

- ii. Aggregate Grade Point or percentage of marks where awarded would mean aggregate over the entire duration of the course.
- iii. Where the Aggregate Grade Point (CGPA/OGPA/CPI, etc.) is awarded out of a number other than 10, it will be normalized out of 10 and computed as per item (i) above.

IV. AGE_(as on 01-05-2019)

The candidate must be between 21 and 30 years of age as on 01-05-2019, i.e., the candidate must have been born not earlier than 02-05-1989 and not later than 01-05-1998.

Relaxation in Upper Age Limit: Upper age limit may be relaxed by -

- a. 03 years in case of eligible OBC applicants,
- b. a maximum of 05 years in case of : (i) Applicants belonging to SC/ST , if the posts are reserved for them (ii) Ex-servicemen (including Emergency Commissioned Officers/Short Service Commissioned Officers) provided that the applicants have rendered at least five years continuous Military Service and have been released on completion of assignment (including those whose assignment is due to be completed within one year) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or on account of physical disability or have been released on account of physical disability attributable to Military Service or on invalidation (iii) Emergency Commissioned Officers/Short Service Commissioned Officers who have completed their initial period of assignment of five years of Military Service but whose assignment has been extended beyond five years and in whose case, on selection, the Ministry of Defence issues certificates that they would be released within 03 months from the date of receipt of offer of appointment, (iv) Applicants who had ordinarily been domiciled in Kashmir Division of the State of Jammu and Kashmir during the period 01 January 1980 to 31 December 1989 (v) Children/family members of victims died in the 1984 riots.
- c. 10 years for PWBD (General); 13 years for PWBD (OBC) and 15 years for PWBD (SC/ST) applicants.

NOTE: NO CUMULATIVE AGE RELAXATION WILL BE AVAILABLE TO ANY APPLICANT, SAVE AS PROVIDED ABOVE.

V. SELECTION PROCEDURE

- A. The selection will be in three Phases as furnished below:

Phase I – Preliminary Examination (Online Exam)
Objective Type: MCQ (Multiple Choice Questions) carrying 200 marks.
Duration: 120 Minutes Composite Time
i) Test of Reasoning – 20 marks
ii) English Language – 40 marks
iii) Computer Knowledge –20 marks
iv) General Awareness – 20 marks
v) Quantitative Aptitude – 20 marks

vi) Economic & Social Issues (with focus on Rural India) – 40 marks vii) Agriculture & Rural Development (with focus on Rural India) - 40 marks Total Marks : 200
Phase II – Main Examination will be online and will be a mix of MCQ and descriptive pattern.
Paper-I - General English: (Descriptive - online through key board) Duration: 1 ½ hrs – 100 Marks The analytical and drafting abilities of the candidate shall be assessed through this Descriptive Paper on General English comprising essay writing, comprehension, report writing, paragraph writing & letter writing. Paper–II (MCQ): i) for posts as at (i) in Table I - Economic & Social Issues and Agriculture & Rural Development (with focus on Rural India) ii) for posts as at (ii) to (ix) in Table-1 : Paper on related discipline Duration: 1 ½ hrs. – 100 Marks
Phase III – Interview Applicants qualifying in the Phase-II Examination and securing sufficiently high rank in merit shall be short-listed for interview. Marks for Interview : 25 Marks

* The Preliminary Examination is only qualifying in nature and is meant to serve as a screening test. Candidates who qualify and rank sufficiently high as decided by NABARD, shall be called for appearing at the Main Examination. The calling ratio for Main Exam shall be 1:25. There will be penalty for wrong answers marked by the candidate. ***For every wrong answer marked, 1/4th of the marks assigned to that question will be deducted as penalty in Phase-I and Phase-II, both. Cut-offs in Phase-I and Phase-II may be applied in two stages: (i) On scores in individual tests, (ii) On Total Score***

Since the vacancies are earmarked discipline-wise, merit list of candidates for each stage will be prepared discipline-wise.

