Procedure adopted by IIMA for short-listing candidates for personal interviews

1. Total Applicants to IIMA

A total of 246546 candidates appeared for CAT-2008. Out of this, 238665 candidates applied to IIMA's two-year post graduate programme in management (PGP) that offers the Post Graduate Diploma in Management (PGDM).

Of the total applicants to IIMA, 38417 candidates applied through various reservation categories that include Non-Creamy Other Backward Classes (NC-OBC), Scheduled Tribes (ST), Scheduled Castes (SC), Differently-Abled (DA, also referred to as persons with disability, PWD).

Number of candidates applying to IIMA for each of the categories are: NC-OBC – 21979, ST – 3050, SC – 12546, DA – 842, Other (general) – 200248.

2. Proposed Intake of IIMA

The proposed IIMA batch-size for the academic year 2009-2010 for the various categories is as follows: DA - 9 (3%), ST – 24 (7.5%), SC – 47 (15%), NC-OBC - 41 (13%), and Other (general) – 194.

3. Qualifying the IIMA Minimum Cut-offs for CAT

The IIMA minimum cut-offs are applied to candidates' CAT scores. The minimum cut-offs for DA, ST, and SC categories are lower than the minimum cut-offs for the other categories. These minimum cut-offs are:

DA/ST/SC: score not less than 17% in each section & not less than 25% in aggregate.
For others : score not less than 25% in each section & not less than 33% in aggregate.

A total of 3776 candidates met the IIMA minimum cut-offs for CAT. The number of candidates in each category who met the respective minimum cut-off are as follows: DA – 11, ST – 25, SC – 115, NC-OBC – 113, and Other (general) – 3512.

4. Qualifying Pre-Screening Criteria

Those candidates who met the IIMA minimum cut-offs for CAT are considered for further pre-screening. For DA and ST candidates, the pre-screening criteria remained same as the IIMA minimum cut-offs for those categories. Pre-screening criteria are:

DA/ST : score not less than 17% in each section & not less than 25% in aggregate.
SC   : total percentile not less than 80 & sectional percentiles not less than 65.
OBC   : total percentile not less than 88 & sectional percentiles not less than 80.
Other : total percentile not less than 98, section 1 and section 2 percentiles not less than 94, and section 3 percentile not less than 94.5.

The number of candidates in each category who met the pre-screening criteria are as follows: DA – 11, ST – 25, SC – 109, NC-OBC – 107, and Other (general) – 1160.

5. Short-listing for Personal Interviews

<u>DA Candidates</u>:
All 11 candidates who met the IIMA minimum cut-offs for CAT are called for interview.

<u>ST Candidates</u>:
All 25 candidates who met the IIMA minimum cut-offs for CAT are called for interview.

<u>SC Candidates</u>:
The 109 candidates who met the pre-screening criteria were considered for further evaluation. A Composite Score (CS) was assigned to the candidates based on their total percentile and pre-bachelors academic performance (AP[1]). The CS formula is as follows:

CS = 0.3 (total percentile – lowest total percentile of the pre-screening criteria) + AP.

Maximum value for CS[2] is 22. Arranging in descending order, top 86 candidates are short-listed for personal interview.

<u>NC-OBC Candidates</u>:
The 107 candidates who met the pre-screening criteria were considered for further evaluation. A Composite Score (CS) was assigned to the candidates based on their total percentile and pre-bachelors academic performance (AP[1]). The CS formula is as follows:

CS = 0.5 (total percentile – lowest total percentile of the pre-screening criteria) + AP.

Maximum value for CS[2] is 22. Arranging in descending order, top 86 candidates are short-listed for personal interview.

<u>Other (general) Candidates</u>:
The 1160 candidates who met the pre-screening criteria were considered for further evaluation. A Composite Score (CS) was assigned to the candidates based on their total percentile and pre-bachelors academic performance (AP[1]). The CS formula is as follows:

CS = 3 (total percentile – lowest total percentile of the pre-screening criteria) + AP.

Maximum value for CS[2] is 22. Arranging in descending order, top 609 candidates are short-listed for personal interview.

