Munish Thakur, Chairperson-Admissions at XLRI and XAT Convener commented, “*XAT, though one of the oldest competitive examinations in the country, has always kept pace with the cutting edge testing methodology. XAT’s multidimensional testing framework is designed to meaningfully assess the aptitude of candidates for future business success. We follow the pen & paper format, in order to ensure equal opportunity to all candidates. The examination focuses on multi-dimensional examination structure and fairness, to assess aptitude of future business leaders.*”

“*XLRI has been conducting XAT on behalf of XAMI. For over 60 years, XLRI has been conducting XAT on an all India level to select the most appropriate students for management education. The XAT score is considered for admission by more than 150 B-Schools across India,*” Dr. Munish Thakur further added.

This year, XAT will be conducted from **47** centers all across India that will include the cities - Agartala, Ahmedabad, Allahabad, Amritsar, Bengaluru, Berhampur, Bhopal, Bhubaneswar, Chandigarh, Chennai, Cochin, Coimbatore, Cuttack, Dehradun, Delhi, Goa, Greater Noida, Gurgaon, Guwahati, Hyderabad, Indore, Jabalpur, Jaipur, Jammu, Jamshedpur, Kanpur, Kolkata, Lucknow, Mangalore, Mumbai, Nagpur, Nasik, Noida, Patna, Pune, Raipur, Ranchi, Rourkela, Sambalpur, Surat, Tiruchirapalli, Trivandrum, Udaipur, Vadodara, Varanasi, Vijayawada, Visakhapatnam. The test will be held in **two** international cities of Dubai and Kathmandu.

Candidates holding recognized Bachelors degree of minimum three years duration or equivalent in any discipline or students completing their final examination by June 10, 2017 are eligible to appear for XAT 2017. NRI and foreign candidates may apply through GMAT score.

Apart from XLRI and 11 XAT Member Institutes, more than 150 B-schools across India accept the scores of XAT exam as part of their admission criteria. Some of the other top B-schools accepting the XAT scores are: *S P Jain Institute of Management & Research, Mumbai; MIT Pune's, MIT*



School of Telecom Management; Mudra Institute of Communications, Ahmedabad (MICA), Ahmedabad; Goa Institute of Management; Great Lakes Institute of Management, Tamilnadu; TAPMI, Manipal; NIIT University, Neemrana, Rajasthan; School of Management, KIIT University, Bhubaneswar; Flame School of Business, Pune; BULMIM, New Delhi; Asia-Pacific Institute of Management, New Delhi; IFMR, Chennai; WeSchool, Mumbai; Jaipuria Institutes of Management; Gitam Institute of Management, Vishakhapatnam; Globsyn Business School, Kolkata amongst others.

The details of XAT 2017 are to be available at <http://xatonline.net.in/>.

About XLRI

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Press Release

“Infrastructure Sector Requires the Most Skillsets” –

Experts Discuss about Challenges in India’s HR-IR Landscape at ‘National HR-IR Conference 2016’ at XLRI

6th December, 2016: **XLRI- Xavier School of Management** hosted the ‘**National HR-IR Conference 2016**’ on **3rd – 4th December, 2016**. The theme of conference was “**Dynamics of HR-IR: Realigning skills, systems and practices in the face of globalization**”.

This is for the first time the **SAPPHIRE** (*Students Association for Promotion of Personnel Management, Human Resources and Industrial Relations*) – **XLRI** and **FIRE@X** (*Forum for Industrial Relations at XLRI*) jointly conducted the 2-days long joint conference on HR and IR at XLRI. Adopting a multi-stakeholder perspective, the conference brought together representatives from all spheres such as industry, trade unions, government, practitioners and consultants and academics to discuss and share perspectives on the leading and contemporary issues faced in industrial relations and human resource management. Students from several B-Schools of the country also took part in the event.

In the Inaugural Session, **Mr. Suresh Dutt Tripathi** (*VP-HR, Tata Steel Ltd.*) gave the special address, **Dr. Subesh Kumar Das** (*Director General, Administrative Training Institute, West Bengal*) delivered the inaugural address and **Mr. Vivek Patwardhan** (*Executive Coach and Eminent HR Consultant*) gave the keynote speech. **Dr. Ashis K. Pani** (*Dean - Academics, XLRI*) welcomed the dignitaries and all the delegates. The speakers described the *significant changes that are taking place in people’s management, traced the evolution of ideas and practices over the decades and sought to put them in perspective. The forces of globalization and de-globalization (growing protectionism and right wing ideas) as reflected in Brexit or Trump’s election are expected to shape the people’s management significantly in future.* Mr. Vivek Patwardhan through numerous examples brought out the growing bleak picture on the jobs front thanks to digitization.

