

22. Science Resource Management

The Agricultural Scientists' Recruitment Board (ASRB), as an independent recruitment agency, continued its efforts to revitalize the system of selections and assessments for various positions in the ICAR, and record selections were made during 2010-11. One of the notable achievements was conducting of Computer-based Online Preliminary Examination for the first time for the recruitment of Assistants in August 2011.

ARS/NET examination

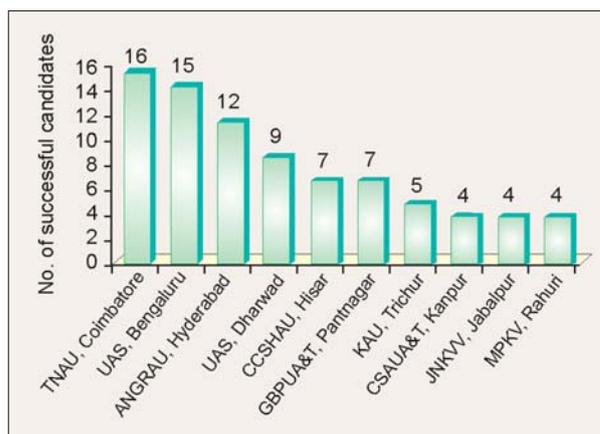
The Agricultural Research Service (ARS)/National Eligibility Test (NET) preliminary examination 2010 was conducted by the Board at 33 centres on 19 September 2010 and the ARS main examination on 28 November 2010.

Of the 2,268 candidates appeared, only 740 obtained marks above the cut-off level and were called for interview for the 290 advertised vacancies in 38 disciplines. However, only 214 vacancies could be filled and thus the success ratio for ARS was 1:3.4 which is lower than the normal ratio of 1:5.

In the disciplines of Economic Botany, Plant Nematology, Veterinary Public Health, Pedology and Mechanical Engineering, Textile Chemistry and Textile Manufacture, the number of candidates clearing the written examination almost equalled the number of vacancies and in 5 other disciplines, namely Agricultural Chemicals/Organic Chemistry, Agricultural Physics, Agricultural Chemistry, Agricultural Statistics and Electronics and Instrumentations, the number was less than 10. No candidate could qualify in the disciplines of Home/Family Resource Management and Electrical Engineering.

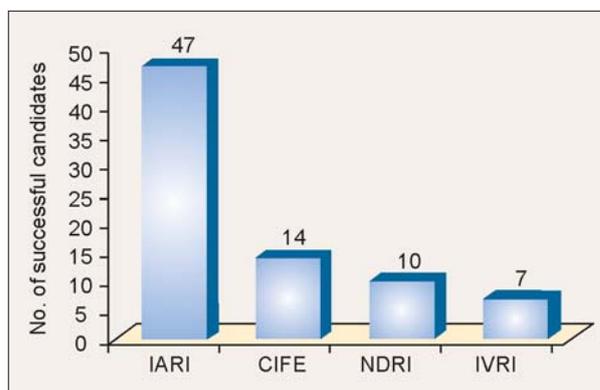
- Candidates belonging to OBC category outperformed the general category and claimed 13 seats of the general category.
- The performance of female candidates in agricultural research has improved and of the 214 selected candidates, 27% were females.

- The data show that of the 214 posts, 81.3 % ARS scientists were from 10 States, namely Karnataka, Tamil Nadu, West Bengal, Maharashtra, Kerala, Rajasthan, Uttar Pradesh, Odisha, Andhra Pradesh and Haryana, and the remaining 18.7% scientists represented all other States.

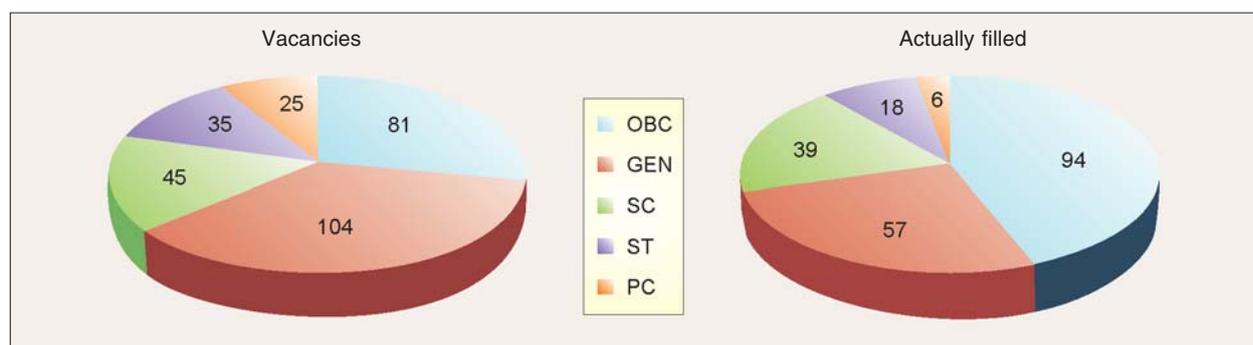


Performance of top ten SAUs in ARS (2010)

- Ten top State Agricultural Universities/Deemed-to-be Universities contributed 76.7% of the successful ARS candidates, while the share of



Performance of Deemed-to-be Universities in ARS (2010)



Category-wise performance of different groups, i.e. Scheduled Caste (SC), Scheduled Tribe (ST), Other Backward Classes (OBC), Physically Challenged (PC) and General (Gen) in ARS (2010)

only deemed-to-be universities was 36.5% in respect of successful candidates.