Notes:

1. Academic Performance (AP) values are assigned as given in Table 1 below. The maximum value of AP for a candidate would be 16.

Table 1: Academic Performance Values

Percent in 10th Std.	< 60	60-69	70-79	80-89	≥ 90
Performance Score	1	2	4	6	8
Percent in 12th Std..	< 60	60-69	70-79	80-89	≥ 90
Performance Score	1	2	4	6	8

2. Different coefficients, 0.3, 0.5, and 3 are used in the CS formula for SC, NC-OBC, and Other (general) categories respectively to take care of the difference in the range of values for the term in parenthesis (total percentile – lowest total percentile of the pre-screening criteria) for each of the categories.

PGP Admission Process for IIMB Batch of 2009 [1]

This document details the process that will be adopted for selecting candidates for admission to the Post Graduate Program in Management (PGP) at the Indian Institute of Management Bangalore (IIMB) for the batch of 2009.

IIMB has internally developed an admission process that seeks to identify the most promising candidates for the PGP program. This process has been progressively refined over the years based on cumulative data on the Common Admission Test (CAT) applicants and on the academic performance of the candidates that were admitted at IIMB. The process arrived at is based on the relationship of academic performance in IIMB to past academic performance, CAT score, performance in group discussion, interview and prior work experience. The selection criteria and weights given to various parameters are based on data from previous cycles as well as on inputs from the IIMB faculty body and other relevant stakeholders and are usually revised every year. The admission committee fixes these criteria and weights at the beginning of each admission cycle before looking at information pertaining to candidates applying in that cycle so as to avoid any bias.

IIMB has found over the years that students who perform well in the academic program are typically those who have a consistently good academic record during their school, high school and graduation level, besides exhibiting sufficiently high aptitude as measured by the CAT. Therefore IIMB uses multiple parameters, namely academic performance in school, high school and graduation programs as well as candidates' scores in CAT to judge the suitability of candidates for the PGP program. Relevant work experience, if any, is also given weight in the selection. Evaluation by multiple criteria is also consistent with empirical research on recruitment and selection that shows greater efficacy of recruitment processes that uses multiple criteria. The CAT score, over and above being a selection criterion, is also used to establish the minimum level of proficiency that is expected from the candidate in respective faculties as indicated by section wise minimum scores in the CAT. Multiple criteria are used to arrive at a composite score for every candidate, which is used to select candidates for the subsequent stage. The remaining part of the document explains this process in detail.

IIMB adopts a two-phase selection process and accordingly these selection criteria are applied in two phases. The first phase process is applied to all eligible candidates who appear for CAT 2008 to determine those qualifying candidates who will be called for group discussion and personal interview (GDPI). During the GDPI process, two faculty members will evaluate each qualifying candidate on his/her performance in the group discussion, his/her summary of the group discussion and his/her performance during the personal interview. In addition, for candidates having work experience, each interviewing faculty will evaluate the quality and relevance of the candidate's work experience. These scores, in combination with the pre-GDPI selection parameters will be used cumulatively in the second and final phase of selection to identify the candidates who will merit selection from among those candidates who appear for the GDPI.

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[1] This information is pertinent to the admissions cycle (2009) alone and therefore, no inference can be made from this document about the admissions process that will be used for future admission cycles at IIMB. IIMB reserves the right to change, modify or adopt any new admissions process that it deems necessary and which best suits its purpose for a given admissions cycle.

The selection process, parameters and weights used are uniform for all categories of applicants. Sufficient candidates are short listed at each stage in each category to meet the reservation requirement for each group, as applicable at that time.

Phase 1

1) The first short list of candidates is based on candidates securing minimum section-wise and aggregates percentile scores in the CAT. The percentile cut-off scores used in 2009 are shown in Table 1. All the subsequent processing, standardization and selection was limited to candidates belonging to this first short list alone. This means that the CAT score alone was used as the basis for arriving at the first short list.

