Key Program Details

1st One-year Program in Public Human Resources Management (PHRM)
XLRI-Xavier School of Management – Jamshedpur / Jhajjar (Delhi NCR)

The first One-year Program in Public Human Resources Management (PHRM) at XLRI-Xavier School of Management – Jamshedpur / Jhajjar (Delhi NCR) will commence from July 28, 2025. Unlike several other existing Long Term Domestic Programs, which have full time residential component, the PHRM program has been conceptualized as a participant friendly domestic training program on Public Human Resources Management. This provides the advantage of minimal dislocation of participants from their workplaces and allows them to continue with their current assignment/posting during the duration of the course. The program shall consist of three modules, each of 60 hours duration, to be delivered via a hybrid model with two domestic residencies involving intensive classroom sessions, distance and e- learning modules, and multiple online preparatory and follow up sessions. Drawing upon the more than 25 years of experience of XLRI in delivering hybrid programs, the PHRM program will use the latest technological tools to bridge the distance without compromising on the program delivery.

There will be an exam at the end of each module. Participants who successfully complete a) all the three modules, b) all the exams at the end of each module, and c) a capstone project, will be given a program completing certificate during the graduation ceremony to be held after the end of the program in XLRI Jamshedpur. Each participant will be required to work on a capstone project on the intersection of public policy and human resources management under the guidance of one of the faculty members involved in the program. The output of the project will preferably be in terms of policy insights (working paper) but can be in other forms based on the mutual consent of the faculty advisor. The project topic can be identified in consultation with the respective organization to which the participants are attached to.

1. **Eligibility:**

The program is open to two categories of participants. The first category comprises of *government-sponsored candidates*, i.e. officers of All India Services (IAS, IPS & IFoS), Central Civil Services (Group 'A'), faculty members of State Administrative Training Institutes (ATIs) and also officers of the State Civil Services (Group 'A') subject to the following eligibility conditions:

Length of Service	Officers should have completed 5 years of Group 'A' service as on commencement of the program.
Age	The officers shall not be more than 50 years on the date of commencement of the program (53 years in case of officers belonging to SC/ST).
Previous Training	The officers should not have undergone a training Program of 12-weeks or more duration in India during a period of 5 years preceding the date of commencement of this Program.

The second category comprises of *non-government sponsored participants*. These participants could be from the private sector, developmental sector, or from NGOs, preferably those with work experience of, or an interest in, human resources management (HRM) and public policy. The participants should have completed five years of full-time work experience

after graduation. The participants should not be more than 50 years old on the date of commencement of the program.

2. **Course Fees:**

(a) The course fee for the PHRM program is **Rs. 2.50 Lakhs** (Rs. Two Lakhs and Fifty Thousand Only) **+ Goods & Service Tax (GST)** as per applicable rates per participant. The fee is inclusive of classroom and online sessions, study material, boarding and lodging for the duration of residency. For the *government-sponsored candidates*, the nomination for the program and payment of course fee shall be made by the Cadre Controlling Authorities *[for example, DoP&T for IAS, Central Secretariat Service (CSS) and Central Secretariat Stenographers' Service (CSSS) Officers, MHA for IPS officers, MoEFCC for IFoS officers etc].* In case an officer is posted in an office outside his/her cadre establishment, the nomination may be made by that office in consultation with his/her Cadre Controlling Authority. For the *non-government sponsored category*, the payment must be arranged by the participant themselves.

(b) For the *government-sponsored candidates*, the pay & allowances as well as cost of travel to and fro from the place of posting to the place of domestic residencies shall be payable by the office where the officer is posted during the currency of the training program. A one-time grant of Rs. 5000/- (Rupees Five Thousand Only) towards books/stationery shall also be paid to the selected officer by the office, where the officer is posted during the currency of the training program.

(c) The Program fee [Rs. 2.50 Lakhs (Rs. Two Lakhs and Fifty Thousand Only)] plus Goods & Service Tax (GST) as per applicable rates need to be paid in full at the time of joining the program or/and in any case within 30 days of commencement of program.

3. **Program structure**

a. Duration: The duration of the PHRM program is one year.

b. Program Design: Of the total 180 hours of classroom teaching, 150 hours will be held online and the rest on campus (XLRI Jamshedpur and XLRI Jhajjar- Delhi NCR). There may be additional hours of engagement including the online interactions and remedial sessions (if required).

The online sessions will typically be conducted on Sundays, with tentative class hours from 10 AM to 1 PM. On some occasions, there might be additional sessions conducted in the second half of the day. All the online sessions will be live and interactive. Participants may be provided with access to the recorded sessions for a certain duration.

c. Program Modules: There will be three modules, each of 60 hours in the program. The modules will focus on a) foundations of public human resources management, b) core of public HRM, and c) emerging issues in public HRM. Topics to be covered in these modules include managing individual and group behaviour in public organizations,

stakeholder management in public policy, labour relations and contract management, HR planning, performance management, balanced scorecard, recruitment, selection, training and development, change management, effective communication, AI (Artificial Intelligence) applications in HR, and managing stress and employee wellbeing.

Within these modules, there will be multiple sessions using different pedagogical approaches including, but not limited to, case studies, role plays, lectures, simulations, experiential learning, and audio-visual aids.

