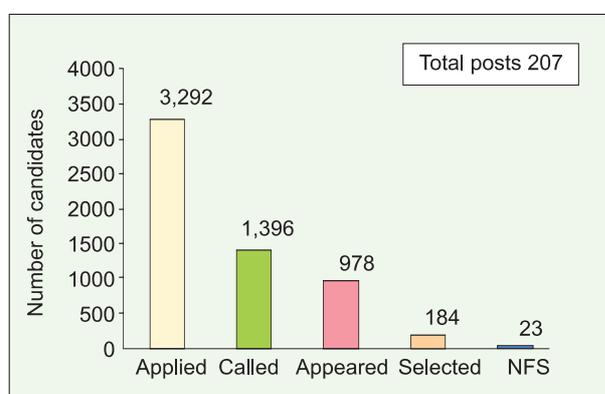


## Selection and Assessment of Scientific Resource

The Agricultural Scientists Recruitment Board (ASRB), an independent recruitment body of the ICAR, established a record in direct selections for various positions. Another notable achievement was the conduct of ARS/NET examination in 38 comprehended disciplines for the first time. The results emerging from an analysis of this could be used by the ICAR in personnel policies and reorientation of research and in the education programmes. A beginning has been made by the development of a research project for evolving a recruitment and assessment methodology for diversified agricultural research system. The highlights of the activities made under various mandated programmes of the Board during 2008 are briefly described.

### Direct Recruitment to Scientific Positions through Interview

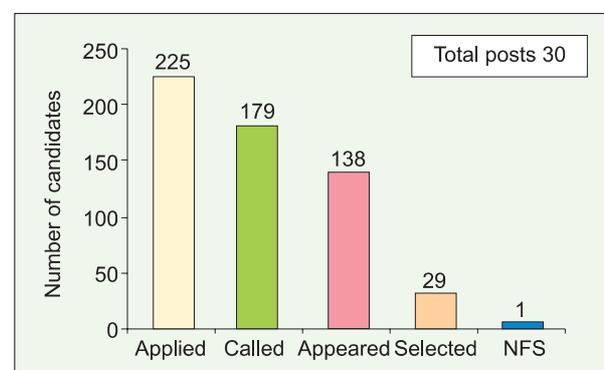
The Board completed recruitment process for 207 posts during the current year. Of these, 16 posts fell in research and management category (RMP), 2 in middle-level management (Project Co-ordinators) and the remaining were those of Training Organizers, Programme Co-ordinators and Senior and Principal Scientists categories. In all,



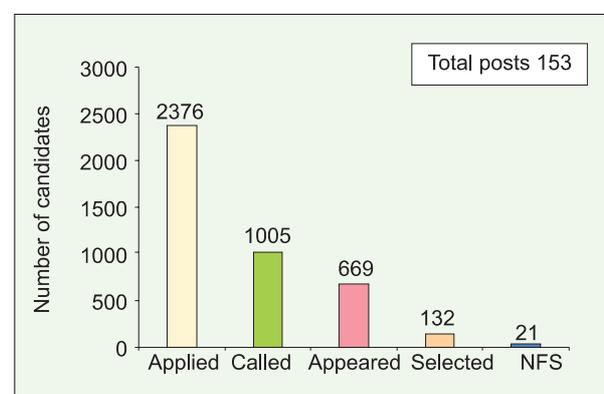
Details of 207 direct selection posts

the Board screened more than 3,000 applications and called 1,396 candidates for interview. A total of 978 candidates attended the interview. The Board could make positive recommendations in 184 cases, whereas in the rest of the cases, no suitable candidates were available.

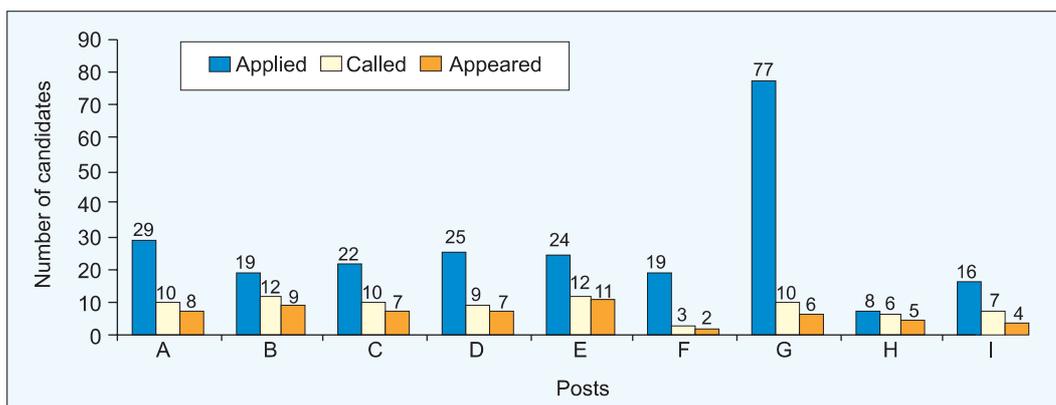
Thus on an average, there were 5 candidates for each position. But the managerial positions attracted a higher number of candidates, the average number for RMP being 8. For the 153 vacancies of Senior Scientists advertised, no suitable candidates were available for 21 vacancies while for rest there were only 4 candidates, on an average for each post.



Recruitment detail for positions of Principal Scientists



Recruitment detail for positions of Senior Scientists



Average number of candidates for different positions. A, Assistant Directors-General; B, Directors of National Institute; C, Directors; D, Joint Directors of National Institute; E, Project Co-ordinators; F, Programme Co-ordinators; G, Training Organizers; H, Principal Scientists; I, Senior Scientists

### ARS/NET Examination 2007

The Agricultural Research Service (ARS)/ National Eligibility Test (NET) examination 2007 was conducted by the Board in 40 disciplines on 25 May 2008 at 34 centres in different parts of country. The total number of candidates who applied for the examination was 17,542, and 10,070 (57%) candidates appeared in the examination. Partial list of successful candidates was forwarded to the Council.

### Limited Departmental Examination for Section Officers

Limited departmental competitive examination for Section Officers at the ICAR headquarters was held during September 2008. Ten candidates appeared in the examination for 16 posts.

### Limited Departmental Audit and Account Examination 2008

Limited departmental competitive examination for Audit and Account personnel was conducted by the Board in November 2008 at 11 centres. A total of 195 candidates were appeared in this test.

### 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 were constituted for 207 proposals in 44 disciplines. The Board has completed the process of assessment and the results have been forwarded to the Council.

### Right to Information Act -2005

During the year, Board received 29 cases, largely related to the disclosures of marks secured in the scorecard and interviews and the procedures of screening. All the cases were disposed off successfully to the satisfaction of all concerned. There was no appeal with CIC against the ASRB decision.

### Reforms

In implementing the reforms made during last 3 years, new experiences have been gained both in respect of direct selections as well as recruitment through interview. The Board remains committed to make further improvements in its guidelines to capture the essence of the diverse ARS system.

