



**XAVIER INSTITUTE OF BUSINESS ADMINISTRATION**

**XIBA**

**ALMANAC 2025-2026**

## **OBJECTIVES OF XIBA ALMANAC**

XIBA ALMANAC is designed with an objective to provide students with complete information on general regulations and norms which they are required to follow during the tenure of their stay at Xavier Institute of Business Administration XIBA. The ALMANAC also provides a structured mechanism of welfare through which the students help their needy fellow colleagues, and simultaneously evolve and participate in various programs and activities for improving upon the quality of campus life in general.

It guides the students through every step of their student journey, from registration through to graduation and beyond. This Book gives a detailed descriptions of the various programs and courses available at XIBA, including degree requirements and specializations. Important dates and deadlines for the academic year, including semester start and end dates, holidays, and exam periods are well detailed in this book. It also provides Information on the grading system, academic standards, and policies related to assessments, academic integrity, and progression requirements. We make every effort to ensure that the information here is correct; however, each programme is different and changes are made from time to time.

It is the responsibility of students to read this handbook, official announcements, official bulletin boards, the calendar, and be informed about programs of study, credits, requirements, policies, student life, and information relating to life at the Institute. The information is subject to change or modification and therefore students should check the notice board regularly and also stay in touch with Dean Academics, Dean – Student Affairs, Class Coordinators, faculty, staff, and fellow students in order to receive the most up-to-date information possible.



## MOTTO

*Veritate Lumen et Vita*

**(Light and Life through Truth)**

## OUR VISION

**To form competent, committed, creative and compassionate leaders who excel in what they feel, think and act with values of Justice, Peace and Love.**

## OUR MISSION

- To unearth innate talents and build positive self-image
- To build skills that make the students become able individuals
- To acquire knowledge that shapes the students become capable persons
- To develop an attitude that helps to be socially responsible
- To gain confidence to become entrepreneurs
- To help students become global citizens with local concerns

## **Director's Voice**

Dear Students, Faculty, and Staff,

Welcome to XIBA, where we are dedicated to fostering a nurturing and dynamic educational environment. As the Director of XIBA, I am delighted to present to you our comprehensive Handbook, XIBA ALMANAC, a vital resource designed to guide you through every aspect of your journey with us.

At XIBA, we believe in the holistic development of our students, ensuring that you not only achieve academic excellence but also grow as capable, responsible, and globally-minded individuals. Our mission is to unearth innate talents, build essential skills, impart valuable knowledge, foster a socially responsible attitude, and inspire confidence to become successful entrepreneurs and global citizens.

XIBA ALMANAC is an essential tool that outlines the wealth of opportunities available to you at XIBA. From detailed information on our diverse programs and courses, academic policies, and admission procedures to insights into student life, extracurricular activities, and support services, this document is crafted to help you navigate your academic and personal growth effectively. The ALMANAC also includes important guidelines on our code of conduct, ensuring a respectful and disciplined environment conducive to learning and personal development.

I encourage you to refer to this Handbook regularly. It is designed to provide clear and concise information, answer your questions, and direct you to the resources and support you may need at various stages of your journey with us. Should you require further assistance, our dedicated faculty and staff are always here to help. Thank you for choosing XIBA as your educational partner. We look forward to supporting you in achieving your goals and becoming successful, socially responsible leaders in your chosen fields.

**With warm regards,**

Rev.Dr.A.Michael John SJ  
Director, XIBA



**XAVIER INSTITUTE OF BUSINESS ADMINISTRATION**  
**(A Jesuit Business School)**  
**St.Xavier's College (Autonomous)**  
**Palayamkottai, Tirunelveli-627002**

***“College with potential for Excellence” by UGC***  
***Re-accredited by NAAC with “A++” Grade with a CGPA3.66***

**SAINT FRANCIS XAVIER**

**PATRON OF OUR COLLEGE**

- Born on 07.04.1506 at Navarra, Spain.
- Graduated from the University of Paris and later became a professor in the same University.
- Met Ignatius of Loyola in the University Campus who raised questions about the ultimate aim of human life.
- Became one of the Founding fathers of the Society of Jesus.
- Reached Goa, India on 06.05.1542.
- From 1542, travelled the length and breadth of the coastal regions of Tamil Nadu and Japan to share the “Good News”.
- Passed away on 03.12.1552 at Sancian Island while journeying towards China.
- The incorrupted body was brought to Goa on 16.3.1554.

- Canonized on 12.03.1622. Even today his body is kept in Goa and venerated by millions of devotees.

## **THE SOCIETY OF JESUS (SJ)**

The Founder of the Society of Jesus, St. Ignatius Loyola was born in 1491. He was the last child of a large Basque family in Spain. The name Loyola came from the ancestral castle that was the family heritage. Ignatius was trained in arms and the etiquette of court life. He enlisted himself in the border wars with France and was badly wounded in a battle in 1521. As he lay convalescing, at Loyola, he read the Gospel and the lives of saints. He was inspired to follow Christ by giving up all worldly ambitions and trappings of power and embracing a life of poverty, sacrifice and service after the example of his saintly mentors.

He began his new life at the age of 31. He spent a year of severe penance and intense prayer in a solitary cave on the banks of the river Coronel near the town of Manresa in Spain. He recorded his experiences that became later the Spiritual Exercises, which became the soul and centre, the rule and character of every Jesuit who followed him. He set himself in right earnest to study grammar from a school as an adult and went to college and university and finally took his Master's Degree from the Sorbonne University, Paris. At the same time, he won over a group of brilliant and like-minded university men (one of whom was St. Francis Xavier), He moulded them by the Spiritual Exercises and welded them into a religious fraternity which became the Society of Jesus.

## **ST. XAVIER'S COLLEGE**

St. Xavier's College is run by the Society of St. Francis Xavier, a body registered under the Societies Registration Act, (S.No.30 of 1920-21) having its office at Palayamkottai. The College was started in 1923 by the dedicated French

missionaries in Palayamkottai which was considered poor and backward. A School had been functioning for nearly 50 years in this place. The Jesuit trio, the select Task Force, responsible for the founding of the college were Fathers Mahe, Lebeaue and Bonhoure. Their zeal created a tradition of Academic excellence and universal service. Fathers Caussanel, Dhanasamy and Gnanapragasm also played leading roles in the founding and early development of the College.

In recognition of its academic excellence, St.Xavier's college was conferred with autonomous status. It is free to determine the course frame, syllabi for the courses and adopt suitable pedagogy and evaluation methods. The College is affiliated under Manonmaniam Sundaranar University which will award degrees with the name of St.Xavier's College mentioned on the degree. The College was accredited with Five Stars status by the National Assessment and Accreditation Council (NAAC) on 17th April 2000. The college was re-accredited with 'A' Grade by NAAC in April 2006 and with a CGPA of 3.5 in April 2012. UGC conferred on the College the status of "College with Potential for Excellence" in 2004 and for the second time in 2010. Presently, the College is accredited at A++ Grade with a CGPA of 3.66/4 in IV Cycle by NAAC.