Table 1: First Shortlist (2009)

Category	Minimum Percentile Requirement for First Shortlist			
	Sec 1 (Quantitative)	Sec 2 (Data Interpretation)	Sec 3 (Verbal)	Aggregate
ST	50%	50%	50%	70%
PWD	45%	45%	45%	60%
SC	50%	50%	50%	70%
OBC	60%	80%	75%	80%
General	70%	90%	85%	90%

2) For all candidates in the first shortlist as stated in (1), the candidates' percentage scores in the 10th and 12th board exams was initially adjusted by dividing each such score by the 90th percentile score obtained in that board. The database of 10th and 12th scores of all CAT applicants of the past two years was used for identifying the 90th percentile score for each 10th and 12th board for this purpose.

3) For all candidates in the first shortlist as stated in (1), final scores obtained by the candidate were used for the bachelors' degree and professional degrees (if any). Incomplete or intermediate scores were considered only if the candidate's final score was pending. Thus, for final year bachelor's degree candidates, their incomplete graduation score would be taken in lieu of final graduation score. Graduation scores were adjusted within their respective categories. This gives the adjusted score for the bachelor's degree for all candidates in the first shortlist.

4) For all candidates in the first shortlist as stated in (1), candidates with Chartered Accountancy Professional course were eligible for weight under professional course. No other professional course is eligible for weight under professional course. The professional course score was also standardized for all candidates in the first shortlist.

5) For all candidates in the first shortlist as stated in (1), the score/weight for work experience was calculated as:

Pre GDPI score for Work Experience
$= 5x/36$ if $0 < x < 36$
$= 5$ if $x >= 36$

where x is the months of work experience up to December 2007, as captured in CAT application Form (and substantiated in the application to IIMB). This implies that the score will peak at 36 months work experience and will remain at that level for candidates with work experience exceeding 36 months. The work experience score (maximum 5 in the pre-GDPI stage) will be multiplied by the quality of work experience score on a 5 point scale $(0 – 0.5 – 1 – 1.5 – 2)$ as given by interviewing faculty in the GDPI process in Phase 2 to give a maximum score of 10 for work experience.

6) For all candidates in the first shortlist as stated in (1), the maximum of the work experience score and the professional course score was considered for selection under a common weight of 10 for work experience or professional course – since both provide professional work experience relevant to a management program.

7) For all candidates in the first shortlist as stated in (1), other than work experience or professional course, the weights for the remaining four components (each of them being standardized) are fixed as:

CAT = 20, 10th board=15, 12th board=10, Bachelors= 15.

8) For all candidates in the first shortlist as stated in (1), the weighted total of the five components namely (a) work experience or professional course, (b) CAT, (c) 10th board, (d) 12th board, (e) bachelors as stated above was used to prepare a pre-GDPI rank list for calling candidates for the GDPI. Sufficient candidates have been invited for GDPI to enable selection based on the additional GDPI evaluation components: (a) GD, (b) GD summary content, (c) GD summary style, (d) personal interview, (e) review of work experience (if any).

9) For all candidates in the first shortlist as stated in (1), the top 10 candidates in each sectional and total score in CAT, adjusted SSC, HSC, Bachelors and professional (CA)(from the first shortlist, as created using the criteria in Table 1) automatically qualify for GDPI. These candidates are given a chance to appear for GDPI due to their exceptional performance on one parameter. However, at the end of Phase 2, all such candidates must merit selection at an identical level of composite aggregate score like any other candidate.

10) For all candidates in the first shortlist as stated in (1), normalization or standardization in any component stated above was carried out as per the following formula. All standardization was done with reference to the qualifying first shortlist or its subdivisions; Standardized score (truncated between 0 and weight (wt)) is computed from the raw score (val) as:

$$\text{Max}\left\langle 0, \min\left[wt, \frac{wt}{2} + \frac{Val - mean}{sd} \times \frac{wt}{2} \right] \right\rangle$$

Phase 2

11) For each of the four elements of evaluation during the GDPI process – Group Discussion, Group Discussion Summary Content, Group Discussion Summary Style and Personal Interview - the average of the scores given by the two interviewing faculty will be considered. The overall performance of each candidate in the Group Discussion will be scored by each faculty individually. Similarly the quality of the Group Discussion Summary Content and the Group Discussion Summary Style will be scored by each faculty individually. Each faculty will use the Personal Interview to comprehensively evaluate the candidate's motivation and ability to fit in and benefit from the PGP program. All candidates will be required to provide three confidential reference letters from their employers or faculty and this will also be used in the personal interview evaluation.