The first panel discussion for the day was held on the topic - ‘**Changes in Technology and its effects on HR**’. The panelists were **Dr. Shio Kumar Singh** (*Chief of Capability Development, Tata Steel Ltd*), **Mr. Neeraj Sanan** (*CMO, Spire Technologies*) and **Mr. George Thomas** (*VP- Corporate HR and Administration, MSP Steel and Power Ltd.*) and the session was chaired by **Prof. Gloryson R.B. Chalil** (*Co-ordinator, OB Area, XLRI*). They discussed about the *fallout of technological revolution and the concerns surrounding it. They also discussed about the technological evolution of HR from Workflow automation to Internet of Things, to Human-Machine Partnership.* Mr. Neeraj Sanan elaborated on *how the systems we put into in our organizations are all unintelligent, and how the need for intelligent systems is pressing, to recognize the gap between the demand-supply of workforce and efficiently tackle it.* Dr. Shio Kumar Singh discussed the “*Reverse-Mentoring*’ programme that *Tata Steel Ltd. has introduced wherein the youth of the organization train the older staff in the technological advancements that are happening today.* This session brought out the scope for growing use and need for using technology to practice human resource management more efficiently.

The second panel discussion on ‘**Skill India: The Road ahead**’ shed light on the government’s initiative on providing solutions across sectors, and how opportunistic the scheme seems to be. Chaired by **Dr.**



Pranabesh Ray (Professor, HRM, XLRI Jamshedpur), the panel including speakers - **Mr. Indranil Aich** (Director, Aich Group of Companies), **Dr. Shio Kumar Singh** (Chief of Capability Development, Tata Steel Ltd), **Mr. Sanjay Singhvi** (General Secretary, Trade Union Centre of India), **Mr. Vinod Behari** (CEO, Power Sector Skill Council) and **Mr. Saurabh Prasad** (Head- Human Resources in Commercial Vehicles India, Metalsa) discussed on how technology is basically a skill, and in the olden days when the technologies were not as ubiquitous as they are today, the personal skills of the human population drove the work. They also deliberated on sector wise requirements of skills and stressed that 'Infrastructure sector requires the most skillsets'. Mr. Sanjay Singh questioned the paradigm of development which is based on profit model and reinforced by the current trends in labour law reforms on completely misplaced assumptions. He called for a democratic process of decision making which would lead to inclusive growth.

The third panel discussion that was held on the second day of the event on '**Socio-political and economic implications of globalization of labor force**' focused on challenges of Industrial Relations. The session chaired by **Dr. Jerome Joseph** (Chair Professor, Industrial Relations, XLRI) and other panelists **Mr. Sumit Neogi** (Head Business HR- Corporate Functions, Cipla Ltd.), **Dr. Siddhartha Pandey** (VP- Group HR, EMC Ltd.), **Prof. E.M. Rao** (Visiting Faculty, Industrial Relations Area, XLRI), **Mr. Chandra Prakash Singh** (State President, INTUC, Bihar), **Mr. Vasanth Kumar N Hittanagi** (Rtd Joint Commissioner, Ministry of Labor, Karnataka) discussed on the need to identify the problems, raise questions and most importantly seek answers to those critical questions pertaining to the various implications of globalization in the field of industrial relations. While the practitioners from the management side sought to portray the innovations on people's management, trade union leader and the retired government official reminded the prospective managers to see the pitfalls in the emerging paradigm of "employment" and in labour market governance.

The Panel discussion session was followed by the Paper Presentations on parallel tracks of HR and IR- '**Emerging Metrics to track workforce effectiveness**' (HR) and '**Rewriting the roles: Advancing Employment relations in work environment**' (IR).

An HR-IR survey was conducted by XLRI as a part of this conference, with more than 65 participating companies across 14 industries. The results and findings of this survey were presented at the event.

The valedictory session was graced by **Prof. E.M. Rao** (Visiting Faculty, Industrial Relations Area, XLRI) and **Mr. Anindya Shee** (Global Head, Organization Development, Cipla Ltd.). Mr. Anindya Shee spoke about the changing HR-IR scenario in the wake of globalization plaguing the country.

Final rounds of the mega quizzing leagues organized by student committees of XLRI -FIRE@X (and SAPPHIRE were also held on the day 2 of the conference. Trial By Fire is conducted by FIRE@X while Battle HR Royale was conducted by SAPPHIRE.

About FIRE@X: The Forum for Industrial Relations at XLRI - FIRE@X is the committee for promotion of industrial relations at XLRI. It was founded as a discussion fo-rum in 1996, which served as a platform for the dissemination of ideas and learning in the field of industrial relations, thus advancing and satisfying the needs of students. Overtime, it took shape and has organized itself into the formal society that it is today.