## **ABOUT XIBA**

Xavier Institute of Business Administration (XIBA), established in August 2012, is the Department of Master of Business Administration approved by AICTE and affiliated with Manonmaniam Sundaranar University, Tirunelveli. XIBA, situated within the lush green campus of St. Xavier's College, offers a two-year MBA program and was elevated to the XIBA Centre for Research in Business Administration in 2019. Since its inception, XIBA has focused on holistic student development, driven by a team of well-qualified and dedicated faculty led by Jesuit fathers.

XIBA has produced over 500 managers and welcomed its 14th batch of students in July 2024. The institution emphasizes a teaching philosophy that blends theory with practical application, treating education as a journey alongside students. This approach includes classroom interactions, case studies, industry visits, live projects, research projects, seminars, and workshops, fostering both analytical skills and critical thinking. The evaluation of students goes beyond rote memorization, assessing their ability to apply learned content to real-world situations through various testing methods such as comprehensive workshops and live projects. Faculty performance is also periodically evaluated by students, peers, industry, and management.

Industry interaction is pivotal at XIBA, ensuring students receive relevant education and meet current corporate needs. XIBA invites CEOs to interact with students, helping faculty align their teaching with industry demands. Students visit industries each semester, and faculty collaborate on joint projects with industry experts, who also guide final-year major projects. The institute emphasizes employability and competency, highlighted by mandatory summer internships between the first and second years of the program. These internships provide essential work experience, facilitate networking with potential employers, and help students understand various industries.

XIBA's Learning Academy enhances students' intellectual and personal development through a range of digital, blended, and classroom courses available on a secure online platform. The Academy's offerings aim to stimulate students intellectually, increase their productivity, and nurture their talents.

Rev. Dr. Michael John SJ has been instrumental in XIBA's success, providing decisive leadership and mentorship. Under his guidance, XIBA has become a premier destination for comprehensive management education, merging

academic rigor with human values. The institute not only prepares students for the competitive business world but also instils values of compassion, integrity, and social responsibility, creating a unique and empowering educational journey.

Xavier Institute of Business Administration (XIBA) offers a 2-year Master's programme (M.B.A.). XIBA is elevated as XIBA Centre for Research, recognized by Manonmaniam Sundaranar University in the year 2019.

### **The Academic Calendar/ MBA Term**

The academic year consists of two semesters, each of approximately four months duration. The semester structure is as follows:

SEMESTER I :        July to November

SEMESTER II :       December to April

SEMESTER III:       July to November

SEMESTER IV:       December to April

### **COURSE STRUCTURE**

The objective of the institute is to assist the students in developing their values and skills that form effective leadership in organizations. Since this involves more than the knowledge of specific theories and models, different learning methods appropriate to the desired skills such as, study with case studies, live projects, field visits, group activities and seminars are adopted.

The classroom interaction aims at developing a wide knowledge base where the student is encouraged to analyse, anticipate, innovate and other wise prepare him or herself for a challenging professional career. Hence the student's attendance and participation in every class is essential.

The MBA program (2023 Regulation) consists of 120 credits including Summer Internship, Inter Disciplinary Course (IDC), and Major Project. The programme consists of 20 core papers with the spread of 4 & 3 credits and specialization papers with a spread of 3, 2 & 1 credit. In addition to these, the student can take up two Extra Credit Course carrying 2 credits each.

During the first year, students learn basic concepts in the areas of Economics, Finance, Accounting, Marketing, Human Resource, Organizational Behaviour, Communication skills, Production and Quantitative Techniques. These core courses help students appreciate interdependency of the various functional areas and integrate them while addressing problems in the business context. This will help them to choose their specialization in the second year. The second year emphasizes specialization in Finance, Marketing, Human Resource and Operations. The students are required to write exams in the courses of any two specializations in the third semester and in the fourth semester. Thus, the students would have specialized in two areas at the end of the two-year programme.

**Specialisation Offered**

- Finance
- Human Resources
- Marketing
- Logistics & Supply Chain
- Business Analytics and Artificial Intelligence (Newly Introduced)

- The instructional system followed in the Institute is a blend of the following methodologies:

Lectures	Paper Presentation	Industrial Tours
Group Discussions	Seminars	Field Visits
Case Analysis	Quizzes	Video Lectures
Simulation Games	Surprise tests	Experts' Lectures
Role Plays	Projects	Internships

## CHOICE BASED CREDIT SYSTEM

### PROGRAM EDUCATIONAL OUTCOMES

***PEO 1 – Employability:*** Developing students with industry specific knowledge & skills to meet the industry requirements and also join public sector undertaking through competitive examinations.

***PEO 2 - Entrepreneurship:*** Creating effective business service owners, with a growth mindset by enhancing their critical thinking, problem solving and decision-making skills.

***PEO3 – Research and Development:*** Generating a mindset that focuses efforts towards inculcating and encouraging the students in the field of research and development.

***PEO 4 –Analytical Competency:*** Fostering a culture of data-driven decision making, where students learn to harness the power of data to drive strategic initiatives and solve complex business challenges.

***PEO5 –Social Responsibility:*** Integrating principles of social responsibility and sustainability into all programs, ensuring that our graduates are prepared to address global challenges and contribute to the well-being of society.

### PROGRAM OUTCOMES

***PO1 – Problem Solving Skill:*** Application of tools & techniques relevant to management theories and practices in analysing & solving business problems.

***PO2 – Diversity and Inclusion:*** An inclusive learning environment that values diversity, fosters collaboration, and prepares students to succeed in a global marketplace.

***PO3– Ethical Administration:*** Inspiration to lead with integrity, transparency, and a deep sense of responsibility towards their communities and the world at large.

***PO4 –Communication Skill:*** Ability to understand, analyze and effectively communicate global, economic, legal and ethical aspects of business.

***PO5 – Individual and Team Leadership Skill:*** Ability to be self-motivated in leading & driving a team towards achievement of organizational goals and contributing effectively to establish industrial harmony.

***PO6 – Enhancing Career Readiness:*** Establish and maintain robust relationships with businesses and industry partners to create a dynamic ecosystem that supports employability and career growth.

***PO7 – Engage with the Business Community:*** Build strong partnerships with industry leaders, entrepreneurs, and organizations to provide real-world experiences and opportunities to make meaningful contributions to the business world.

***PO8 – Contribution to Society:*** Strive to become a global influencer and motivating future generation towards building a legacy that contributes to overall growth of humankind.

