

V. SELECTION PROCEDURE

A. The selection will be in three Phases as furnished below:

Grade A
Phase I - Preliminary Examination
Grade 'A' – RDBS, Rajbhasha and Legal Service
Objective Type: MCQ (Multiple Choice Questions) Duration: 120 Minutes Composite Time - Total Marks : 200 i) Test of Reasoning – 20 marks ii) English Language – 40 marks iii) Computer Knowledge –20 marks iv) General Awareness – 20 marks v) Quantitative Aptitude – 20 marks vi) Economic & Social Issues (with focus on Rural India) – 40 marks vii) Agriculture & Rural Development (with focus on Rural India) - 40 marks
Phase II - Mains Examination
Main Examination will be online and will be a mix of MCQ and descriptive pattern. <u>Paper-I-</u> General English: (Descriptive - writing skills - online through key board). The paper will have descriptive questions. Duration: 1 ½ hrs – 100 marks The analytical and drafting abilities of the candidate shall be assessed through this Descriptive Paper on General English comprising essay writing, comprehension, report writing, paragraph writing & letter writing. (Common for Grade 'A' – RDBS, Rajbhasha and Legal) <u>Paper-II</u> (MCQ): I) For Grade A (RDBS): i) General Discipline as at (i) in Table 1 - Economic & Social Issues and Agriculture & Rural Development (with focus on Rural India) ii) Specialized Discipline as at (ii) to (xv) in Table 1 - : Paper on related discipline Duration: 1 ½ hrs. – 100 Marks II) For Grade A Rajbhasha: The Paper will have multiple choice questions. Duration: 1 ½ hrs – 100 marks Proficiency in Hindi including Translation from English to Hindi and Vice versa. The analytical and drafting ability of the candidate shall also be assessed from the descriptive paper. III) For Grade A (Legal Services): The paper will have multiple choice questions. Duration: 1 ½ hrs – 100 marks

The paper will be based on proficiency in interpreting various Laws viz., Banking, Negotiable Instruments, Company, Industrial and Cooperative Laws, Cyber laws, Commerce/Property transactions, Rural non-life insurance, direct financing, staff matters and good experience in drafting various types of documents.

Phase III - Interview

Applicants qualifying in the Phase-II – Main Examination and securing sufficiently high rank in merit shall be short-listed for interview.

Interview - 25 Marks

* The Preliminary Examination is only qualifying in nature and is meant to serve as a screening test. Candidates who qualify and rank sufficiently high as decided by NABARD, shall be called for appearing at the Main Examination. The calling ratio for Main Exam shall be 1:25. There will be penalty for wrong answers marked by the candidate. ***For every wrong answer marked, 1/4th of the marks assigned to that question will be deducted as penalty in Phase-I and Phase-II, both. Cut-offs in Phase-I and Phase-II may be applied in two stages: (i) On scores in individual tests, (ii) On Total Score***

Since the vacancies are earmarked discipline-wise, merit list of candidates for each stage will be prepared discipline-wise.

- B. Only such candidates who score the minimum cut off marks or above in the Main Examination will be shortlisted for interview. The calling ratio for Interview shall be 1:5. The final selection and ranking of the applicants for the post of Assistant Manager in Grade 'A' (RDBS/Rajbhasha/Legal) will be based on their performance in the Phase-II Main Examination and Interview, taken together. In case of candidates securing same marks, their ranking will be decided as under:
- I. Amongst the candidates having equal marks in total (Main examination + interview taken together), the candidate with higher marks in Main Examination will be ranked higher.
 - II. In case of having equal marks in Main Examination, candidate with higher qualification or in case of similar qualification, candidate with higher marks in graduation will be ranked higher. In case of further tie-up, the candidate senior in age will be ranked higher.

NOTE: With a view to overcoming the possibility of applicants seeking help of other applicants during the online / main exam, the Bank would be analysing the responses of applicants in the main examination with other appeared applicants to detect patterns of similarity of right and wrong answers. On the basis of such an analysis, if it is suspected that the responses have been shared and scores obtained are not genuine/ valid, the Bank reserves the right to cancel the candidature of the suspected applicants. Hence the applicants are advised in their own interest not to indulge in any unfair practice in the exams.