

## RECRUITMENT SCHEME FOR GROUP-A POSTS

**Table No. 1 Name of posts and Applicable stages of examination**

S. No	Name of the post	Applicable stages of examination (3)
1	Assistant Professor	1) Preliminary examination (MCQs type)
2	Medical officer	2) Mains examination (Descriptive type)
3	Clinical Registrar (Kayachikitsa)	3) Interview
4	Biochemist	

### **1. Preliminary Examination (MCQs type) - Stage 1**

**1.1 Purpose:** The primary purpose of this Examination is to assess candidate's knowledge and suitability for further stages of the recruitment process. It aims to identify qualified candidates who demonstrate the essential competencies and potential to excel in the desired position.

#### **1.2 Proposed Scheme, Test Format and Question Types:**

**Table No. 2 Proposed Scheme for preliminary examination (MCQs based) for Assistant Professor:**

S. No.	Subject	Number of Questions
1.	Concerned Subject	65
2.	Teaching aptitude	10
3.	Research Methodology & Biostatistics	15
4.	Computer (Basic Knowledge)	10
<b>Total</b>		<b>100</b>

**Table No. 3 Proposed Scheme for preliminary examination (MCQs based) for Ayurveda Medical officer:**

S. No.	Subject	Number of Questions
1.	Clinical Subjects- Kayachikitsa, Panchakarma, Shalya Tantra, Shalakya Tantra, Balaroga, Stree Roga evam Prasuti Tantra (BAMS level)	65
2.	Hospital administration	10
3.	Research Methodology & Biostatistics	15
4.	Computer (Basic Knowledge)	10
<b>Total</b>		<b>100</b>

**Table No. 4 Proposed Scheme for preliminary examination (MCQs based) for Clinical Registrar (Kayachikitsa):**

S. No.	Subject	Number of Questions
1.	Concerned Subject	75
2.	Research Methodology & Biostatistics	15
3.	Computer (Basic Knowledge)	10
<b>Total</b>		<b>100</b>

**Table No. 5 Proposed Scheme for preliminary examination (MCQs based) for Biochemist:**

S. No.	Subject	Number of Questions
1.	Concerned Subject	90
2.	Computer (Basic Knowledge)	10
<b>Total</b>		<b>100</b>

*Note: -For the post of Assistant Professor, Medical officer, Clinical Registrar (Kayachikitsa) Ratio of Ayurveda and Modern questions will be proportionate to the syllabus of the concerned subject.*

The Preliminary Examination will be conducted in the format of Multiple-Choice Questions (MCQs).

Candidates will be presented with a set of questions, and for each question, 4 options (One correct answer and 3 distracters) will be provided.

Candidates have to select the correct answer from the given choices.

### **1.3 Scoring and Evaluation Criteria for MCQs-Based Test:**

**1.3.1 Correct Answer:** Each correct answer will be awarded **1 mark**.

**1.3.2 Incorrect Answer:** For each incorrect answer, **0.25 (1/4)** mark will be deducted from the total score as a penalty/ negative marking.

**1.3.3** If the candidate will darken more than one circle in response to any single question, it will be considered as incorrect answer and **0.25 (1/4)** mark will be deducted from the total score as a penalty/ negative marking.

**1.3.4 Unanswered Questions:** Unanswered questions will not be awarded any marks, nor will any marks be deducted for leaving a question unanswered.

**1.3.5 Total Score Calculation:**

**1.3.6 Sum of Correct Answers:** The total score for the examination will be calculated by summing the marks awarded for each correct answer.

**1.3.7 Negative Marking Adjustment:** In case of incorrect answers, the penalty for negative marking will be subtracted from the total score.

**1.3.8 No Impact of Unanswered Questions:** Leaving questions unanswered will not impact the total score calculation

**1.4 Total Marks and Weightage**

The Preliminary Examination carries a total weightage of **100 marks**.

Each question contributes to the overall score of the candidate.

The marks obtained in the Preliminary Examination will play a significant role in determining candidates' eligibility for further stages of the recruitment process.

**1.5 Details of examination**

The Preliminary Examination will be completed within a time frame of **90 minutes**.

Candidates must manage their time effectively to answer all the questions within the stipulated duration.