### SEMESTER – I

COURSE CODE	COURSE NAME	CATEGORY	L	T	P	O	CREDITS	INST. HOURS	MARKS		
									CIA	EXTERNAL	TOTAL
23XBCC101	Management Principles and Business Ethics	Core	4	-	-	-	4	60	50	50	100
23XBCC102	Quantitative Techniques and Research Methods in Business	Core	3	1	-	-	4	60	50	50	100
23XBCC103	Managing Organizational Behavior	Core	4	-	-	-	4	60	50	50	100
23XBCC104	Accounting for Managers	Core	3	1	-	-	4	60	50	50	100
23XBCC105	Managerial Economics	Core	4	-	-	-	4	60	50	50	100
23XBCC106	Legal Systems in Business	Core	4	-	-	-	4	60	50	50	100
23XBED01	Entrepreneurship Development	Extra Disciplinary	3	-	-	-	3	45	50	50	100
23XBSS01	Soft Skills I – Executive Communication	Soft Skills	-	-	2	-	2	30	50	50	100

**CREDITS: 29**

### SEMESTER – II

COURSE CODE	COURSE NAME	CATEGORY	L	T	P	O	CREDITS	INST. HOURS	MARKS		
									CIA	EXTERNA	TOTAL
23XBCC201	Applied Operations Research	Core	3	1	-	-	4	60	50	50	100
23XBCC202	Human Resource Management	Core	4	-	-	-	4	60	50	50	100
23XBCC203	Marketing Management	Core	4	-	-	-	4	60	50	50	100
23XBCC204	Operations Management	Core	3	1	-	-	4	60	50	50	100
23XBCC205	Financial Management	Core	3	1	-	-	4	60	50	50	100
23XBCC106	Data Science & Artificial Intelligence	Core	4	-	-	-	4	60	50	50	100
23XBED02	International Business	Extra Disciplinary	3	-	-	-	3	45	50	50	100
23XBSS02	Soft Skills II - Business Etiquette	Soft Skills	-	-	2	-	2	30	50	50	100
23XBSS03	Soft Skills III – Computing Skills	Soft Skills	-	-	2	-	2	30	50	50	100
23XBLD01	Hindi/French	Language	3				2	30	50	50	100

**CREDITS: 33**

### SEMESTER – III

COURSE CODE	COURSE NAME	CATEGORY	L	T	P	O	CREDITS	INST. HOURS	MARKS		
									CIA	EXTERNAL	TOTAL
CORE COURSES											
23XBCC301	Organizational Change & Development	Core	4	-	-	-	4	60	50	50	100
23XBCC302	Statistical Analysis for Research	Core	4	-	-	-	4	60	50	50	100
23XBCC303	Data Analytics for Business	Core	3	-	-	-	3	45	50	50	100
SPECIALISATION -1											
Elective 1			3				3	45	50	50	100
Elective 2			3	-	-	-	3	45	50	50	100
Elective 3			2	-	-	-	2	30	50	50	100
SPECIALISATION -2											
Elective 1			3				3	45	50	50	100
Elective 2			3	-	-	-	3	45	50	50	100
Elective 3			2	-	-	-	2	30	50	50	100
23XBSI01	Summer Internship	Internship	-	-	-	Y	5	-	100	-	100

**CREDITS: 32**

### SEMESTER – IV

COURSE CODE	COURSE NAME	CATEGORY	L	T	P	O	CREDITS	INST. HOURS	MARKS		
									CIA	EXTERNAL	TOTAL
23XBCC401	Total Quality Management	Core	4	-	-	-	4	60	50	50	100
23XBCC402	Strategic Management	Core	4	-	-	-	4	60	50	50	100
23XBEH01-10	<i>Choose Any Two from the list</i>	Elective	3	-	-	-	3	45	50	50	100
		Elective	3	-	-	-	2	30	50	50	100
23XBEF01-10	<i>Choose Any Two from the List</i>	Elective	3	-	-	-	3	45	50	50	100
		Elective	3	-	-	-	2	30	50	50	100
23XBEM01-10	<i>Choose Any Two from the List</i>	Elective	3	-	-	-	3	45	50	50	100
		Elective	3	-	-	-	2	30	50	50	100
23XBEP01-10	<i>Choose Any Two from the List</i>	Elective	3	-	-	-	3	45	50	50	100
		Elective	3	-	-	-	2	30	50	50	100
23XBMP01	Project Work & Viva- Voce	Core	-	-	-	Y	8	-	50	150	200

**L-Lecture**

**T-Tutorial**

**P- Practical**

**O-Project**

**CREDITS: 26**

**(STAND – 1 CREDIT)**

**TOTAL CREDITS - 121**

## SPECIALIZATION COURSES: HUMAN RESOURCE MANAGEMENT

III SEMESTER											
COURSE CODE	COURSE NAME	CATEGORY	L	T	P	O	CREDITS	INST. HOURS	MARKS		
									CIA	EXTERNAL	TOTAL
23XBEH01	Labour Management & Labour Codes	Elective	3	-	-	-	3	45	50	50	100
23XBEH02	Compensation and Rewards Management	Elective	3	-	-	-	3	45	50	50	100
23XBEH03	Training & Development	Elective	3	-	-	-	3	45	50	50	100
23XBEH04	Talent Management	Elective	3	-	-	-	3	45	50	50	100
23XBEH05	Human Capital Planning	Elective	2	-	-	-	2	30	50	50	100
23XBEH06	Career Management	Elective	2	-	-	-	2	30	50	50	100
IV SEMESTER											
23XBEH07	Employee Engagement & Empowerment	Elective	3	-	-	-	3	45	50	50	100
23XBEH08	Leadership Competencies	Elective	3	-	-	-	3	45	50	50	100
23XBEH09	Strategic HRM	Elective	3	-	-	-	3	45	50	50	100
23XBEH10	HR Analytics	Elective	2	-	-	-	2	30	50	50	100

## SPECIALIZATION COURSES: FINANCE MANAGEMENT

### III SEMESTER

COURSE CODE	COURSE NAME	CATEGORY	L	T	P	O	CREDITS	INST. HOURS	MARKS		
									CIA	EXTERNAL	TOTAL
23XBEF01	Security Analysis and Portfolio Management	Elective	3	-	-	-	3	45	50	50	100
23XBEF02	Tax Management	Elective	3	-	-	-	3	45	50	50	100
23XBEF03	Security Laws & Capital Market in India	Elective	3	-	-	-	3	45	50	50	100
23XBEF04	Merchant Banking and Financial Services	Elective	3	-	-	-	3	45	50	50	100
23XBEF05	International Financial Management	Elective	2	-	-	-	2	30	50	50	100
23XBEF06	Behavioural Finance	Elective	2	-	-	-	2	30	50	50	100

### IV SEMESTER

23XBEF07	Financial Engineering and Risk Management	Elective	3	-	-	-	3	45	50	50	100
23XBEF08	Project Finance	Elective	3	-	-	-	3	45	50	50	100
23XBEF09	Derivatives Management	Elective	3	-	-	-	3	45	50	50	100
23XBEF10	Financial Modelling & Analytics	Elective	2	-	-	-	2	30	50	50	100

## SPECIALISATION COURSES: MARKETING MANAGEMENT

III SEMESTER											
COURSE CODE	COURSE NAME	CATEGORY	L	T	P	O	CREDITS	INST. HOURS	MARKS		
									CIA	EXTERNAL	TOTAL
23XBEM01	Consumer Behavior	Elective	3	-	-	-	3	45	50	50	100
23XBEM02	Product & Brand Management	Elective	3	-	-	-	3	45	50	50	100
23XBEM03	Services Marketing	Elective	3	-	-	-	3	45	50	50	100
23XBEM04	Rural Marketing	Elective	3	-	-	-	3	45	50	50	100
23XBEM05	International Marketing	Elective	2	-	-	-	2	30	50	50	100
23XBEM06	Digital Marketing	Elective	2	-	-	-	2	30	50	50	100
IV SEMESTER											
23XBEM07	Customer Relations Management	Elective	3	-	-	-	3	45	50	50	100
23XBEM08	Retail Management	Elective	3	-	-	-	3	45	50	50	100
23XBME09	Advanced Selling and Negotiation Skills	Elective	3	-	-	-	3	45	50	50	100
23XBEM10	Marketing Analytics	Elective	2	-	-	-	2	30	50	50	100