12) The work experience score will be multiplied by the quality of experience score, as evaluated by the interviewing panel as an assessment of the relevance of the work experience to the program. The quality of work experience score will be evaluated on a 5 point scale $(0 – 0.5 – 1 – 1.5 – 2)$ by each member of the panel during the interviews. The average quality of work experience score will be multiplied by the pre-GDPI work experience score and accordingly the work/professional experience component score (maximum score 5) used in Phase 1 will be revised in Phase 2 (maximum score 10).

13) The scores in all past academics will also be updated, if required, on the basis of actual mark sheet submitted. Unless otherwise mentioned percentages would be calculated by considering all subjects that the candidate has appeared for examination.

14) The Group Discussion score (weight=5), Group Discussion Summary Content score(weight=5), Group Discussion Summary Style score (weight=5), the Personal Interview score (weight=20), after standardization within interview panels, will be added to the pre-GDPI total to arrive at the final aggregate score.

15) The final offers of admission to candidates will be made strictly on the basis of ranks in each category on the final aggregate score as mentioned in (14).

Since IIMB follows a comprehensive multi-criteria process at the pre-GDPI stage, it is able to identify many candidates for the GDPI who have an excellent academic record and work experience but who, while doing well enough in the CAT to be in the first shortlist, may have narrowly missed the high score that would have been required if CAT alone was the basis for the GDPI short list. Such candidates effectively replace candidates who have only a high CAT score but score poorly in terms of their past academic record and work experience. IIMB emphasizes consistent and high performance in past academics.

Admission into the Post Graduate Program through GMAT

A separate process will be used for processing applications from candidates who apply through the GMAT route. To be eligible to apply through the GMAT route, a candidate must had resided abroad for at least 18 months in the preceding three years [Jan 2006 to Dec 2008] and should not be in a position to appear for CAT 2008.

The first short list among such applicants is created by applying the same percentile cut-offs, as used for the general category in the CAT route.

For each applicant in this shortlist, each member of the evaluating committee (6 faculty members were involved in 2008) will go through the applications in detail and in particular will evaluate the academic background and the international experience of the candidates. The evaluating faculty will also assess whether the candidate is likely to gain admission through CAT. Finally each member will recommend strongly or weakly in favor of the candidate or recommend rejection.

The final decision for each candidate will be taken on the basis of detailed discussion on these recommendations and assessments of strengths and weaknesses of each candidate. There will be no quota or fixed number of seats for such candidates. There will also be no wait-lists for the same reason. In most years, the number of such candidates joining the program is not higher than three or four.

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<u>Criteria for GD/PI shortlisting for PGDM & PGDCM for Academic Year 2009-10</u>

PGDM:

Candidates satisfying the minimum section-wise and overall CAT scores, as given in the following table, have been shortlisted for GD/PI.

<u>CAT 2008 PGDM Cut-Offs</u>

CATEGORY	SECTION 1		SECTION 2		SECTION 3		TOTAL	
	Score (Out of 100)	Percentile Score	Score (Out of 96)	Percentile Score	Score (Out of 160)	Percentile Score	Score (Out of 356)	Percentile Score
OPEN	38	95.52	38	95.86	51	95.87	133	98.97
SC	20	77.65	20	69.39	21	70.63	76	86.6
ST	20	77.65	20	69.39	16	61.05	56	73.29
PWD	20	77.65	20	69.39	16	61.05	56	73.29
OBC	25	84.83	28	84.92	32	84.97	98	94.44

1. A candidate has to score at least 20, 20 and 16 in Section - 1 (Quantitative), Section - 2 (Logic & Data Interpretation) and Section - 3 (Verbal), respectively, to be considered for shortlisting for GD/PI.

2. Among the candidates considered for shortlisting, those whose sectional scores are equal to or more than the corresponding sectional cut-off scores, as mentioned in the table above, pass on to the next step.