- **Test date, time, and venue:** Will be declared by the institute well before the examination
- **Test format-** Multiple Choice Questions (MCQs)
- **Total marks:** 100 marks
- **Duration of the Preliminary Examination:** 90 minutes
- **Language of Question paper:** Language of the question paper will be English, however the technical words of Ayurveda/ verses will be provided in Sanskrit.
- **Instructions for the Examination day**–Will be declared by the institute well before the examination

## 1.6 Qualifying Criteria:

To qualify for the next stage i.e. Mains Examination (Descriptive type- Stage 2) of the recruitment process, candidate must meet the minimum qualifying criteria as follows -

- **General category: Minimum 40% of total marks**

- **SC, ST, OBC, and PH candidates: Minimum 35% of total marks**

Suppose for a single post of Assistant Professor in general category, 100 candidates appeared in preliminary exam. In this exam 20 students scored 40 or more than 40 marks, and 80 scored below 40 marks out of total 100 marks. To select candidates for Mains Exam (Descriptive type), maximum top 10 candidates from the 20 candidates who scored 40 or more marks in preliminary exam will be selected for Mains exam according to their merit score in preliminary exam. However, if there is equal marks of candidates for 10<sup>th</sup> rank, all those candidates having 10<sup>th</sup> rank in preliminary exam merit will be eligible for Mains exam (Descriptive type).

**Example:** Suppose merit score of few candidates in preliminary exam is as follow

**Table No. 6 Merit score of candidates in preliminary exam**

<b>Rank</b>	1	2	3	4	5	6	7	8	9	<u>10</u>
<b>Marks</b>	87	85	80	79	75	72	71	70	68	<u>65</u>
<b>Candidate</b>	A	B	C	D	E	F	G	H	I	J
<b>Rank</b>	<u>10</u>	<u>10</u>	11	12	13	14	15	16	16	17
<b>Marks</b>	<u>65</u>	<u>65</u>	62	61	59	58	57	55	55	54
<b>Candidate</b>	K	L	M	N	O	P	Q	R	S	T

In such case, all candidate having 65 marks and above (candidate **A, B, C, D, E, F, G, H, I, J, K, L** will be eligible for Mains (Descriptive type) exam i.e. Stage 2.

In Table No. 6, Green color highlights selected candidates for Mains exam (Descriptive type). Marks with Underline indicate equal marks at 10<sup>th</sup> rank position.

*Note: The National Institute of Ayurveda reserves the right to modify or amend the Examination process as deemed appropriate and same will be notified accordingly.*

## 2. Mains Examination (Descriptive type) - Stage 2

### 2.1 Purpose:

The primary purpose of this Examination is to assess candidate's proficiency in the skills required for the applied post. The Mains exam focuses on evaluating candidate's practical knowledge, understanding, and application of the key skills necessary for the position.

### 2.2 Test Format and Question Types

The Mains (Descriptive) Examination will be conducted in the format of Short and Long answer type questions.

Candidates will be required to provide detailed responses to the questions asked.

The questions in the Mains exam will be designed to assess candidates' ability to analyze, synthesize, and evaluate information, as well as their capacity to express their ideas, views, and applied knowledge of the subject effectively.

### 2.3 Scoring and Evaluation Criteria:

Each answer sheet will be evaluated by two separate and independent examiners.

**2.3.1 Average of Marks:** The average of the marks awarded by both examiners will be considered as the final mark of the descriptive test.

**2.3.2 Rubrics-Based Evaluation:** The evaluation will be conducted using a rubrics-based system. The examiners will refer to the rubrics to assign marks.

**2.3.3 Re-Evaluation:** There will not be an option for re-evaluation of the answer sheets. The marks awarded based on the initial evaluation will be considered final for further processing.

### 2.4 Total Marks and Weightage:

The Mains (Descriptive) Examination will carry a total weightage of **100 marks**.

Each question's answer will contribute to the overall score of the candidate.

The marks obtained in the Mains examination will be combined with the Preliminary Examination scores to create a consolidated merit for next stage (i.e. Stage 3) of the recruitment process.

### 2.5 Test Details

The Mains (Descriptive) Examination will be scheduled to be completed within a time frame of **3 hours**.

- **Test date, time, and venue:** will be declared by the institute
- **Test format:** Short and long answer type questions

- **Total mark:** 100 marks
- **Duration of the Mains Examination:** 3 hours maximum
- **Language of Question paper:** Language of the question paper will be English, however the technical words of Ayurveda/ verses will be provided in Sanskrit.
- **Language of answers:** English for the post of Biochemist.  
English for Assistant Professor, Medical Officer and Clinical Registrar (Kayachikitsa), however candidate may use Sanskrit/Hindi terms while answering the questions.
- **Instructions for the Examination day:** Any such instructions will be published on Institute's website.