## SPECIALIZATION COURSES: OPERATIONS MANAGEMENT

III SEMESTER											
COURSE CODE	COURSE NAME	CATEGORY	L	T	P	O	CREDITS	INST. HOURS	MARKS		
									CIA	EXTERNAL	TOTAL
23XBEP01	Project Management	Elective	3	-	-	-	3	45	50	50	100
23XBEP02	Materials Management	Elective	3	-	-	-	3	45	50	50	100
23XBEP03	Logistics & Supply Chain Management	Elective	3	-	-	-	3	45	50	50	100
23XBEP04	Distribution Management	Elective	3	-	-	-	3	45	50	50	100
23XBEP05	Six Sigma for Operations	Elective	2	-	-	-	2	30	50	50	100
23XBEP06	Operations Strategy	Elective	2	-	-	-	2	30	50	50	100
IV SEMESTER											
23XBEP07	Services Operations Management	Elective	3	-	-	-	3	45	50	50	100
23XBEP08	Product and Process Management	Elective	3	-	-	-	3	45	50	50	100
23XBEP09	Digital Supply Chain and Technology Integration	Elective	3	-	-	-	3	45	50	50	100
23XBEP10	Supply Chain Analytics	Elective	2	-	-	-	2	30	50	50	100

## **TEACHING - LEARNING – EVALUATION**

Teaching is seen mostly as accompaniment with students in their learning. To grow as leaders, one does not merely impart knowledge but focuses on formation of character of students. In teaching one maintains a fine blend of theory and practice. The teachers have been guided to treat the students with respect for his / her potency and competence. Learning by the student is not only through classroom interactions but it is also more through case studies, industry visits, live projects, research projects, seminars and workshops.

In the process of informing themselves on different subjects/courses in management, more than accumulating just information and memorizing theories, the students are trained to develop analytical skills and critical thinking. This helps them to comprehend social reality, develop strategies, and make discerned decisions. Evaluation of learning in XIBA does not test just how best the students have memorized what was taught in classroom and what they have read in books and transferred in answer sheets. But XIBA tests how best they look at the content critically and apply it to situation.

Therefore, different testing methods are adopted i.e. comprehensive workshop, live project and so on. Similarly, students, peers, industry and the management evaluate the performance of teachers periodically.

## **INTERNSHIP**

XIBA believes in making its graduates competent to become competent and employable. One of the most important parts of training students is to do a summer internship between the first and second years of their programme. It will not only provide the students with the much-needed work experience to back up their education, but it will also move them one step closer to getting a good employment

after graduation. Internship allows students to build relationships with prospective employers, hone their skill set and come to know various industries.

## **INDUSTRY / INSTITUTE NETWORK**

Interaction between the industry and B-Schools is crucial to the kind of education the students should receive and the kind of human resources the industries need today. To develop an organic link between XIBA and the industries in the South of Tamil Nadu and beyond, XIBA invites CEOs of the companies to interact with students and talk to them about what prevails in industries. This would also help the faculty to design or redesign their teaching, responding to the need of the corporate world.

XIBA takes the students to industries during every semester. The faculty work on joint projects with industries. For major projects by final MBA students, experts from industries guide them to do the research and write up the report.

## **COMPETENCE BUILDING**

### **Student Seminars**

Every week, students give presentations on different topics from the papers they read in semesters. This aims at helping them to gain clarity, comprehend core ideas and articulate them in public. In the seminar, XIBA wants the students to develop critical thinking and acquire skills to present their case, instead of just repeating what they have heard in classrooms

### **Live Projects**

Students regularly do live projects on subjects that demand empirical study. Invariably, for all the papers, students do a study in a company or in an institution to apply the theories they learn in lectures and from books. This aims at developing

their skills in application and in doing projects. In addition, this helps them to learn as to how to organize their time and manage a project

### **Communication Skills**

XIBA wants its graduates to become adept in communication skills. Given their rural background and their schooling in vernacular language, it conducts a month-long Bridge course to improve their communicative English. In addition, every week a considerable number of hours are allotted to help them acquire language skills - listening, speaking, reading, and writing. On top of it, the students are helped to acquire ICT skills. For this, it has the state-of-the-art computer lab with more than fifty terminals. In this, XIBA uses the media to learn language skills.

### **Learning Academy**

XIBA Learning Academy brings together our breadth and depth of Personality Development with our learning design and technology skills and capabilities. The Academy delivers a range of off-the-shelf digital, blended, and classroom courses on a wide range of subjects, delivered through our secure and accessible online platform.

The hallmark of the Academy is its approach – by working with experts on Personality Development which is a sum of characteristics of an individual which makes him different from the others. The learning programmes are outcome-focused and embedded in our consulting experience. We partner with experts in the relevant fields through building holistic, integrated learning modules pertinent to today's business world. The Academy curriculum is designed to deliver more than just training, but measurable skills and capability that an organization needs to realize its strategic aims.

## **PLACEMENT AT XAVIER INSTITUTE OF BUSINESS ADMINISTRATION (XIBA)**

At Xavier Institute of Business Administration (XIBA), we pride ourselves on our robust placement program, designed to launch our students into successful careers in the business world. Our placement process is structured to ensure that our graduates are well-prepared, highly skilled, and positioned to meet the demands of top employers across various industries.

### **Key Features of XIBA's Placement Program**

**Comprehensive Career Services:** Our dedicated Career Services team provides personalized guidance and support to students throughout their career journey. This includes resume building, interview preparation, career counselling, and job search strategies to enhance their employability.

**Industry Partnerships:** XIBA maintains strong relationships with a diverse array of industry leaders and organizations. These partnerships enable us to offer our students exclusive access to job opportunities, internships, and industry projects that are crucial for their professional growth.

**Campus Recruitment Drives:** We organize regular campus recruitment drives, where leading companies from various sectors visit our campus to hire our talented graduates. These events provide students with the opportunity to engage with potential employers, learn about different career paths, and secure job offers.

**Internship Opportunities:** Internships form an integral part of the XIBA experience. Our students gain valuable hands-on experience through internships with reputed companies, allowing them to apply theoretical knowledge to real-world business scenarios and develop practical skills.

**Skill Development Workshops:** XIBA conducts a series of workshops and training sessions focused on enhancing students' soft skills, such as communication, leadership, teamwork, and problem-solving. These workshops are designed to ensure that our graduates are well-rounded professionals ready to thrive in any work environment.

**Alumni Network:** Our strong and active alumni network plays a pivotal role in the placement process. Alumni frequently engage with current students through mentorship programs, networking events, and guest lectures, providing invaluable insights and guidance based on their own professional experiences.

