XLRi
Xavier School of Management
For the greater good

THE BLENDED POSTGRADUATE DIPLOMA IN MANAGEMENT

(HUMAN RESOURCE MANAGEMENT)

About XLRI-XOL PGDM (HRM)

The two year Blended Postgraduate Diploma in Management (Human Resource Management) is a masters level program facilitating the learning and application of concepts, techniques, and practices in the management of human resources in addition to exposing the student to different functional areas of management to enhance the effectiveness. Being a specialized program in itself, there are no separate areas for concentration. The XLRI-XOL PGDM (HRM) program is delivered online with four one week campus immersion modules.

Program Advantages

- Customized version of the most reputed PGDM (HRM) program from XLRI modified to the requirements of a virtual program and participants from diverse background
- Uniquely designed curriculum with conceptual rigor and practical relevance
- Learn while earning as participants continue to remain in their present employment
- Four campus immersion opportunities with residency at XLRI Campuses
- Courses delivered by XLRI full time faculty, chosen academicians across the country and experienced industry experts
- Remote access to XLRI library resources
- Being part of the XLRI's wider Alumni networks
- Bank loan facility with applicable IT exemptions (need to be verified)
- Partial fee waivers for women/SC/ST/PwD/North East Domicile students and scholarships for top academic performers

Eligibility Criteria

- The applicant must have a bachelor's degree with a minimum aggregate mark of 50% from a recognized University/Institution recognized by the Ministry of Education, Government of India.

- The candidate should be a full time working professional with minimum 3+ years experience before the commencement of the program.

Admission Process

Candidates shall be admitted through a two-step process: Shortlisting & Online Interview

XLRI-XOL PGDM (HRM) Course Plan

The course plan involves 733 hours of basic and advanced courses across term one to six. Total designed program content for the XLRI-XOL PGDM (HRM) program is for 1240 hours consisting of Scheduled Teaching Hours, Flexible Interactive Sessions, Industry Interface and Career Development Initiatives and Tutorial delivered on need basis. According to AICTE norms, selected students are expected to invest additional 1160 hours as Indicative Self Learning Hours in the form of pre-readings, assignments & individual reflections, individual exercises, e-texts, self-assessment etc. across all courses depending on personal strengths and weaknesses.

Year 1 Courses (Approximately 41.6 Credits)

Term I	Term II	Term III
Business Economics	Corporate Accounting & Finance	Employment Relation Laws II-Law of Social Security and Wages
Fundamentals of Industrial Relations	Marketing Management	Compensation and Rewards Management including Executive Compensation
HR Research Methodology	Communication Matters	MIS
Human Resource Management	Group and Team Dynamics	Organizational Structure, Design & Change
Human Resource Planning	Operation Management	Strategic Management
Individual Behaviour in Organisation	Staffing and Employer Branding	
Employment Relation Laws I - Laws of Industrial Relations and Workplace Health and Safety		

Year 2 Courses (Approximately 38.72 Credits)

Term IV	Term V	Term VI
Managerial Competency and Career Development	Coaching & Mentoring	Occupational Testing
Corporate Sustainability	HR Tools and Techniques	Cross-Cultural Management
Learning and Development	Human Capital Strategy and Systems	HR Analytics
Performance Management System	Managerial Counselling	HRM in unconventional Industries: Practice Approach
Organizational Change and Development	Corporate Ethics	Indian Philosophy for Leadership Excellence
Principles And Practices of Leadership	Managing Creativity and Innovation	International HRM
Thriving In Political Environments	People Analytics	Managing Diverse workforce
		Personal Effectiveness and Self-Leadership

Session Timings

- Online sessions are held on both weekends from 6:30 PM to 9:45 PM and on Thursdays 7:00 PM to 10:15 PM (two 1-hour 30 minute sessions with 15 minutes gap in between). Depending on institute holidays and unavoidable circumstances some sessions may be scheduled on other days of the week from 7:00 PM to 10:15 PM.

- Examinations may be conducted on Sunday. If there is no examination scheduled, students can use these slots for working on group assignments/projects and other group activities.

