

## 21. Selection and Assessment of Scientific Resources

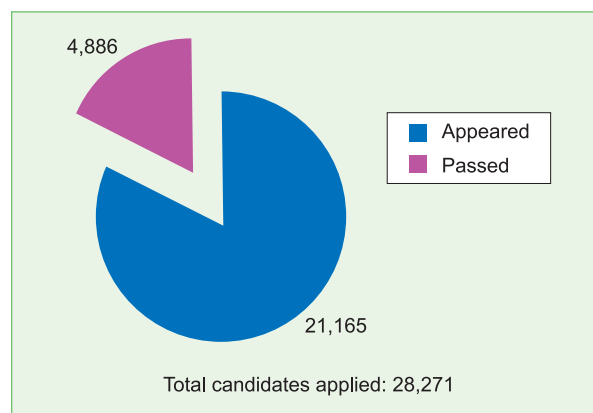
The Agricultural Scientists Recruitment Board (ASRB), an independent recruitment body of the Indian Council of Agricultural Research (ICAR), established a record in direct selections for various positions. This year notable achievement was the conduct of Preliminary – Agricultural Research Service (ARS)/National Eligibility Test (NET) examination as a Combined Competitive Examination for deciding eligibility for appearing in ARS – Main Examination as well as for determining eligibility for Lecturer/Assistant Professor in the State Agricultural Universities (SAUs)/other Agricultural Universities (AUs) in the 23 comprehended disciplines for the first time. The Board is being reshaped into a think tank which would be able to advise the ICAR on personnel policies and reorientation in research and education programmes.

### ARS/NET Examination

The ARS/NET examination was conducted by the Board at 33 centres on 19 September 2010. Of the 28,271 candidates applied for the examination, 21,165 (75%) candidates appeared in the examination, and only 4,886 cleared the NET. The success ratio for NET was 1 : 4.

### Limited Departmental Examination for Personal Assistant

Limited departmental competitive examination for



Details of ARS/NET examination

Assistants at the ICAR headquarters was held during 8–9 July 2010 and there were 46 candidates who took this test and 8 candidates cleared the written examination.

### Direct Selection

The Board completed the recruitment process for 275 posts during the year for which 3,557 applications were received. Of these, 39 posts were in the research management category (RMP), 53 were in the middle-level cadre (Heads and Joint Director) and the remaining were in the Senior/Principal Scientist category. The Board could make positive recommendations in 206 cases, and for the rest, no suitable candidates were

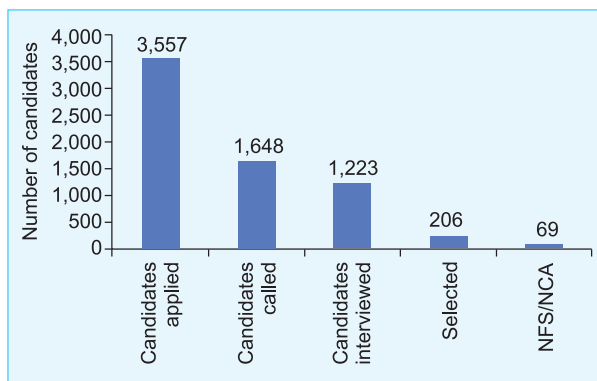
### Posts for which the Board has completed recruitment process

Category	No. of post(s)	No. of applications	Candidates called for interview	Candidate interviewed	Selected	NFS/NCA	Total
Deputy Directors General	2	32	21	17	2	0	2
Assistant Directors General	9	202	96	64	9	0	9
National Director	1	29	19	13	1	0	1
Directors	18	304	158	118	17	1	18
Project Directors	2	42	22	16	2	0	2
Zonal Project Directors	6	98	40	26	5	1	6
Joint Director of National Institute	1	10	3	1	0	1	1
Project Coordinators	2	62	50	38	2	0	0
Joint Directors	3	44	25	19	3	0	3
Heads of Division	50	396	257	187	47	3	50
Programme Coordinators	8	251	58	51	7	1	8
Principal Scientists	38	331	218	161	38	0	38
Senior Scientists	137	1,756	681	512	75	62	137
<b>Total</b>	<b>275</b>	<b>3,557</b>	<b>1,648</b>	<b>1,223</b>	<b>206</b>	<b>69</b>	<b>275</b>

NFS, None found suitable; NCA, no candidate available

available.

Thus on an average there were only 4.4 candidates for each position, which is an improvement over the last year (3.8). Availability of the candidates for the posts of Heads of Division and Senior Scientists was very low, and about 48% of selection of Heads was based on 1–3 eligible candidates and 23% of selection of Senior Scientists was based on 1–4 eligible candidates. In spite of relaxed qualifications for the posts of Senior Scientist, about 45% positions remained vacant as no candidate was found suitable for these positions.

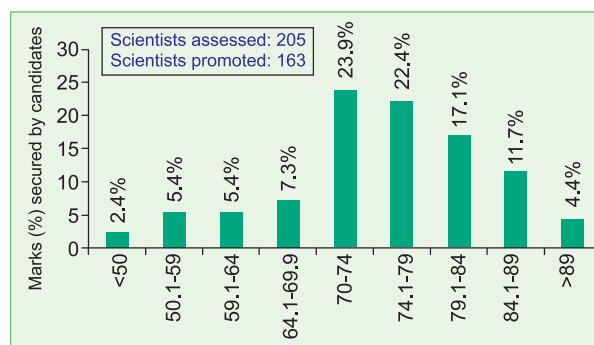


Details of 275 direct selection posts  
(NFS, None found suitable; NCA, no candidate available)

### Assessment Promotions of Scientists under the Career Advancement Scheme

During the year, 205 proposals in 44 disciplines were considered. The performance in respect of assessment promotion was quite high, as 80% of the candidates were recommended for promotion to the next higher grade.

Of the successful candidates, 33% candidates secured



80% marks and amongst the unsuccessful candidates, 13% had less than 60% marks. Nearly 11.7% of candidates had crossed the 70% marks on the basis of work report and ACR before the interview stage, while 12% of candidates crossed the 70% level on the basis of work report and interview. About 43% candidates got less marks in interview in comparison to ACR and 7% candidates had less than 70% marks in research potential. But because of their better performance in interview and ACR, they got promotion. As a matter of fact, the ACR evaluations in most cases were higher than the other two parameters, pointing out to the fact that non-promotion through assessment may not be attributed to poor ACR.

### Interviewer Manual

The Board felt that there is need to brief all the interviewers before the commencement of the interview, so that each one is fully aware of the responsibilities of the advisor and share the duties among themselves. The Board issued the Interviewer Manual giving general guidelines to help the advisors perform their respective roles in the interview process with the objective of identifying the 'best fit' for the job specified.

□