



## **“Recruitment and Selection”**

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# Recruitment Process



- **Understanding Changes in recruitment process over the years:**
  - Role of Banking Service Recruitment Board in PSBs [**1977 – 1992**]
  - Minimal recruitment for a period of 15 years [ **1993 - 2008**]
  - Individual recruitment by respective Banks [**2008 - 2010**]
  - IBPS CWE [common written examination] [**2010 - 2011**]
  - Followed by IBPS common interviews [**2012 - date**]

# Understanding Recruitment Process:

- **Business Plan** and related **Manpower Planning**
- **Matrix structure** involved:
  - Levels or positions
  - Specialist & generalist
  - Geographical factor
- **Modes** of recruitment:
  - Promotions
  - Direct recruitments - written tests, interviews
  - Contract basis
  - Outsourcing
  - Campus Recruitment



# Steps involved:



*Relationships beyond banking.*

## A. Decisions involved in Recruitment through written test:

### 1. Eligibility:

- Age
- Qualification
- Nationality
- Reservation policy : Horizontal & Vertical

### 2. Written Test:

- Structure of written test
- weightage allocation of marks [as per the post]
- Duration of tests
- Negative marking scheme
- Centres of examination

### 3. Interview:

- Panel structure
- Parameters for assessment & weightage for each attribute
- Venue

### 4. Final selection process: marks combination of Written exam + Interview

# Process of recruitment through written test:



1. Advertisement
2. Web Hosting of recruitment notice
3. Designing of online application form
4. Venue booking as per examination centre
5. Appointment of CTA, ATA & invigilators
6. Setting of Question papers, printing & distribution
7. Answer sheets collection & logistics
8. Assessment of answer sheets
9. Merit list declaration after weeding out copy cases
10. Webhosting of written test results
11. Interviews: panel formation, venue, weightage
12. Final results preparation & declaration

# Campus Recruitments:

- Existence of campus recruitments : **Why? When ?? How ???**
- Factors involved in selecting colleges:
  - Ranking
  - Need based
  - Geographical spread
- Advantages of campus selection mode:
  - Immediate joining
  - Antecedents are known
  - Equipped with knowledge suited to roles
  - Enthusiastic for knowledge application
  - Bring fresh ideas



# Campus Recruitments:



- Limitations of campus selection process:
  - Expensive & time consuming
  - All colleges are not covered
  - Availability of interviewers is limited
  - Students tend to wait for better opportunity
  - CTC cannot be quantified in comparison with corporates
  - Reservation seats mostly remain unfilled
- Suspension of Campus recruitment process in Banks / PSBs -

**Reasons ??**

# Challenges faced in Recruitment Process:



- **Malpractices:** Question papers leaked, copy cases
- **Fraud:** Impersonification
- **Natural calamities:** storm / floods / earthquake at examination centres
- **Political disturbance:** Telanagana agitation
- **Incidents :** Strikes / bandh



*“Thank you all...*

*for being nice audience !!”*