Administrative and Finance and Account Officers examination

A competitive examination for recruitment to the posts of Administrative Officers and Finance and Account Officers was conducted on 22 May 2011 at 12 centres.

Of the 10,300 candidates who appeared for the examination, only 122 candidates obtained marks above the cut-off level and were called for interview for the 30 vacancies. However, only 28 vacancies could be filled up.

Direct recruitment of Finance and Account Officers

Category	Allocation	Actually filled	Remarks
ST	1	0	Not qualified
OBC	1	1	-
General (One post for O.H.)	6	5	O.H candidate not qualified
Total	8	6	

O.H., Orthopaedically handicapped

Limited departmental examination for section officers

The Board conducted Limited Departmental Competitive Examination for Section Officers for filling up 25 vacancies at the ICAR headquarters during 6-8 September 2011. The total number of candidates applied for the examination was 62, of which 54 candidates appeared for the examination.

Limited departmental examination for assistants

Limited Departmental Competitive Examination was conducted during 21-22 September 2011 for Assistants for filling up 38 vacancies at the ICAR headquarters. Of the 53 candidates applied for the examination, 45 appeared in the examination.

Direct selections

The Board completed the recruitment process for 93 posts during the year for which 948 applications

were received. Out of this, 9 posts were in the research management category (RMP), 58 in the middle-level cadre (Heads and Joint Directors) and the remaining in the Principal scientist category. The Board filled 91.39% of the posts, and for the rest, no suitable candidates were available.

Assessment promotions of scientists under the career advancement scheme

This year, 50 proposals in 24 disciplines were considered. The performance in respect of assessment promotion was low and only 52% of the candidates (Senior Scientists) were recommended for promotion to the next higher grade (Principal Scientists).

Reforms

Reforms in ASRB is a continuing process. Based on the past experience, emerging needs and the availability of technological tools, a number of reforms were initiated during this year.

Modification of qualifications and score card for direct recruitment

Qualifications and scorecard have been modified by the committee constituted under the Chairmanship of Dr R.S. Paroda, former Director General, ICAR.

Revision of guidelines for promotion through career advancement scheme

The guidelines for assessing scientists from RGP 6000-7000, RGP 7000-8000, RGP 8000-9000 as per recommendations of 6th Pay Commission have been modified by the committee constituted under the Chairmanship of Dr N. K. Tyagi, Member, ASRB.

New initiatives

Developing, commissioning, operating and managing an online system for NET/ARS – Prelim examination in ASRB, ICAR: The ASRB has taken a giant leap forward for creation of in-house online examination facility. A NAIP funded Project Developing, Commissioning, Operating and Managing an Online System for NET/ARS - Prelim Examination in ASRB, ICAR is under implementation for creation

Summary of posts for which the Board completed recruitment process

Category	No. of post(s)	No. of applications	Candidates called for interview	Candidate interviewed	Selected	NFS
Directors	5	69	30	25	4	1
Project Directors	2	50	23	19	2	0
Joint Directors of National Institutes	2	35	19	18	1	1
Project Coordinators	5	53	37	29	5	0
Joint Directors	1	19	10	9	1	0
Heads of Division	52	437	308	230	47	5
Principal Scientists	26	285	201	154	25	1
Total	93	948	628	484	85	8

NFS, Non found suitable



of Online Examination facility for the ICAR at 23 locations across the country. Rapid progress has been made and Online Examination Halls are almost ready at 23 locations. The National Online Examination Centre (NOEC) in the ASRB Premises has also been made ready for installation of Computers and Servers and operation of the Online Examination Network. Further action for equipping 23 examination centres with Computers, Servers, UPS, connectivity etc. is going on and is likely to be completed by March 2012. The ARS Examination during 2012 will thus go online. The in-house online examination facility is a major achievement for the ICAR.

Assistant Grade Examination (DR) at ICAR HQ and its research institutes: This year, Board has conducted Computer based-Online Preliminary Examination for the recruitment of 324 posts of Assistants existing in various ICAR Institutes during August 2011 for the first time in the ICAR. The total

number of candidates who applied for the Preliminary Examination was 67,548, out of which 29,527(43.7%) candidates appeared in the examination. Only 2,166 cleared the preliminary examination. The main examination was conducted on 8 October 2011, and out of 2,166 candidates, 1,971 (91%) appeared for the examination.

Right To Information Act-2005

During the year, Board received 220 cases, largely related to the disclosure of names of experts, marks secured in the score card and interviews, procedures of screening for direct recruitment, marks secured in the ARS/NET examination, proactive orders/decisions of the Board and implementation of Section 4 of the RTI Act. Of the 190 cases, only two candidates filed appeal with CIC against the ASRB decision. All the cases were disposed of successfully to the satisfaction of all concerned.