**Global Opportunities:** Recognizing the importance of a global perspective in today's business world, XIBA offers support for international placements and collaborations. Our students are encouraged to explore opportunities abroad, gaining exposure to global business practices and cultures.

XIBA's commitment to excellence in education and career preparation is reflected in our impressive placement record. Year after year, our graduates secure positions in top companies across a wide range of industries, including finance, consulting, marketing, technology, and more. Our alumni have made significant contributions to their respective fields, demonstrating the value of the education and training they received at XIBA.

## **GENERAL CODE OF CONDUCT AND REGULATIONS FOR STUDENTS**

### **STUDENT IDENTITY CARD**

- Students must wear identity cards around the neck and it should be visible.
- Loss of the identity card must be reported to the Dean of Student Affairs as soon as it is noticed.
- In case of loss of the identity card, a duplicate card will be issued by the office by paying Rs.100 /-.

### **PUNCTUALITY**

- Coming late to classes is not permitted.
- If a student is late by five minutes, he/she can be allowed to attend the classes with the permission of Dean of Student Affairs/Director.
- Students should adhere to XIBA timings strictly. Every day, the classes start at 9 am and end at 5.30 pm. However, the students should report by 8.30 AM. If need arises, class timings may be adjusted to suit to the convenience of the industry experts.
- **If a student is late or absent for an hour, half day will be marked as absent.**
- **If a student is late or absent for 2 hours the whole day will be marked as absent.**
- During the classes, no student can leave the campus without the prior permission Dean, Student Affairs/Director.

### **ATTENDANCE**

- The students are expected to attend 100 percent of the classes.
- A student must put in a minimum of 90 percent attendance to be eligible to write the semester examinations. Students who are not eligible to appear for the semester examinations of a particular semester due to lack of attendance will not be permitted to

attend the classes in the subsequent semester.

- He/ She should attend the semester where he/she lacks attendance and then rejoin the institute.
- No leave will be sanctioned on test days.
- Absence is permitted for reasons like sickness, accidents, bereavements and the director should be informed in writing at the earliest.
- Prior leave application in the prescribed form must be submitted to the Dean of Student Affairs /Director.
- In case of illness, when rejoining the student should submit a medical from a registered medical practitioner.
- Students who represent XIBA in Seminars, Symposium, and Conferences or Competitions will be given On-Duty (OD) leave.

### **DRESS CODE**

- Men and Women Students should come in Formal Wear on all working days

*Men – Full/Half Shirt – Plain, Small Checks, Strips  
(Neatly Tucked in) Trousers – Plain in Regular  
Stitch*

*Women – Neatly designed Salwars with Shawls.*

- Both boys and Girls should wear black/brown leather shoes
- All students are expected to come well groomed. Men students should come properly shaved and with proper hair dressing.
- Students should wear suits on Wednesdays.
- On formal occasions like Seminar, Conference, Management Meet etc., the students should wear suits

## **MALE STUDENTS: Do's**

- All male students are expected to wear formal shirt and formal self-coloured pants with their shirts neatly tucked in
- Wear Pants long enough to cover your socks and to have a slight break over your shoes
- Wear Black or Brown colour leather shoes
- Dark socks that match your suit and are long enough so as not to allow any skin to show when you cross your legs.
- Leather belts that match the show color with small belt buckles
- *Boys are expected to come with a clean shave and neatly combed hair to the college. However, students are allowed to grow beard with prior permission obtained through the Director & Dean in the following cases:*
  - a. Hindu devotees for the period of Pilgrimage*
  - b. During Ramzan Season for Muslim Students*
  - c. In case of dermatological problems with proper medical documents*

### ***Do Not's***

- *Wearing Slippers*
- *Colouring / bleaching the hair*
- *Wearing Jeans, Low- hip Pants*
- *Short length shirts, T-Shirts*
- *Shirts with Chinese collar and torn or faded pants*
- *Ankle socks*
- *Having long hair or beard*
- *Wearing bangle or bracelet, ring or stud in the ears*
- *Black shirts or shirts with message /slogans are not advisable*
- *No visible tattoos*

## **FEMALE STUDENTS: Do's**

- *Decent Salwar Kameez or Chudidhars below knee level with short slit or Anarkali churidhar or churidhar with umbrella cut with dupatta neatly draped and pinned at both shoulders*

- *Formal black plain belly shoes*
- *Dark socks that match your dress and are long enough so as not to allow any skin to show when you cross your legs*
- *Conservative business make-up and Nail Polish*

#### ***Do Not's***

- *Wearing Slippers*
- *Colouring/bleaching the hair*
- *Short tops, Cropped tops, Sleeveless and tops with net sleeves*
- *Transparent dress & Net Dupatta*
- *Wearing Jeans*
- *Wearing leggings with short/long slit Tops*
- *3/4th kind of pants or pants with torn edges*
- *Extreme styles of nail polish, jewelry or shawls*
- *No visible tattoos*

### **Casual wear with neat modest dress code on Tuesdays, Thursdays and Saturdays**

Note:

- *If a student wishes to 'tonsure' the head as per religious practice or rite, they have to do so with the prior permission.*
- *Students are expected to wear comfortable and modest attire on all days including Examination days, to keeping the dignity and decorum of the college in place.*
- *All students are expected to comply with the dress code. Students who do not meet the dress code will not be allowed to attend class until appropriate clothing is assured by the parent.*

### **MOBILE PHONE**

- Mobile phones need to be handled with etiquette in XIBA campus.
- If any student is found using the mobile phones during professional programmes, it will be viewed seriously
- The students are expected to own a Lap top. Assignments of any kind need to be carried out in their own Lap top.

## **COMMUNICATON**

- XIBA Students should always speak English in the campus and the class room.
- Students are expected to be courteous in speech and actions, with the staff and the co-students.

## **BEHAVIOUR**

- Ragging within or outside the XIBA campus is prohibited by the Court of Law. Whoever directly or indirectly indulges ragging within or outside of the campus shall be summarily dismissed from XIBA.
- Any kind of wild, noisy and disturbing behaviour during class hours, celebrations or lunch break in the campus is strictly forbidden.

## **INTOXICANTS**

- XIBA's campus is 'No Smoking Zone'.
- Use of chewing Gum/Pan/Gutka anywhere in the campus is a punishable crime.
- Possession or consumption of alcohol inside XIBA premises will lead to dismissal.

## **CAMPUS FACILITIES AND UPKEEP**

- XIBA Students are advised to utilize the campus facilities such as Rest Rooms, Dining Rooms, Class Rooms, Library, Computer Lab, and Conference Hall with care.
- Cleanliness of the Campus and all facilities must be ensured, in keeping with the culture of an institute of higher learning. Bins for garbage need to be used
- Similarly, energy and water conservation must be followed strictly.

## **LIBRARY RULES**

- All students are advised to sign the register at the time of entry and exit from the library.
- Silence shall be maintained at all the times inside the library.
- Bags and Books from outside are not permitted. Before entering into the library, bags must be kept in the rack kept outside.
- Ink Bottles, Correction Fluids and other potentially damaging substances, food and snacks shall not be taken into the library.
- If a student takes magazine for reading, it should be kept in the appropriate place after reading.
- In case of misbehaviour in the library, severe action will be taken against the student.