3. From among the eligible candidates, those who achieve an aggregate CAT score equal to or more than the total cut-off score in the corresponding category, as mentioned in the table above, are shortlisted for GD/PI.

PGDCM:

Candidates have been shortlisted for GD/PI based on CAT score, academic performance and relevant work experience provided they fulfill the minimum section-wise and overall CAT scores as given in the following table.

CAT 2008 PGDCM Cut-Offs

CATEGORY	SECTION 1		SECTION 2		SECTION 3		TOTAL	
	Score (Out of 100)	Percentile Score	Score (Out of 96)	Percentile Score	Score (Out of 160)	Percentile Score	Score (Out of 356)	Percentile Score
OPEN	30	90.08	32	90.77	39	90.40	134	99.03
SC	20	77.65	20	69.39	21	70.63	84	90.10
ST	20	77.65	20	69.39	16	61.05	65	80.19
PWD	20	77.65	20	69.39	16	61.05	87	91.18
OBC	25	84.83	28	84.92	32	84.97	108	96.41

1. A candidate (belonging to the Open category) has to secure at least 90 percentile in each section (namely Quantitative, DI and Verbal) of CAT 2008 to be considered for shortlisting for GD/PI.

   For reserve category candidates, performance in all the sections is considered for eligibility for shortlisting.

2. Total score (as per PGDCM selection criteria) for a candidate is computed out of 100 the break-up of which is given in Table 1 below.

Table 1: Criteria and break-up of total score

Criterion	Out of
CAT score	75
SSC marks	10
HSC marks	10
Relevant work experience	5
Total score	100

3. A candidate's CAT score out of a maximum of 356 is converted out of 75.

4. For SSC/HSC marks, scores are awarded out of 10 based on Table 2 below.

Table 2: SSC/HSC marks and respective scores

SSC/HSC marks (%)	Score
> 95	10
> 90, <= 95	8
> 85, <= 90	6
> 80, <= 85	4
> 75, <= 80	2
<= 75	0

5. For work experience, maximum 4 marks are awarded depending on the length of service as on 31 August, 2008. For experience up to 6 months, no marks are awarded. For experience from 7 to 12 months, 0.40 marks are awarded. For candidates having 13 to 36 months of experience, 0.15 marks are awarded for every additional month of experience, i.e., a candidate having an overall experience of x $(13 \leq x \leq 36)$ months would receive $0.40+0.15*(x-12)$ marks. Candidates having more than 36 months of experience are awarded 4 marks.

In addition to the above, candidates having experience in the IT/ITeS and Telecom sectors are awarded 1 mark. Candidates having experience in sectors other than IT/ITeS and Telecom are awarded 0 marks.

Aggregate cut-off scores as per PGDCM selection criteria are shown in Table 3 below.

Table 3: Aggregate cut-off score as per PGDCM selection criteria

CATEGORY	Aggregate Cut-off score (Out of 100)
OPEN	51.9
SC	34.3
ST	21.9
PWD	20.7
OBC	43.45

Criteria Followed by IIM Indore for Short listing of candidates for
Group Discussion and Personal Interview for PGP Batch 2009-11

As mentioned in page 57 of CAT-2008 Bulletin, "Candidates are short-listed for Group Discussion and Personal Interview on the basis of their performance in CAT/GMAT, academic record, and relevant work experience."

In tune with the stated admissions policy of the institute, IIM Indore adopted the following process for short listing of candidates belonging to various categories for GD/PI.

Initial Screening
An initial screening criterion was used to generate the consideration set of candidates. This criterion was used to determine the initial pool of eligible candidates. This was done to ensure that the consideration set consists of candidates who have demonstrated an equal minimum level of competence in all the three sections of the test. The minimum sectional percentile cut-offs in CAT-2008 used to arrive at the consideration set are given in the table below:

Category	Section I Quantitative	Section II Logic and Data Interpretation	Section III Verbal
Open	80.00	80.00	80.00
OBC	75.00	75.00	75.00
SC, ST and PWD	65.00	65.00	65.00

Following are the numbers of candidates in various categories who satisfied the above criteria and thus made it to the Consideration Set:

Category	Number of Candidates
Open	9697
OBC	704
SC	413
ST	77
PWD	34

Final Shortlist
Candidates satisfying the above-mentioned criteria were ranked in decreasing order of a weighted overall score that was based on a combination of their performance in CAT-2008 and their prior work experience. Performance in CAT was given a weightage of 95% and work experience was given a weightage of 5% to calculate the overall score. Required numbers of candidates were called for GD/PI from top of this list, prepared separately for each category.