In case any participant is unable to attend or complete a module, the program offers the flexibility to complete that module with the next batch. For the *government-sponsored candidates*, the modalities for the same will be decided in mutual consultation between the participant, the concerned ministry or the department the participant is attached to, DoPT, and XLRI. For the *non-government sponsored candidates*, the modalities for the same will be decided in mutual consultation between the participant and XLRI.

- Capstone Project: Each participant will work on a capstone project under the guidance of a faculty advisor. The output of the project can be in terms of a policy insights (working paper) or any other format mutually deemed fit by the participant, the faculty advisor, and/or the concerned ministry or department or organization to which the participant is attached to.

- There may be guest lectures, workshops, and field trips during the residencies to provide diverse perspective for the participants

- XLRI's programs emphasize high academic rigour and "no exception" policy. The participant must complete all modules and obtain a passing grade in each of the modules and overall, to be eligible to graduate from the program.

- A participant missing out on any module, component or a significant part thereof will have to complete the program with the next batch seeking a leave of absence after mandatorily attending the first term.

- The graduation ceremony will be held in the middle of 2026 at XLRI Jamshedpur.

4. **Program Schedule** (*Tentative*)

Residency	Start Date	End Date	Module/Location
First Online Interaction (Preparatory)	July 13,2025	-	Online
Residency 1	July 28, 2025	July 29, 2025	Jamshedpur
Second Online Interaction (Follow-up)	November 12, 2025		Online

Residency 2	December 1, 2025	December 2, 2025	Jhajjar (Delhi NCR)
Third Online Interaction (Follow-up)	February 8, 2026		Online
Graduation Ceremony	Mid-2026		Jamshedpur

5. **Hostel Facilities**

XLRI will provide rent-free furnished residential accommodation in the Institute to the participants and will arrange a boarding facility, which is included in the course fee.

6. **Conditions for officers admitted to the program:**

For *government-sponsored candidates*, the entire period of absence from duty on account of residencies/travel will be treated as on duty under FR 9(6)(b)(i).

7. **Selection procedure and forwarding of nominations**

(i) For *government-sponsored candidates*, the Cadre Controlling Authority (CCA) should recommend names of only those Group 'A' officers who are likely to stay with the CCA for some more time.

(ii) For *government-sponsored candidates*, officers on deputation to Government of India under the Central Staffing Scheme must have completed at least two years of their tenure on central deputation on the date of this notification to become eligible to apply for this program. It may be noted that in respect of Officers appointed under the 'Central Staffing Scheme', NOC from the Office of Establishment Officer, DoPT should be obtained before forwarding their applications/nominations for the Long-Term Domestic Program.

(iii) Under the *government-sponsored candidates*' category, the faculty members of the State ATIs who have completed at least three years on the date of starting the program are also eligible to apply for the program. However, those faculty members who belong to State Civil Services need not necessarily fulfill this condition. The selected faculty members, however, would be required to stay in the ATI for the next three years after completion of the program.

8. **Forwarding of nominations**

(i) Concurrence of State Governments, wherever necessary, would have to be obtained by the Cadre Controlling Authority before sending the nominations to DoP&T.

(ii) The application form may be obtained from the website of XLRI, by sending an email to phrm@xlri.ac.in or xlead@xlri.ac.in or by logging on to *DoP&T, Training Division's website* http://dopttrg.nic.in/xlri.html. For *government-sponsored candidates*, Cadre Controlling Authorities are requested to forward duly filled applications in respect of suitable officers (who are clear from vigilance angle) along with complete information in Part- B of the Application Pro-form so as to reach us on or before July 10, 2025.

(iii) Nominations received after the due date will not be considered.

(iv) For *non-government sponsored candidates*, the deadline for receiving applications is July 10, 2025.

(v) In order to save time, the officers are permitted to send an Advance Copy of the application to Dr. Kalyan Bhaskar and Dr M G Jomon, Program Directors, Public Human Resources Management (PHRM) Program, XLRI Jamshedpur- 831001 via email on phrm@xlri.ac.in and kalyanb@xlri.ac.in.

For *government-sponsored candidates*, the nominations would be scrutinized, and officers shortlisted by the selection committee based on profile and statement of purpose, fulfilling the conditions of eligibility may be called for interview/discussion by XLRI. The discussion will be on a virtual platform and the date and time will be intimated to the officers by XLRI. In order to save time, the interested participants are permitted to send an Advance Copy of the application directly to this office. The interested participants will also be called for discussion based on their advance applications. However, final selection will be subject to receipt of his/her formal application, duly recommended by their Cadre Controlling Authorities and approval of the Competent Authority in DoPT. Therefore, it is in the interest of the interested participants to get their applications routed through their Cadre Controlling Authorities as early as possible.

9. **Bond to be executed by the government-sponsored candidates**:

Before joining the program, the participant is required to execute a Bond to the extent that "in the event of his/her failing to resume duty or resigning or retiring from service or otherwise quitting service, without returning to duty after expiry or termination of the period of the program or failing to complete the program, or quitting the service at any time within a period of FIVE (5) years after completing the program, the participant shall forthwith pay to the Government or as may be directed by the Government, on demand all charges and expenses that shall or may have been incurred by the Government for the training program i.e. all monies paid to him/her or expended on his/her account during the program period such as pay and allowances, leave salary, cost of fee, travelling and other expenses met by the Government/agency concerned together with interest thereon from the date of demand at Government rates for the time being in force on Government loans".

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