## **2.6 Qualifying Criteria:**

Candidate must meet the minimum qualifying criteria as follows -

- **General category: Minimum 40% of the total marks**
- **SC, ST, OBC, and PH candidates: Minimum 35% of the total marks**

Candidates who will achieve the specified minimum qualifying marks in Mains Exam (Descriptive type), among them maximum top 5 candidates according to their combined merit score (Total score of preliminary and Mains exam) for each number of post will be considered eligible to be called for the Interview in the recruitment process.

Suppose for a single post of Assistant Professor in general category, top 12 (Up to 10<sup>th</sup> rank in preliminary exam) candidates appeared in Mains exam. In this exam, 7 students scored 40 or more than 40 marks, and 5 scored below 40 marks out of total 100 marks. To select candidates for interview, maximum top 5 candidates from the 7 candidates who scored 40 or more marks in Mains exam will be selected for interview according to their combined merit score (Sum of score in preliminary exam and Mains exam). If there are equal marks of candidates at 5<sup>th</sup> rank, all those candidates having 5<sup>th</sup> rank in combined merit (Sum of score in preliminary exam and Mains exam) will be eligible for Interview.

For example, combined merit score of 7 candidates is as follow:

**Table No. 7 Combined merit score of candidates**

Rank	1	2	3	4	<u>5</u>	<u>5</u>	6	7	8	9	10	11
Combined Merit Score	156	155	149	139	<u>135</u>	<u>135</u>	128	100	97	93	92	91
Marks of Mains Exam	69	70	69	60	60	63	57	30	29	28	27	26
Marks of Preliminary exam (Top ten ranked candidates)	87	85	80	79	75	72	71	70	68	65	65	65
Candidate	A	B	C	D	E	F	G	H	I	J	K	L

In such case, all candidate having 135 marks and above (Candidate A, B, C, D, E and F) will be eligible for Interview. In Table No. 1, Green color highlights selected candidates for Mains exam (Descriptive type). Marks with Underline indicate equal marks at 5<sup>th</sup> rank position.

### 3. Interview- Stage 3

**3.1** After the preliminary and mains exams, candidates who will qualify as per the specified criteria for both stages (Preliminary and Mains exam), among them maximum top 5 candidates for each number of post will be called for the interview.

**3.2** The selection for the interview will be based on the consolidated merit of both tests (Preliminary and Mains Examination).

**3.3** The consolidated merit list will be created by considering the performance of candidates in both the preliminary and mains exams. The marks obtained in these two stages will be combined to determine the overall merit of each qualified candidate in both stages (Preliminary and Mains exam).

**3.4** From the pool of candidates who have qualified in both exams, the top 5 candidates with the highest consolidated merit will be shortlisted and called for the interview for each number of posts.

#### 3.5 Interview Location and Schedule:

**3.5.1** The Interview location will be determined and communicated to the candidates in advance. The venue may vary based on the availability and convenience. The schedule of the Interview will be notified to the shortlisted candidates through the official Institute website. Candidates are expected to check the website regularly for updates and announcements related to the Interview.

### 3.6 Marks of Interview:

The Interview carries a total weightage of **100** marks. It consists viva-voce as well as evaluation of academic achievements of candidates for relevant post i.e. research publications, presentation in scientific seminar or conferences, higher education degree like PhD, value adding certificate courses related to post, etc. The interviewers will assess the candidates' performance based on the specific attributes and qualities relevant to the position. The marks obtained in the Interview will be combined with the scores from the Preliminary Examination and Mains (Descriptive) Examination to determine the final merit and selection of candidates.

### 3.7 Interview Assessment Criteria:

The Interview panel will evaluate candidates based on their responses and interactions during the Interview. The assessment criteria will focus on the following attributes and qualities:

**3.7.1 Subject knowledge and its practical application-** The understating of the subject and its applicability will be tested.

**3.7.2 Communication Skills:** The ability to express ideas clearly and effectively.

**3.7.3 Interpersonal Skills:** The capability to interact positively and build relationships with others.

**3.7.4 Leadership Potential:** The potential to lead and influence others effectively.

**3.7.5 Emotional Intelligence:** The capacity to understand and manage emotions in oneself and others.

**3.7.6 Problem-Solving and Critical Thinking Abilities:** The ability to analyze and solve complex problems.

**3.7.7 Adaptability and Flexibility:** The capacity to adapt to changing situations and handle challenges.

**3.7.8 Self-Motivation and Drive:** The internal drive and determination to achieve goals.

**3.7.9 Professionalism and Ethics:** The adherence to professional standards and ethical principles.

**3.7.9 Teamwork and Collaboration:** The ability to work collaboratively with others towards common goals.

**3.7.10 Presentation skill:** The ability to express view and ideas in effective way.

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