Going by the past experience, the number of candidates called for GD/PI was kept at seven times the number of seats available in open category and six times for all other categories. However, since the number of candidates qualifying the initial screening criterion in ST and PWD

categories was less than the required number of candidates, all the candidates in these categories who made it to the consideration set were called for GD/PI.

Following is the category-wise break up of the candidates called for GD/PI:

Category	Number of Seats	Called for GD/PI
General	143	1001
OBC	36	216
SC	36	216
ST	18	77
PWD	7	34
Total	240	1544

The candidates in the final shortlist had an overall percentile score of at least the figures given in the brackets against each category of candidates – Open (98.91), OBC (94.68), SC (83.37), ST (72.45) and PWD (75.81).

PGP Admissions Policy Document of IIM Lucknow for the year 2009 [©]

This document details the process that has been developed at Indian Institute of Management Lucknow (IIML) for identifying the right candidates for admission to its flagship programme titled 'Post Graduate Programme (PGP) in Management'. The process, which has progressively been refined over time, is derived from the cumulative data on the Common Admission Test (CAT) and on the competency cum diversity profiles requirements of the PGP class at IIML.

IIML has observed over the years that students who perform well in PGP are typically those who have a consistently good academic record during their secondary school, higher secondary school, and graduate levels, besides exhibiting sufficiently high aptitude as measured by the CAT. Therefore, IIML uses multiple parameters, viz. academic performance in secondary school, higher secondary school, and graduate programmes in addition to the candidate's absolute scores in CAT to judge the suitability of candidates for PGP. Relevant work experience, if any, is also given due weightage in the PGP admissions process. Evaluation by multiple criteria is also consistent with the IIML's own experience with the placement of PGP students in industry.

The process accommodates the relationship of academic performance in IIML to past academic performance, CAT scores, performance in written ability test, group discussion and personal interview (GDPI), and prior work experience. The selection criteria and weights given to various parameters are based on past data as well as on inputs from the IIML faculty and other relevant stakeholders.

The process that is being adopted for selecting the promising students for PGP at IIML for the year 2009 involves two stages. The Stage-1 applies to all eligible candidates appeared for CAT-2008 to determine those qualifying candidates, who will be called for written ability test and GDPI in Stage-2. Sufficient number of candidates belonging to different categories is short listed in Stage-1 for meeting the reservation norms of IIML.

Stage-1:

To begin with, all candidates who secure minimum section-wise and aggregate percentile scores in CAT are first short listed. The percentile cut-off scores (the minimum percentile scores required) for the Stage-1 consideration are given in Table 1.

In order to identify the PGP candidates to be called for written ability test and GDPI, the past academic performance (in secondary school, higher secondary school, and graduate programme) and the experience profile of the candidate are considered as per the weights given in Table-2.

Table 1: **Minimum CAT-2008 percentile requirement for first short listing**

Category	Sec.1 (Quantitative)	Sec.2 (Logic & DI)	Sec.3 (Verbal)	Total
SC	55%	55%	55%	75%
ST	50%	50%	50%	70%
PWD	55%	55%	55%	75%
OBC	75%	75%	75%	85%
General	85%	85%	85%	90%
ABM[1]	70%	70%	70%	85%

Table 2: **Various components with weights used (for PGP)**

Component	Weights
Aggregate CAT-2008 score	30%
Class-X Marks	5%
Class-XII Marks	5%
Graduation Marks	5%
Experience profile[$$]	5%
Total	50%

[$$] The pre-GDPI score for the work experience profile is given as indicated in Table-3.