FIRE@X is the hub of all IR related activities in XLRI campus. It serves as a platform for sharing ideas and dis-cussing key aspects of Employee Re-lations/ Industrial Relations. It helps the students foray into the



dynamic world of industrial disputes, resolutions, collective bargaining and agreements. FIRE@X organizes acclaimed events throughout the academic year, such as industry interface, live projects/case studies, intra college events, e-newsletter.

About SAPPHIRE: Providing a strong thrust to the domain of human resources and industrial relations knowledge at XLRI is SAPPHIRE, the Students' Association for the Promotion of Personnel Management, Human Resources and Industrial Relations at XLRI.

SAPPHIRE'S Mission: To enable development of world class, well-rounded HR Professionals who are capable of delivering and creating value in the emerging business environment and make meaningful contributions to the field of Human Resources.

One of the oldest committees on campus, SAPPHIRE over the years, has acted as an interface between the industry and the academia and provided a forum for discussion and debate on the prevalent HR concepts and best practices. Since its inception in 1989, SAPPHIRE has organized a consortium of events, which have served as platforms for debating and discussing state-of-the-art HR and Industrial Relations practices.

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XLRI CELEBRATES 'ANNUAL HOMECOMING 2016'

Felicitates Eminent Alumni at 'Distinguished Alumnus Awards'

10th December, 2016: Two days long celebrations of 'Annual Homecoming 2016' commenced from today at **XLRI- Xavier School of Management**. Around **250** XL Alumni participated in this year's Homecoming held on 10th – 11th December, 2016.

On the occasion, a book on Fr. E.H. McGrath S.J. (*Former Director, XLRI*) was released.

The highlight of XLRI Annual Homecoming the '**Distinguished Alumnus Awards Ceremony**' was hosted today at the Tata Auditorium. This year **8** prominent alumni of the institute received the **Distinguished Alumnus Awards** in **five** categories.

The Winners in different categories of 'Distinguished Alumnus Awards' 2016:

Distinguished Alumnus Award (Practicing Manager)	Mr. Deepak Kumar Hota , Chairman & MD, BEML Ltd. (PMIR-1983)
	Mr. Prabir Jha , Global Chief People Officer, Cipla (PMIR-1999)
Distinguished Alumnus Award (Academician)	Prof. Vasanthi Srinivasan , Professor of OB and HRM, IIM Bangalore (PMIR - 1987)
	Fr. (Dr.) Paul Fernandes, SJ. , Vice-Chancellor, Xavier University Bhubaneswar & Director, XIM, Bhubaneswar (BM - 1986)
Distinguished Alumnus Award (Young Achiever)	Mr. Sandeep Upadhyay , MD & CEO, Centrum Infrastructure Advisory Ltd (GM- 2007)
Distinguished Alumnus Award (Entrepreneur)	Mr. Joshua Karthik Rallapati , CEO and Co-Founder, Stories in Motion (BM-2005)
Distinguished Alumnus Award – Allied Fields	Mr. K. Pandiarajan , Minister for School Education, Tamil Nadu (PMIR - 1984)
	Mr. Abhijit Bhaduri , Advisor to senior business leaders (PMIR-1984)

Mr. T. V. Narendran, Chairman, Board of Governors at XLRI & MD - Tata Steel India and South East Asia, **Mr. Rana Sinha**, Former Managing Director, Tata Hitachi Construction Machinery Co. Ltd & National President, XLRI Alumni Association and **Prof. Pranabesh Ray**, Chairperson, Alumni, XLRI were also present on the occasion.

Mr. T V Narendran, Chairman- Board of Governors, XLRI commented on the occasion, "To the outside world the reputation of any business school is invariably linked to the contribution rendered by its alumni to the world at large and the world of business in particular. For over six decades thousands of post-graduate management students like you all have graduated from the portals of XLRI and rendered yeoman service to organizations and institutions across public and private sectors and various other walks of life. Needless to say, most organizations have come to expect



outstanding performance from an XL graduate. XLRI persistently strives to help shape students to consistently meet the high expectations of the world and industry at large for decades – perhaps it is this single-minded focus that helps XLRI in upholding its reputation as a top ranking B-School brand in India.”