## **COMPUTER LAB RULES**

- Students are required to sign the register at the time of entry and exit from the Computer Lab. Students have to maintain silence inside the lab
- Students shall not carry CDs, Pen drive or any other storage device inside the computer lab.
- Students should use the Computers and Internet facility only for academics.
- Computer Lab rules should be strictly adhered to. Students, who deviate from the rules, will be barred from using the lab.
- Students should use only their allotted system. In case of any system problem, that should be communicated to the System Administrator immediately.

## EXAM RULES

- Students should show utmost honesty and good behaviour during the conduct of examinations.
- They should keep silence in the exam hall and cooperate in the orderly conduct of the examinations.
- If any student is caught indulging in malpractice in any CIA tests, the case will be brought to the notice of the Director. The student will be awarded zero in all the papers for that semester and he/she cannot appear for semester exams in that semester for that paper.
- Serious action will be taken by the Director, if the student is caught for malpractice.
- If any student is caught indulging in malpractice, even in one regular paper in a semester or in the arrear papers, it will lead to cancellation of his/her result of all the regular and arrear papers of that semester.
- If a student has accumulated three arrears, at the end of first year, he/she will be asked to discontinue the course. However, it is subjected to amendments. Lab Courses are not eligible for Supplementary exams at the end of second year.
- As per university regulations, students must maintain a minimum of 90% attendance to be eligible to appear for the semester examinations. Students whose attendance falls between 85% and 89% may be permitted to appear for the examinations on payment of the prescribed condonation fee. Students with attendance below 85% will not be permitted to appear for the examinations.

## **ASSESSMENT**

- A student's performance is continually assessed internally by the faculty. The main objective of the internal assessment is to help the students learn the habit of regular and serious academic work.
- The internal assessment includes written tests, Case Learning, Live Projects, and Presentations, Seminars or any other form of assessment.
- A student must obtain 50 marks for a pass in each subject. Marks obtained in Formative Assessment and semester is calculated for aggregate marks.
- To be eligible to write the semester examination, the student should have obtained the minimum pass mark in each subject. He/she may not be permitted to write the semester examination in the paper where he/she has not obtained the minimum in the internal assessment.
- If a student is unable to write the Formative Assessment, he/she must meet the Director with a medical certificate.

### **Formative Assessment Components**

<b>Components</b>	<b>Marks</b>
Written Exams	40
Case Learning (Compulsory)	20
Live Projects	20
Presentations / Viva- Voce/Any other	20
<b>Total Marks</b>	<hr/> <b>50</b> <hr/>

**SUMMATIVE ASSESSMENT = FORMATIVE ASSESSMENT + SEMESTER EXAMINATION**

## **OFF CAMPUS PROGRAMMES**

- Students who attend Off Campus programmes will be given attendance. He/She can attend the programme after getting due approval from the Director
- Anyone who is aware of any programme in any B-school he/she may contact Strategic Development Coordinator.
- Students who are not serious in their academic pursuits may not be allowed to attend any off –campus programmes.
- Students will be paid half the travel expenses by the cheapest transport by XIBA for Off –Campus programmes.
- Students who represent XIBA during Off –Campus programmes must wear Blazers. Students are expected to behave with decorum when they represent the institute in any programme

## **VIRTUAL CLASSES**

XIBA has a structured Learning Management System. The LMS is an integration of many online platforms and it is monitored by a professional technical team.

The virtual classes and exams need to be attended with the following guidelines:

- Virtual Classes will be held during the respective schedule
- Students need to Log into the classes at the appropriate time.
- The students need to be appropriately dressed while participating in online lessons.
- The laptop or computer needs to be fully charged and microphone and webcam enabled.
- Students need to engage fully in online work without any background distractions. Students need to Log out of all social

media to avoid distractions

- Books and Pens need to be kept ready during the class
- Microphone need to be muted unless you are contributing to the conversation.
- Mobile phones and/or other devices should not be used during class time.
- All learning tasks need to be completed on time

## **STUDENT CLUBS & ASSOCIATIONS**

### **ACADEMIC CLUBS**

#### **1. XAIMA**

The Finance club promotes finance- related activities. The club caters to a wide variety of finance - related interests namely Management of funds, sales and trading, and corporate finance. They may also be encouraged in trading and investments.

#### **2. XIMHAA**

The HR Club of XIBA- XIMHAA aims to promote active interaction amongst members of the club and keep them informed about latest trends in the corporate world. Also, the club acts as a platform to get connected with reputed Industry experts.

#### **3. MACXI**

The Marketing club of XIBA aims to keep its members abreast with the latest trends on marketing while integrating the functions and industries with that of the dynamics of marketing namely advertising, research, sales, branding communication and digitalmarketing.

#### **4. OCXI**

This Club organizes programmes related to Productions and Operations. The Club helps the students to understand the operations not only in Manufacturing Industries but also in Service Industries.

### **NON-ACADEMIC CLUBS**

#### **5. GO GREEN**

GO GREEN plays an important role in creating environmental awareness amongst younger generation. The club makes the management professionals aware of different environmental problems like conservation of water. They may be involved in making the campus green

#### **6. GRACE**

This club organizes daily prayers at XIBA. It aims to create socially conscious professionals who would help the economically backward people by providing monetary and non-monetary support. The club also intends to inculcate the habit of sharing with the poor.

#### **7. XIART**

The Club organizes the cultural Event every year “XITAH” which is described as a Talent Hunt programme. The club unearths the hidden talents of the students. The XIBITES demonstrate the ability to excel at multi-faceted interests. The cultural events organized by the club brings together all the students of XIBA to one stage and eradicates differences among them.

#### **8. XIPLAY**

XIBA's Sports club provide an opportunity for the students to learn skills that will help them to brand them in their future careers and Personal relationship. Through engagement in sport, they learn leadership, teamwork, problem-solving, responsibility, self-discipline, and a sense of initiative. Hence the club organizes Inter College and Intra College sports every year.

### **ENTREPRENEURSHIP CELL**

The Entrepreneurship Cell in XIBA is conceptualized and is functioning successfully where it has implemented various initiatives to help students, young entrepreneurs & professionals in their entrepreneurial journey. The Cell organizes “Entrepreneurship Meet” every year where they bring together all the Entrepreneurs belonging to the Southern Districts of Tamil Nadu. They share their experiences which eventually help the students to begin their business with confidence.

### **WOMEN EMPOWERMENT CELL**

Women Empowerment Cell of XIBA is established to empower Women students of XIBA. With a view to take up women’s issues and problems, the cell aims at creating awareness of their rights and duties. Aiming at intellectual and social upliftment of the female students, the cell stands for facilitating women’s empowerment through guest lectures, seminars, awareness programs and other welfare activities.

### **COUNSELLING CELL**

The Counselling Cell of XIBA aims at helping students reach their highest academic and personal potential. This may involve helping with personal, career concerns and promoting success and wellness among them. The cell provides a confidential atmosphere in which the students can explore any topic or situation and discuss on any concerns they may have. The students are helped to work through their problems and develop self-awareness to overcome problems.