Faculty

The program is taught by experienced full time faculty of **XLRI - Xavier School of Management,** chosen academicians across the country as well as industry experts.

Technological Requirements

Use a laptop or a desktop computer that meets the following technical requirements:

1. Intel i5 10th generation or higher/AMD Ryzen 5 or higher/Apple M1 or higher (4 cores or higher processor is recommended)
2. Minimum 8GB RAM
3. Windows 10 or higher/ macOS 10.15.7 or higher operating system
4. Google Chrome web browser (Latest version)
5. Internet Connectivity of 2.6 Mbps or higher
6. Working camera & microphone

XLRI-XOL PGDM (HRM) Program Fee

The fee for the Program is Rs. 14.8 lakhs, paid over 6 installments as follows

Installments	I	II	III	IV	V	VI	Total
Rs. Lakhs	2.5	3.26	2.26	2.26	2.26	2.26	14.8

The fees include the cost of textbooks, reading materials, library resources, accommodation and boarding during the three mandatory campus immersion programs at Jamshedpur but exclude the travel and related costs.

Fee Waivers and Scholarships

To ensure diversity of the batch, the following scholarships amount shall be adjusted from the total fees.

* Any eligible student belonging to the PwD category, possessing a certificate from a certifying authority under The Rights of Persons with Disabilities Act, 2016, and who furthermore satisfies the Institute admission/learning outcome criteria for Online Programs shall be entitled to a fee waiver as per rules norms and policies made from time to time.

Category	Amount
Female Student	**Rs. 1,00,000**
ST/SC Student	**Rs. 1,00,000**
PwD Student*	**Rs. 1,00,000**
North East Domicile	**Rs. 1,00,000**

Any student can get fee waiver in maximum two of the above mentioned categories. For eligible students, fee waived will be adjusted against the 2nd installment fee. The fee for such student will be Rs. 12.8 lakhs, to be paid over 6 installments as follows:

Installments	I	II	III	IV	V	VI	Total
Rs. Lakhs	2.5	1.26	2.26	2.26	2.26	2.26	12.8

The top performers of the batch are also eligible for academic scholarships of Rs. 50,000/- at the end of first year.

Corporate Sponsored Students

As per the institute policy, company-sponsored students are eligible for a partial fee waiver. Please find the details below:

- 1-4 selected students - Fee waiver of Rs. 1 lakh per student
- 5-9 selected students - Fee waiver of Rs. 1.5 lakhs per student
- 10 and above - Fee waiver of Rs. 2 lakhs per student

The count of selected students will be the total selected students in a batch (e.g., Batch 25-27) across all the programs offered under "XLRI Online Learning" and sponsored by the organization only. Fee adjustments will be made during the 2nd and 4th installments.

The above fee waiver scheme is applicable only if there is a signed agreement between XLRI Online Learning (on behalf of XLRI - Xavier School of Management) and the organization.

The candidate must fill out the application form and appear for an online interview (subject to eligibility). If the candidate is selected, they will get an offer. For corporate-sponsored candidates, the admission process can be started immediately after the MOU is signed.

Award of Diploma

Participants shall be awarded the "Postgraduate Diploma in Management (Human Resource Management)" upon successfully meeting the academic requirements of the program as set by the Academic Council of XLRI Jamshedpur. Tentative date of physical convocation is 3rd Saturday of August every year at XLRI Jamshedpur.

Sample Diploma Certificate

Application Fee

The application fee for each XLRI Online Learning program is Rs. 2,000/-. Hence, a candidate applying for two programs needs to pay a fee equal to Rs. 2,500/-, and a candidate applying for all three programs needs to pay a fee equal to Rs. 3,000/-. There will be separate interviews if a candidate is selected for multiple programs.

IMPORTANT DATES
(For the 2026-28 Academic Year)

Commencement & First Campus Immersion Program	**July 20th to July 26th, 2026**
Interview Dates	
Phase I	**February 28th to March 1st, 2026**

(Candidates shall be admitted through a two-step process: Shortlisting & Personal Interview)