

Government of India

Ministry of Personnel, Public Grievances and Pensions

Department of Personnel and Training

(Training Division)

3<sup>rd</sup> Floor Block-IV, Old JNU Campus,  
New Mehrauli Road, New Delhi-110067,

Dated: 13<sup>th</sup> May, 2025

To

1. Secretaries (All Ministries/Departments in Government of India)
2. The Chief Secretaries to all State Governments
3. Administrators of Union Territories
4. All the Cadre Controlling Authorities
5. Directors General/Directors of Central & State Training Institutes

**Sub: Long Term Domestic Training Programme "Public Human Resources Management" (PHRM) - by XLRI Xavier School of Management, Jamshedpur – 2025-26**

Sir/Madam,

It is hereby informed that **XLRI Xavier School of Management, Jamshedpur** in collaboration with this Department is offering a Long Term Domestic Programme "Public Human Resources Management" (PHRM) from July 28<sup>th</sup>, 2025. **PHRM** is designed as a 1-year hybrid programme and will be carried out at XLRI Campus.

**Course pedagogy:**

2. The PHRM has been conceptualized as an officer friendly domestic training programme on Public Human Resource Management without any international component. This provides the advantage of minimal dislocation of officers 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.

3. The programme structure is as under:

- **The Duration of the PHRM Programme is one year.**
- Of the total 180 hours of classroom teaching, 150 hours will be held online and the rest on campus (XLRI Jamshedpur and/or XLRI Jhajar NCR).
- Online Classes will be held on Sundays, with typical class hours from 10 AM to 1 PM. On some Sundays, there might be an extra session from 2 PM to 3:30 PM.
- All the online sessions will be live and interactive.
- Every module will feature guest speakers from relevant subjects.
- There will be an exam at the end of each module. Participants who successfully complete all the three modules, all the exams at the end of each module, and a capstone project will be given a program completing certificate during the graduation ceremony to be held at the end of the program.
- Each participant will be required to work on a capstone project on Public Policy 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 Graduation ceremony will be held on the campus of XLRI Jamshedpur.

4. The programme is open to officers belonging to All India Services (Indian Administrative Service, Indian Police Service and Indian Forest Service), Central Civil Services (Group 'A'), faculty members of State Administrative Training Institutes (ATIs) and Central Training Institutes (CTIs) and also Officers of the State Civil Services (Group 'A') subject to the eligibility conditions as enclosed.

5. Details of the '**Terms and Conditions**' of the programme, application form and other documents are enclosed with this letter. Further details with regard to this programme may be ascertained from Dr. Kalyan Bhaskar, Program Director, Public Human Resources Management (PHRM), XLRI Jamshedpur- 831001 via email on [phrm@xlri.ac.in](mailto:phrm@xlri.ac.in) and [kalyanb@xlri.ac.in](mailto:kalyanb@xlri.ac.in). and websites of DoP&T, Training Division's website <http://dopttrg.nic.in/>

6. There will be an exam at the end of each module. Participants (nominated officers) 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 (nominated officer) will be required to work on a capstone project on public policy 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 public policy

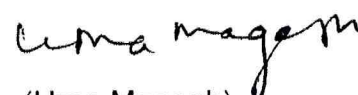
issue can be identified in consultation with the respective ministries and departments to which the participants are attached to.

7. Nominations of suitable officers in the prescribed pro-forma may please be sent to this Department through their Cadre Controlling Authorities so as to reach us on or before **June 15<sup>th</sup>, 2025**. Nominations received after this date will not be considered. The nominations would be scrutinized and officers shortlisted by the selection committee based on profile and statement of purpose, fulfilling the conditions of eligibility will 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 officers are permitted to send an 'Advance Copy' of their applications directly to this office and XLRI via email to [phrm@xlri.ac.in](mailto:phrm@xlri.ac.in) and [xlead\\_office@xlri.ac.in](mailto:xlead_office@xlri.ac.in). The officers 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 the Cadre Controlling Authorities along with Vigilance Clearance and approval of Competent Authority in DoPT. Therefore, it is in the interest of the officers to get their applications routed through their Cadre Controlling Authorities as early as possible.

8. All Ministries/ Departments/ State Governments/ UTs/ CCAs etc. are advised to give wide publicity to the programme, upload this circular on their websites for the information of all concerned and encourage the officers to apply.

Yours faithfully,

Encl: Terms and conditions

  
(Uma Magesh)

Under Secretary to the Government of India

Telephone: 011-26706310