**XAVIER INSTITUTE OF BUSINESS ADMINISTRATION**  
**(A Jesuit Business School)**  
**St. Xavier's College (Autonomous), Palayamkottai**

---

**XIBA OFFICIALS**

Rev.Dr.A.Michael John SJ  
*Associate Professor & Director*

Rev.Dr.S.Peter Xavier SJ  
*Administrator*

Dr.T.Rita Rebekah  
*Associate Professor & Dean – Academics*

Dr.N.Pradeep Kumar  
*Assistant Professor & Dean – Student Affairs*

**MEMBERS OF FACULTY**

Dr.R.Christina Jeya Nithila  
*Associate Professor*

Mr.R.Ramkumar  
*Assistant Professor*

Mr.D.Jesu Prabhu  
*Placement Officer*

Mr.J.Sahaya Shabu  
*Assistant Professor*

Mr.M.Prabakaran  
*Assistant Professor*

Dr.B. Lenin Selvanayagam  
*Assistant Professor*

Ms. M. Evelyn Anto  
*Assistant Professor*

Ms.B.Vibinsa  
*Adjunct Faculty*

Ms.S.Anusha Mini  
*Adjunct Faculty*

### **ROLES & RESPONSIBILITIES**

<b>Nnto AME OF THE FACULTY</b>	<b>COORDINATORS</b>
Dr.R.Christina Jeya Nithila	Research programme, Women Development Cell, XBR
Mr.R.Ramkumar	XIBA Alumni, XIBA Digitals, Fine Arts
Mr.D.Jesu Prabhu	Placements and Industry Connect, Training Programmes
Mr.J.Sahaya Shabu	Campus Ministry, Sports& VIP
Mr.M.Prabaharan	XIBA Clubs, AICTE, Accreditation & Documentation
Dr.B.Lenin Selvanayagam	Cocurricular Academy, Entrepreneurship Cell
Ms.M.Evelyn Anto	Value Added Programme, Certificate Programme
Ms.B.Vibinsa	Learning Academy
Ms. S. Anusha Mini	XIBA Research Publications

**CLASS ADVISORS**

I MBA ‘ A ‘ Sec	- Mr.R.Ramkumar
I MBA ‘ B ‘ Sec	- Dr.B.LeninSelvanayagam
II MBA	- Dr.Nithila

**NON-TEACHING STAFF MEMBERS**

NAME	DESIGNATION
Mr.Natarajan	Office Manager
Ms.Sakthi Priya	Office Executive
Mr.R.Charles	System Administrator
Mr.IAnnapragasam @ Anbalagan	Librarian
Mrs.S.Amirthamani	Office Assistant
Mr.P.Suresh	Support Staff
Mrs.V.Maheswari	Support Staff
Mrs.V.Muthulakshmi	Support Staff

## ACADEMIC BOARD OF STUDIES

NAME OF THE MEMBER	DESIGNATION
Rev.Dr.A. Michael John SJ	Director, XIBA – Chair Person
Rev.Dr.S.Peter Xavier SJ	Administrator XIBA - Member
Dr.S.Madhavan	Professor, DOMS, MS University – Univ Representative
Dr.T.Rita Rebekah	Dean – Academics - Member
Dr.N.Pradeep Kumar	Dean – Student Affairs - Member
Dr.R.Christina Jeya Nithila	Associate Professor - Member
Mr.R.Ramkumar	Assistant Professor - Member
MrJesu Prabhu Dhass	Placement Officer - Member
Mr.J.Sahaya Shabu	Assistant Professor – Member
Mr.M.Prabaharan	Assistant Professor – Member
Dr.B. Lenin Selvanayagam	Assistant Professor - Member
Ms.M.Evelyn Anto	Assistant Professor – Member
Ms.B.Vibinsa	Adjunct Faculty
Ms. S.Anusha Mini	Adjunct Faculty
Mr.Ajith Christopher	MD, SGJ Group of Companies – Industry Expert
Mr.Antony Thomas	CEO, Jacobi India Ltd – Industry Expert
Mr.Badri Narayanan	Director-HR Carisma Solutions – Industry Expert
Ms.Sharon Nissi	PlanetSpark – Alumni representative
Ms.ThiloVellapandian	ICANIO Technologies - Alumni Representative
Ms.Adlyn Jasper	BUNCHES, USA-Alumni Representative

## COMMITTEE

ANTI RAGGING COMMITTEE		STAFF REDRESSAL COMMITTEE	
Rev.Dr. Godwin Rufus SJ	Principal SXC Chair Person	Rev. Dr.S.Ignacimuthu SJ	Chair Person
Rev.Dr.A.Michael John SJ	Director,XIBA Convener	Rev.Dr.S.Lazar,SJ	Secretary
Rev.Dr. Peter Xavier SJ	Administrator,XIBA Member	Rev.Dr.Godwin Rufus SJ	Principal
Dr.T.Rita Rebekah	Dean-Academics Member	Rev.Dr.A.Michael John SJ	Director
Dr.N.Pradeep Kumar	Dean - Student Affairs Member	Rev.Dr. S.Peter Xavier SJ	Administrator

WOMEN EMPOWERMENT CELL		FINANCE COMMITTEE	
Rev.Dr.A.Michael John SJ	Chair Person	Rev.Dr.A.Michael John SJ	Chairperson
Dr.Christina Jeya Nithila	Convener	Rev.Fr.BerchmansSJ	Treasurer, SXC
Dr.T.Rita Rebekah	Member	Rev.Dr.S.Peter Xavier SJ	Administrator
Dr.N.Pradeep Kumar	Member	Dr.T.Rita Rebekah	Dean - Academics
Ms.M.Evelyn Anto	Member	Mr.Natarajan	Office Manager

EXAMINATION CELL		PUBLICATION COMMITTEE	
Rev.Dr.A.Michael John SJ	Chair Person	Rev.Dr.A.Michael John SJ	Chief Editor
Dr.Athisayanathan	COE, SXC	Rev.Dr.Peter Xavier SJ	Editor
Dr.T.Rita Rebekah	Dean - Academics	Ms.S.Anusha	Convener -EB
Dr.N.Pradeep Kumar	COE, XIBA	Dr.T.Rita Rebekah	Member - EB
Mr.R.Charles	System Administrator	Dr.B.LeninSelvanayagam	Member - EB

ENTREPRENEURSHIP CELL		INDUSTRY – INSTITUTE NETWORK & PLACEMENTS	
Rev.Dr.A.Michael John SJ	Chair Person	Rev.Dr.A.Michael John SJ	Chair Person
Dr.B.Lenin Selvanayagam	Convener	Rev.Dr.S.Peter XavierSJ	Administrator
Dr.T.Rita Rebekah	Dean - Academics	Mr.Jesu Prabhu Dhass	Placement Officer
Dr.R.Christina Jeya Nithila	Member	Dr.R.Chrisitina Jeya Nithila	Member
Mr.Jesu Prabhu Dhass	Member	Dr.B.Lenin Selvanayagam	Member