Fr. E. Abraham S.J., Director, XLRI said on the occasion, *“The momentum that the College is presently experiencing is due in large measure to the alumni of XLRI. Your lives and career achievements are critical building-blocks impacting XLRI’s reputation. If you are successful, people know that XLRI had a helping hand in that success and they admire the institute. If you pursue your professional journeys with integrity and responsibility then we have fulfilled our mission. We would like to believe that your career and your character were shaped to some extent by the values that you imbibed at XLRI.”*

Addressing the alumni, Fr. Abraham said, *“You have been a source of inspiration for our students, you have given your time and your moral and financial support to this institute, and you have been XLRI’s finest ambassadors to the outside world. I would like to envision the role of XL Alumni in leaving behind a lasting legacy. Most of you hold key positions of responsibility and can strive to use your power and influence for sustainable development for our society, which is crucial for lasting economic and human progress for our future generations.”*

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XLRI to host National HR-IR Conference 2016

1st December, 2016: **XLRI- Xavier School of Management** is to host the ‘**National HR-IR Conference 2016**’ on **3rd – 4th December, 2016** at XLRI Campus, Jamshedpur. The theme of conference is “**Dynamics of HR-IR: Realigning skills, systems and practices in the face of globalization**”.

This is for the first time the **SAPPHIRE** (*Students Association for Promotion of Personnel Management, Human Resources and Industrial Relations*) – XLRI and **FIRE@X** (*Forum for Industrial Relations at XLRI*) have joined together to conduct this 2-days long joint conference on HR and IR at XLRI. The conference aims to provide a platform for the bigwigs and authorities from various industries, academics and legal practitioners to discuss and debate on the various challenges in India’s HR-IR land-scape.

The conference will consist of lectures by industry experts along with line-ups of panel discussions and paper presentations.

The speakers at the conference to include – **Mr. Vivek Patwardhan** (*Executive Coach and Eminent HR Consultant*) as the keynote speaker for the inaugural session with **Mr. Suresh Dutt Tripathi** (*VP-HR, Tata Steel Ltd.*), **Dr. Subesh Kumar Das** (*Director General, Administrative Training Institute, West Bengal*), **Mr. Anindya Shee** (*Global Head, Organization Development, Cipla*) and **Dr. Pravin Sinha** (*Senior Project Advisor - Labor and Industrial Relations, FES and member of the World Economic Association*).

Three panel discussions would be organized in a span of the two days conference.

The panelists at the three sessions to include - **Dr. Shio Kumar Singh** (*Chief of Capability Development, Tata Steel Ltd*), **Mr. Neeraj Sanan** (*CMO, Spire Technologies*), **Mr. George Thomas** (*VP- Corporate HR and Administration, MSP Steel and Power Ltd.*), **Mr. Prakash Rao** (*Founding Member, PeopleStrong*) and **Prof. Gloryson R.B. Chalil** (*Co-ordinator, OB Area, XLRI Jamshedpur*) in the first panel discussion session on the topic – ‘**Changes in Technology and its effect on HR**’, dwelling upon the growing presence of the Digital natives in the workforce, and how the HR professionals must keep pace with their needs, in this age of big data, cloud, and HR analytics.

The second panel revolving around ‘**Skill India: The Road ahead**’, shall shed light on the government’s initiative on providing solutions across sectors, and how opportunistic the scheme seems to be. The panelists to include **Mr. Indranil Aich** (*Director, Aich Group of Companies*), **Dr. Shio Kumar Singh** (*Chief of Capability Development, Tata Steel Ltd*), **Mr. Sanjay Singhvi** (*General Secretary, Trade Union Centre of India*), **Mr. Vinod Behari** (*CEO, Power Sector Skill Council*), **Mr.**



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The third panel discussion on Industrial Relations to have eminent panelists – **Mr. Sumit Neogi** (*Head Business HR, Cipla*), **Dr. Siddhartha Pandey** (*VP-HR, EMC Power Ltd.*), **Prof. E.M. Rao** (*Professor of HR and IR, XIMB*), **Shri Chandraprakash** (*State President, INTUC, Bihar*), **Mr. Vasanth Kumar N Hittanagi** (*Rtd Joint Commissioner, Ministry of Labor, Karnataka*) and **Dr. Jerome Joseph** (*Chair Professor, Industrial Relations, XLRI, Jamshedpur*) discussing the topic, **'Impact of Globalization on Labor Markets'**. The topic will focus on how our labor forces shall evolve, and demand the better working conditions and policies with the world becoming a global marketplace.

The Paper Presentations would be on the tracks – *'Emerging Metrics to Track Workforce Effectiveness'*, *'Rewriting the Roles: Advancing Employment Relations in Work Environment'*.

Prof. K. R. Shyam Sundar, Professor, HRM Area, XLRI said, *"Over the last decade, various industries have undergone massive changes. Techno-logical changes, generational changes and most importantly changes in the mindset of employees and employers have rendered the existing skills and systems in place archaic and somewhat obsolete. The challenge that HR-IR professionals now face is to redevelop, redesign and realign these systems and practices to combat these changes."*

"XLRI has been at the forefront in the field of Human Resources and Industrial Relations since its inception in 1949. This conference will have industry dignitaries discuss on new approach to adapt to the changes in their fields and talk about their experiences to adapt to these changes," he added.

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