Table 3: **Pre-GDPI score for the work experience (for PGP)**

Work Experience in Months	Score (out of a maximum of 5)
9 to 11	1
12 to 23	2
24 to 35	3
36 to 47	4
48 and more	5

In order to identify the PGP-ABM[1] candidates to be called for written ability test and GDPI, the past academic performance (in secondary school, higher secondary school, and graduate programme) and the graduation profile of the candidate are considered as per the weights given in Table-4.

Table 4: **Various components with weights used (for PGP-ABM)**

Component	Weights
Aggregate CAT-2008 score	30%
Class-X Marks	5%
Class-XII Marks	5%
Graduation Marks	5%
Graduation profile[$]	5%
Total	50%

[$] Only the Bachelor's / Master's Degree holders in select disciplines (relevant discipline codes listed in CAT 2008 bulletin are 1, 2, 3, 11, 14, 15, 16, 17, 23, 24 and 27) are eligible for this weightage.

[1] ABM stands for PGP in Agri-Business Management of IIML

Stage-2:

The Stage-2 of the admissions process involves the assessment of the candidature by an interview panel consisting of two faculty members of IIML. The panel will conduct the following:
      (i)   Written Ability Test (of 20 minutes duration),
      (ii)   Group Discussion (on a given topic for 20 minutes),
      (iii)   Personal Interview,
      (iv)   Assessment of quality of academic qualifications, and
      (v)   Assessment of quality of work experience profile.

The weights for these components are as shown in Table-5.

Table 5: **Various components with weights used**

Component	Weights
Written Ability Test	10%
Group Discussion	10%
Personal Interview	20%
Quality of Academic Qualifications	5%
Quality of Work Experience[#]	5%
Total	50%

[#] No credit is given to candidates with less than 9 months of overall experience

The minimum requirement for getting a pass in the Personal Interview is 5 out of 20 marks. Sum of the scores in all the ten components (as given in Table 2 / Table 4 and Table 5) will be taken as the *final score* of a candidate for arriving at the merit list(s) for final selection to the PGP / PGP-ABM of IIML.

Short-listing of
Candidates for Group Discussion and Personal Interview (GD & PI)
for
Admission to RGIIM Shillong PGP 2009-11 Batch

From the list of 2,31,491 candidates who have applied to RGIIM Shillong for admission, the committee has considered 31,934 candidates who are in the 60th percentile or better in each of the three sections in Common Admission Test (CAT) for short-listing. The committee then short-listed candidates for GD & PI in each of the following groups: Persons With Disabilities (PWD), Scheduled Tribes (ST), Scheduled Castes (SC), and Others including OBCs. For this purpose, it has used marks in SSC (Xth standard), in HSC (XIIth Standard), in Bachelor Degree, and the percentile position in each section of the CAT. Since the distributions of marks in Bachelor Degree in different disciplines differ from each other, the committee has standardized* the marks in Bachelor Degree within each disciplinary background.

Details of the basis for short-listing

Persons with Disability (PWD)

Persons in PWD with marks in SSC => 70%, marks in HSC =>65%, standardized score in Bachelor Degree =>0.5 and percentile position in each section of CAT =>60 are short-listed.

Schedule Tribe (ST)

Persons in ST with marks in SSC => 60%, marks in HSC =>50%, standardized score in Bachelor Degree =>0 and percentile position in each section of CAT =>60 are short-listed.

Schedule Caste (SC)

Persons in SC with marks in SSC => 75%, marks in HSC =>65%, standardized score in Bachelor Degree =>0.7 and percentile position in each section of CAT =>60 are short-listed.

Others including Other Backward Caste (OBC)

Persons other than PWD, ST and SC with marks in SSC => 75%, marks in HSC =>65%, standardized score in Bachelor Degree =>2.15 and percentile position in each section of CAT =>72 are short-listed.

The Short-listed Candidates are being sent Call Letters at the addresses provided in their CAT-2008 Application Form.

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* Standardized marks = (x-m)/s wherein x is the actual %age of marks obtained by a Candidate in a Discipline, m (%) denotes the average of the percentage marks obtained by all candidates in a disciplinary background and s denotes the standard deviation of the corresponding percentage marks. These standardized marks so computed are comparable across disciplines.