LEARNING ACADEMY		CO-CURRICULAR ACADEMY	
Rev.Dr.A.Michael John SJ	Chair Person	Rev.Dr.A.Michael John SJ	Chair Person
Rev.Dr.Peter XavierSJ	Convener	Dr.B.LeninSelvanayagam	Convener
Ms.Vibinsa	Coordinator	Ms.Evelyn Anto	Member
Mr.J.Sahaya Shabu	Member	Dr.R.Christina Jeya Nithila	Member
Mr.R. Ramkumar	Member	Mr.M.Prabaharan	Member
Ms.S.Anusha Mini	Member	Mr.J.Sahaya Shabu	Member
Dr.R.Christina Jeya Nithila	Member	Ms.S.Anusha Mini	Member

ALUMNI ASSOCIATION		COUNSELLING & MENTORING CELL	
Rev.Dr.A.Michael John SJ	Chair Person	Rev.Dr.A.Michael John SJ	Chair Person
Mr.R. Ramkumar	Convener	Rev.Dr.S.Peter XavierSJ	Convener
Dr.T.Rita Rebekah	Member	Dr.N.Pradeep Kumar	Member
Mr. D. Jesu Prabhu	Member	Dr.T.Rita Rebekah	Member
Dr.N.Pradeep Kumar	Member	Dr.R.Christina Jeya Nithila	Member

PLAY OFFS ACADEMY		ADMISSION COMMITTEE	
Rev.Dr.A.Michael John SJ	Chair Person	Rev.Dr.A.Michael John SJ	Chair Person
Mr.J. Sahaya Shabu	Convener	Mr.R.Ramkumar	Convener
Ms.M.Evelyn Anto	Member	Mr.R.Ramkumar	Member
Mr. M.Prabakaran	Member	Mr.Natarajan	Member
Mr. R.Ramkumar	Member	Mr.R.Charles	Member

XIBA CENTRE FOR RESEARCH		JESUIT EDUCATIONAL SUPPORT (JSS)	
Rev.Dr.A.Michael John SJ	Research Director	Rev.Dr. A. Michael John SJ	Chair Person
Dr.R.Christina Jeya Nithila	Research Coordinator	Rev.Dr.S.Peter Xavier SJ	Convener
Dr.B.Lenin Selvanayagam	Research Assistant	Rev.Fr.Bercmans SJ	Treasurer, SXC
Dr.T.Rita Rebekah	Member	Dr.N. Pradeep Kumar	Convener
Mr.M.Prabakaran	Member	Dr.T.Rita Rebekah	Member
Ms.S.Anusha Mini	Member	Mr. Natarajan	Member

XIBA PROFESSIONAL DEVELOPMENT PROGRAMMES (MDP, FDP, CONFERENCE, WORKSHOPS)		XIBA DIGITALS	
Rev.Dr.A.Michael John SJ	Chair Person	Rev.Dr. A. Michael John SJ	Chair Person
Dr.T.Rita Rebekah	Convener	Mr.R.Ramkumar	Convener
Dr.R.C.J.Nithila	Member	Dr.T.Rita Rebekah	Member
Mr.R.Ramkumar	Member	Mr.M.Prabakaran	Member
Mr.Jesu Prabhu Dhass	Member	Mr. R. Charles	Member
Dr.B.Lenin Selvanayagam	Member	Mr.I. Annapragasam @ Anbalagan	Member

#### XIBA CLUBS

NAME OF THE CLUB	FACULTY COORDINATORS
HR CLUB – XIMHAA	Dr.T.Rita Rebekah & Dr.B.LeninSelvanayagam
FINANCE CLUB -XAIMA	Mr.J.Sahaya Shabu & Ms.S.Anusha Mini
MARKETING CLUB – MACXI	Dr.N.Pradeep Kumar & Dr.R.Nithila
OPERATIONS CLUB	Mr.R.Ramkumar & Mr.M.Prabakaran
Go Green Club	Dr.R.C.J.Nithila & Ms.M.Evelyn Anto
CAMPUS MINISTRY-GRACE CLUB	Rev.Dr.S.Peter Xavier SJ & Mr.Sahaya Shabu
FINE ARTS- XIART	Mr.R.Ramkumar & Ms.B.Vibinsa
Sports – XIPLAY	Mr.J.Sahaya Shabu & Ms.M.Evelyn Anto

### ACADEMIC CALENDAR 2025 -2026

Sl.No	Date	Programme
1	11 June 2025	Ice Breaking Sessions for New Comers
2	16 June 2025	Foundation Programme Begins
3	05 July 2025	Summer Internship for II MBA ends
4	14 July 2025	Classes for II MBA Begins with Orientation Programme
5	15 July 2025	Orientation Programme for II MBA
6	25 July 2025	Valedictory Programme for Foundation Course – I MBA
7	28 July 2025	Viva- Voce Examination of SIP – II MBA
8	30 July 2025	Homage to St.Ignatius of Loyola
9	31 July 2025	Feast of St.Ignatius of Loyola
10	07 August 2025	Holy Spirit Mass
11	08 August 2025	Formal Academic Inauguration
12	08 August 2025	Freshers Day
13	12 August 2025	National Librarian Day- Special Talk on E- Reading Habits
14	12 August 2025	Club Inauguration
15	21 August 2025	Entrepreneurship Cell Programme with BNI, Tirunelveli
16	27 August 2025	Management Development Programme - Teachers
17	04 September 2025	Teacher's Day '25

Sl.No	Date	Programme
18	10 September 2025	XITAH'25 Begins
19	13 September 2025	Parents Teachers Meet
20	17 September 2025	XITAH '25 Valediction
21	19 September 2025	Out Bound Training for I MBA
22	23 September 2025	Research Scholars Meet
23	06 October 2025	CIA for II MBA Begins
24	13 October 2025	CIA for I MBA Begins
25	24 October 2025	Entrepreneurs Meet
26	13 November 2025	Parents Teachers Interface – II MBA
27	14 November 2025	Semester examination begins for I MBA
28	21 November 2025	Semester Examination for II MBA
29	04 December 2025	St. Francis Xavier Feast
30	10 December 2025	Human Rights Day
31	15 December 2025	International Colloquium
32	19 December 2025	Christmas Celebration
33	24 December 2025	Christmas Holidays Begin

Sl.No	Date	Programme
34	05 January 2026	Classes Begin for I & II MBA
35	09 January 2026	Colloquium on Data Science and Artificial Intelligence in Business
36	13 January 2026	Pongal Celebration
37	20 January 2026	JOB Fair @ XIBA
38	24 January 2026	Greenathon
39	05 February 2026	CIA for I MBA Begins
40	10 February 2026	CIA for II MBA Begins
41	20 February 2026	Spiritual Retreat
42	27 February 2026	XIBATE' 26
43	08 March 2026	International Women's Day
44	12 March 2026	XIBA Sports Day
45	14 March 2026	XIBA Director's Trophy
46	17 March 2026	National Conference'26 – Resilience 2.0: Thriving in an Artificial Intelligence Future
47	19 March 2026	XIBA Clubs Day / Farewell for II MBA
48	20 March 2026	Thanks Giving Holy Mass / XIBA Day
49	23 March 2026	Semester Examinations begin for I MBA
50	22 April 2026	Semester Examinations begin for II MBA