- B. Only such candidates who score the minimum cut off marks or above in the Main Examination will be shortlisted for interview. The calling ratio for Interview shall be 1:5. The final selection and ranking of the applicants for the post of Assistant Manager in Grade 'A' (RDBS) will be based on their performance in the Phase-II Main Examination and Interview, taken together. In case of candidates securing same marks their ranking will be decided as under:
- I. Amongst the candidates having equal marks in total (Main examination + interview taken together), the candidate with higher marks in Main Examination will be ranked higher.
 - II. In case of having equal marks in Main Examination, candidate with higher qualification or in case of similar qualification, candidate with higher marks in graduation will be ranked higher. In case of further tie-up, the candidate senior in age will be ranked higher.

NOTE: With a view to overcoming the possibility of applicants seeking help of other applicants during the online / main exam, the Bank would be analysing the responses of applicants in the main examination with other appeared applicants to detect patterns of similarity of right and wrong answers. On the basis of such an analysis, if it is suspected that the responses have been shared and scores obtained are not genuine/ valid, the Bank reserves the right to cancel the candidature of the suspected applicants. Hence the applicants are advised in their own interest not to indulge in any unfair practice in the exams.

VI. SYLLABUS

Illustrative syllabus for Phase II (Main Examination) may be as furnished below:

For All Posts from (i) to (ix) in Table 1

- 1) Paper I – English:** Essay, Précis writing, Comprehension and Business/Office Correspondence. The paper on English shall be framed in a manner to assess the writing skills including expressions and understanding the topic.

For General Posts as at (i) in Table 1

2) Paper II – Economic & Social Issues and Agriculture & Rural Development

Economic & Social Issues: Nature of Indian Economy - Structural and Institutional features - Economic underdevelopment - Opening up the Indian Economy - Globalisation - Economic Reforms in India - Privatisation. Inflation - Trends in Inflation & their Impact on National Economy and Individual Income. Poverty Alleviation and Employment Generation in India - Rural and Urban - Measurement of Poverty - Poverty Alleviation Programmes of the Government. Population Trends - Population Growth and Economic Development - Population Policy in India. Agriculture - Characteristics / Status - Technical and Institutional changes in Indian Agriculture - Agricultural performance - Issues in Food Security in India - Non Institutional and Institutional Agencies in rural credit. Industry - Industrial and Labour Policy - Industrial performance - Regional Imbalance in India's Industrial Development - Public Sector Enterprises. Rural banking and financial institutions in India - Reforms in Banking/ Financial sector. Globalisation of Economy - Role of International Funding Institutions - IMF & World Bank - WTO - Regional Economic Co-operation. Social Structure in India - Multiculturalism - Demographic trends - Urbanisation and Migration - Gender Issues Joint family system - Social Infrastructure - Education - Health and Environment. Education - Status & System of Education - Socio -Economic Problems associated with Illiteracy - Educational relevance and educational wastage - Educational Policy for India. Social Justice: Problems of scheduled castes and scheduled tribes - socio-economic programmes for scheduled castes and scheduled tribes and other backward classes. Positive Discrimination in favour of the under privileged - Social Movements - Indian Political Systems - Human Development. Current Economic & Social Issues.

Agriculture & Rural Development:

Agriculture: definition, meaning and its branches, Agronomy: definition, meaning and scope of agronomy. Classification of field crops. Factors affecting on crop production, Agro Climatic

Zones; Cropping Systems: Definition and types of cropping systems. Problems of dry land agriculture; Seed production, seed processing, seed village; Meteorology: weather parameters, crop-weather advisory; Precision Farming, System of Crop Intensification, organic farming;

