

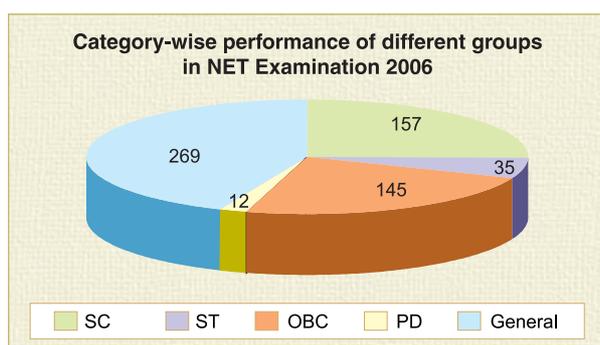
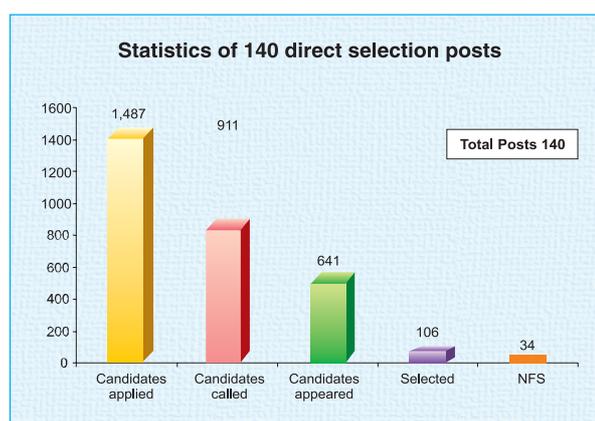
## 20. Recruitment of Scientific Resource

The highlights of the various activities of the Agricultural Scientists' Recruitment Board (ASRB), an independent recruitment agency under DARE/ICAR, undertaken during 2007–08 are briefly described.

### ARS/NET Examination 2006

The Agricultural Research Service (ARS)/National Eligibility Test (NET) examination was held on April 2007 at 32 centres spread throughout the country. Of the 10,973 candidates appeared in examination, only 618 cleared NET in 49 ARS disciplines, but none qualified in 20 disciplines. The success ratio for NET was 1:17. A total of 419 candidates were called for ARS interview for the 220 advertised vacancies in 24 disciplines. The interview for ARS has been completed and the results would be declared shortly. The next examination is scheduled to be held in April 2008.

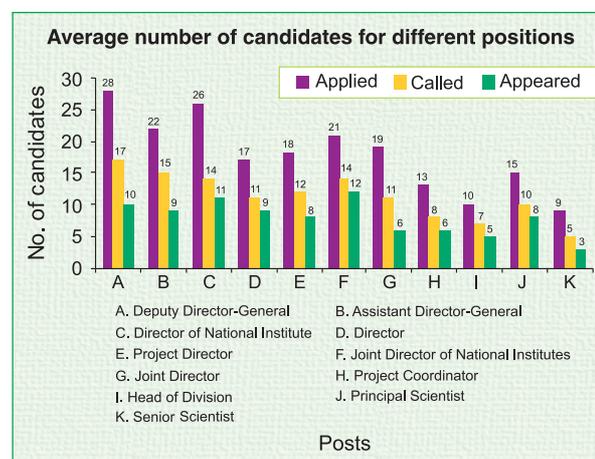
Directors), and the remaining of Senior and Principal Scientist category. The Board could make positive recommendations in 106 cases, whereas in rest of the cases no suitable candidates were available.



In all, the Board screened more than 1,487 applications and called about 911 candidates but only 641 attended the interview. Thus, on an average, there were 5 candidates for each position.

### Direct Recruitment to Scientific Positions through Interview

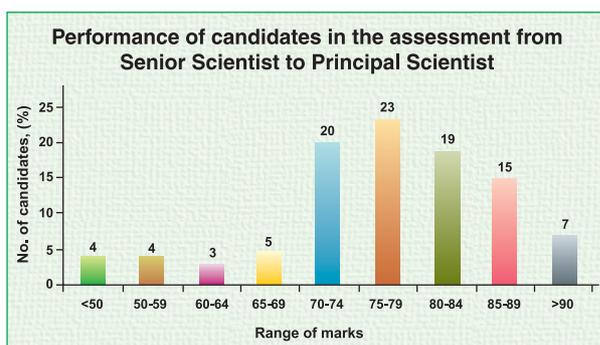
The Board has completed recruitment process in respect of 140 posts during the current year (April–October 2007). Of these, 11 posts are Research and Management Positions (RMP), 24 middle-level management (Heads, Project Co-ordinators, Zonal Co-ordinators and Joint



But the inter-category distribution of available candidates was highly skewed. The availability of the candidates for Senior Scientist posts was very low, and out of 96 posts, 31 could not be filled, as suitable candidates were not available.

## Assessment

**Assessment Promotions of Senior Scientists under Career Advancement Scheme:** The selection committees for considering the cases of promotion from Senior Scientist to the grade of Principal Scientist at the ASRB were constituted



with the approval of Chairman, ASRB. This year 305 proposals were received, out of which 9 cases could not be considered due to incomplete information. The performance in respect of assessment promotion was quite high, as 84% of the candidates were recommended for promotion to the next grade. Of the successful candidates, 415 secured more than 80% marks and amongst the unsuccessful candidates, 8% had less than 60% marks.

## Reforms

**New Scorecard for Direct Recruitment:** A

New Scorecard has been designed with revised weightage at Senior Scientist/Principal Scientist levels. This has been done to take care of the activities that are generally performed at these levels. Also, it has been decided that 45% would be the minimum marks for calling candidates for interview, provided they fall in the first 10 ranks. The cutoff marks for calling a candidate for personal interview at RMP level is 50%.

**New Syllabus for ARS/NET Examination as per New Disciplines:** Keeping in view the regrouping of disciplines, syllabus was prepared by the high level committee, which has been approved by the President. For the next ARS/NET examination Question Bank is being prepared. The next ARS/NET examination would be held according to the revised syllabus.

**Modification of qualification for the Recruitment to the Post of Senior Scientists:** The Board recommended reduction in the requirement of experience by one year in the previous grade and also for considering the candidates with post-doctoral experience in reputed institutions. These recommendations have been accepted by the Competent Authority.

## Right To Information Act -2005

During the year, Board had received 34 cases, largely related to the disclosures of marks secured in the scorecard and interviews. Keeping in view the policy of complete transparency, the Board has now decided to disclose marks to individuals seeking this information under RTI. Out of 34 cases, only 2 candidates filed their appeals with CIC against the ASRB decision. All the cases were disposed successfully to the satisfaction of all the concerned parties.