- a) *Soil and Water Conservation* : Major soil types, soil fertility, fertilisers, soil erosion, soil conservation, watershed management;
- b) *Water Resource: Irrigation Management*: types of irrigation, sources of irrigation, crop-water requirement, command area development, water conservation techniques, micro-irrigation, irrigation pumps, major, medium and minor irrigation.
- c) *Farm and Agri Engineering* : Farm Machinery and Power, Sources of power on the farm- human, animal, mechanical, electrical, wind, solar and biomass, bio fuels, water harvesting structures, farm ponds, watershed management, Agro Processing, Controlled and modified storage, perishable food storage, godowns, bins and grain silos.
- d) *Plantation & Horticulture*: Definition, meaning and its branches. Agronomic practices and production technology of various plantation and horticulture crops. Post-harvest management, value and supply chain management of Plantation and Horticulture crops.
- e) *Animal Husbandry*: Farm animals and their role in Indian economy, Animal husbandry methods in India, common terms pertaining to different species of livestock, Utility classification of breeds of cattle. Introduction to common feeds and fodders, their classification and utility.

Introduction to poultry industry in India (past, present and future status), Common terms pertaining to poultry production and management. Concept of mixed farming and its relevance to socio-economic conditions of farmers in India. Complimentary and obligatory nature of livestock and poultry production with that of agricultural farming.
- f) *Fisheries*: Fisheries resources, management and exploitation - freshwater, brackish water and marine; Aquaculture- Inland and marine; biotechnology; post-harvest technology. Importance of fisheries in India. Common terms pertaining to fish production.
- g) *Forestry*: Basic concepts of Forest and Forestry. Principles of silviculture, forest mensuration, forest management and forest economics. Concepts of social forestry, agroforestry, joint forest management. Forest policy and legislation in India, India State of Forest Report 2015. Recent developments under Ministry of Environment, Forest and Climate Change.
- h) *Agriculture Extensions*: Its importance and role, methods of evaluation of extension programmes, Role of Krishi Vigyan Kendra's (KVK) in dissemination of Agricultural technologies.

- i) *Ecology and Climate Change*: Ecology and its relevance to man, natural resources, their sustainable management and conservation. Causes of climate change, Green House Gases (GHG), major GHG emitting countries, climate analysis, distinguish between adaptation and mitigation, climate change impact to agriculture and rural livelihood, carbon credit, IPCC, UNFCCC, CoP meetings, funding mechanisms for climate change projects, initiatives by Govt of India, NAPCC, SAPCC, INDC.
- j) Present Scenario of Indian Agriculture and Allied activities; recent trends, major challenges in agriculture measures to enhance viability of agriculture. Factors of Production in agriculture; Agricultural Finance and Marketing; Impact of Globalization on Indian Agriculture and issues of Food Security; Concept and Types of Farm Management.

Rural Development: Concept of Rural Area, Structure of the Indian Rural Economy- Importance and role of the rural sector in India- Economic, Social and Demographic Characteristics of the Indian rural economy, causes of Rural Backwardness.

Rural population in India; Occupational structure, Farmers, Agricultural Labourers, Artisans, Handicrafts, Traders, Forest dwellers/tribes and others in rural India- Trends of change in rural population and rural work force; problems and conditions of rural labour; Issues and challenges in Handlooms

Panchayati Raj Institutions – Functions and Working. MGNREGA, NRLM – Aajeevika, Rural Drinking water Programmes, Swachh Bharat, Rural Housing, PURA and other rural development programmes.

Note: The illustrative syllabus for Main Examination - Paper II for specialised disciplines / posts at Sr. No. (ii) to (ix) in Table-1 is given in Annexure.

VII. PRE-RECRUITMENT TRAINING (PRT) FOR SC/ST/OBC/PWBD CANDIDATES

The Bank arranges pre examination training to SC/ST/OBC/PWBD candidates, free of cost. Candidates who desire to avail of the training may apply **SEPARATELY** to the Chief General Manager, NABARD at any one of the centres marked below(**), in the format furnished below on or before **28 May 2019**. The cover containing the application should be super-scribed "APPLICATION FOR PRE-EXAMINATION TRAINING FOR SC/ST/OBC/PWBD CANDIDATES FOR ASST. MANAGER IN RDBS."

The pre-examination training would be held prior to Preliminary Examination in the following centres. The exact date, time and venue would be informed to the candidates in advance on their email given in the application. **The training will be held subject to receipt of adequate number of requests.**

(**) **ADDRESSES OF THE CENTRE**: ONE CENTRE TO BE CHOSEN FROM THE LIST GIVEN BELOW:

- (1) Gujarat - NABARD Tower, Opp. Municipal Garden, Usmanpura, Ahmedabad 380 013, (2) Karnataka - NABARD Towers, 46, K.G. Road, Bangalore 560 009, (3) Madhya Pradesh - E-5, Arera Colony, Bittan Market, P.O. Ravishankar Nagar, Bhopal 462 016, (4) Odisha - "Ankur", 2/1 Nayapalli, Civic Centre, Bhubaneswar 751 015, (5) Punjab/Haryana - Plot No.3, Sector 34-A, Chandigarh 160 022, (6) Tamil Nadu - 48 Mahatma Gandhi Road, Nungambakkam,

Chennai 600034, (7) Uttarakhand - IT-42, IT Park, Sahastradhara Road, Dehradun 248013, Uttarakhand, (8) Assam - G.S. Road, Opp. Assam Secretariat, Dispur, Guwahati 781001, (9) Andhra Pradesh/Telangana - 1-1-61, R.T.C. Cross Roads, Musheerabad, Hyderabad 500 020 (10) Rajasthan - 3, Nehru Place, Tonk Road, Jaipur 302015, (11) Jammu & Kashmir - B-II, 4th Floor, South Block, Bahu Plaza, Jammu 180 012, (12) West Bengal - Abhilasha, II Floor, 6 Royd Street Kolkata 700016, (13) Uttar Pradesh - 11, Vipin Khand, Gomtinagar, Lucknow 226 010, (14) Head Office, Mumbai - C-24/G Block, Bandra Kurla Complex, Bandra East, Mumbai 400051, (15) New Delhi - 24 Rajendar Place, New Delhi 110125. (16) Bihar - Maurya Lok Complex, Block B, 4&5 Floors, Dak Bungalow Road, Patna 800 001 (17) Maharashtra - 54 Wellesley Road, Shivaji Nagar, Pune 411 005 (18) Chhattisgarh - 1st Floor, Pithalia Complex, Fafadih Chowk, Opp. Trunk Exchange, K.K. Road, Raipur 492 009 (19) Jharkhand - Opp. Adivasi College Hostel, Karamptoli Road, Ranchi 834 001 (20) Meghalaya - U PHEIT KHARMIHPEN Bldg, 2nd & 3rd Floor, Plot No.28(2), Dhanketi, Near Law College, Shillong 793 003 and (21) Kerala - Punnen Road, Statue, Thiruvananthapuram 695 039.

Note: It may be noted that outstation Candidates should not send their application for training to NABARD, HRMD, HO, MUMBAI, as it will not entertain such applications.

Only, candidates opting for Mumbai Centre for PRT may forward their application to NABARD, HRMD, HO, Plot No. C-25, G Block, Bandra Kurla Complex, Mumbai.

FORM OF APPLICATION FOR TRAINING

The Chief General Manager
National Bank for Agriculture and Rural Development
Human Resources Management Department

Place:

Date:

** _____

Dear Sir,

Pre-examination Training – Asst. Manager (RDBS) in Grade 'A'

I have applied for the above post. My Registration No. / Roll Number is
You are requested to register my name for training in **English / Hindi** medium. I enclose an attested copy of the caste / physically challenged certificate and copy of fee receipt in respect of payment made by me. I note that I will have to make my own arrangement for stay and meet all my expenses. I also note that undergoing the training will not confer on me any right to be called for the examination or for recruitment in the Bank's service.

Yours faithfully,

(Signature)

Name :

Full Address :

Caste :

Email ID :

Mobile No. :

Encl: Attested Copy of Caste/Physically Challenged certificate/fee receipt

\$ Delete inapplicable.

(Note: Training in Hindi will be held only if there are sufficient number of requests).