

## **INSTITUTE OF BANKING PERSONNEL SELECTION**

**Invites applications from eligible candidates for selection of personnel to the following posts in IBPS**

**Post code 1: Assistant Professor**  
**Post code 2: Faculty Research Associate**

Any eligible candidate, who aspires to join IBPS as Assistant Professor or Faculty Research Associate is required to register for the online examination. Candidates who appear and are shortlisted in the examination, will subsequently be called for further process of selection which may include Aptitude and Subject knowledge Item writing Test, Group Discussion, Presentation or any other Simulation Exercises , Personal Interview. etc. Prospective candidates will have to apply to IBPS after carefully reading the advertisement regarding the process of examination, interview and eligibility criteria, online registration processes, and ensure that they fulfill the stipulated criteria and follow the prescribed processes.

**The tentative schedule of events is as follows:**

<b>Event</b>	<b>Tentative Dates</b>
Online Registration	: 13.12.2019 to 27.12.2019
Online Examination (Tentative)	: January 2020

### **A. COMPENSATION:**

<b>Post</b>	<b>Grade</b>	<b>Academic Level</b>	<b>Basic Pay</b>	<b>Total emolument at the beginning of the scale</b>
<b>Assistant professor</b>	<b>G</b>	12	101500	1,51,539.00
<b>Faculty Research Associate</b>	<b>F</b>	10	70900	1,08,393.00

In addition, other benefits such as PF Employer's contribution, medical benefits, medical claim, LTC, Telephone and newspaper reimbursement, canteen subsidy, gratuity, superannuation, interest subsidy on housing loan, etc. are admissible as per rules.

### **B. ELIGIBILITY CRITERIA**

**I.** Candidates, intending to apply for the above post should ensure that they fulfill the minimum eligibility criteria specified by IBPS in this advertisement:

Please note that the eligibility criteria specified herein are the basic criteria for applying for the post. Candidates must necessarily produce the relevant documents in original and a photocopy in support of their identity and eligibility - pertaining to age, educational qualifications etc. as indicated in the online application form. Merely applying for the above post, appearing for and being shortlisted in Online examination and/or in the subsequent interview and/or subsequent processes does not imply that a candidate will necessarily be offered employment in IBPS. The candidates selected will be on a probationary period of one year from the date of joining. Medical fitness certificate from a civil surgeon / Doctor on empanelment with LIC of India/ PSBs and Police Verification is mandatory.

**II. Age, Educational Qualifications & Post Qualification Work Experience (As on 01.12.2019):**

Post code	Post	Age	Educational Qualifications and Post Qualification Minimum Work Experience
01	<b>Assistant Professor</b> Industrial psychology / Organisational Psychology / Educational Measurement / Psychological Measurement / Psychometrics / HR	Minimum: 32 years Maximum: 45 years  i.e. a candidate must have been born not earlier than 02.12.1974 and not later than 01.12.1987 (both dates inclusive)	Essential : A Ph.D. or equivalent degree in the discipline with at least 55% marks in Post-graduation with Minimum Five years post qualification (after Ph.D.) experience in Teaching / Research and / or Industrial / Professional experience at an institution of repute
02	<b>Faculty Research Associate</b> Industrial psychology / Organisational Psychology / Educational Measurement / Psychological Measurement / Psychometrics / HR	Minimum: 27 years Maximum: 40 years  i.e. a candidate must have been born not earlier than 02.12.1979 and not later than 01.12.1992 (both dates inclusive)	Essential : A Ph.D. or equivalent degree in the discipline with at least 55% marks in Post-graduation.

**Note:**

**(1) All the educational qualifications mentioned should be from a University/ Institution/ Board recognized by Govt. Of India/ approved by Govt. Regulatory Bodies and the result should have been declared on or before 1.12.2019.**

**Proper document from Board / University for having declared the result on or before 1.12.2019 has to be submitted at the time of interview.** The date of passing the eligibility examination will be the date appearing on the mark-sheet or provisional certificate issued by University/ Institute. In case the result of a particular examination is posted on the website of the University/ Institute and web based certificate is issued then proper document/certificate **in original** issued and signed by the appropriate authority of the University/ Institute indicating the date of passing properly mentioned thereon will be reckoned for verification and further process.

**(2)** Candidate should indicate the percentage obtained in examinations calculated to the nearest two decimals in the online application. Where CGPA / OGPA is awarded, the same should be converted into percentage and indicated in online application. If called for interview, the candidate will have to produce a certificate issued by the appropriate authority inter alia stating that the norms of the University regarding conversion of grade into percentage and the percentage of marks scored by the candidate in terms of norms.

### **III . OTHER ELIGIBILITY CRITERIA:**

- (i) His/ her integrity should not have been doubtful during his/her Service /career.
- (ii) No punishment/penalty should have been inflicted on him/her during his/her service/career.
- (iii) Cases of CBI or other law enforcement agencies should not be pending against him/her.
- (iv) Good knowledge of operating computers is necessary, especially MS Office.

### **C. EXAMINATION CENTRES**

- (i) The examination will be conducted online in venues across many centres in India. The tentative list of Examination centres is available in Annexure I.
- (ii) No request for change of centre for Examination shall be entertained.
- (iii) IBPS, however, reserves the right to cancel any of the Examination Centres and/ or add some other Centres, at its discretion, depending upon the response, administrative feasibility, etc.
- (iv) IBPS also reserves the right to allot the candidate to any examination centre other than the one he/she has opted for.
- (v) Candidates will appear for the examinations at an Examination Centre at his/her own risk and expenses and IBPS will not be responsible for any injury or losses etc. of any nature.
- (vi) Any unruly behaviour/misbehaviour in the examination hall may result in cancellation of candidature/ disqualification from future exams conducted by IBPS.

### **D. TEST STRUCTURE:**

Sr. No.	Test	Number of Questions	Time
1.	<b>Aptitude</b> (English, Reasoning and Quantitative Aptitude)	60	<b>90 minutes</b>
2.	<b>Professional Knowledge</b> Basic Statistics (Descriptive and Inferential), Research Methodology, Psychological testing)	30	<b>30 minutes</b>

### **E. CUTOFF SCORE**

Cutoff scores will be decided by IBPS Authorities and candidates will be shortlisted for further process.

### **F. GROUP EXERCISES/PRESENTATION/ INTERVIEW etc.**

Candidates who have been shortlisted in the Online examination will subsequently be called for further process of Selection which may include (1) Aptitude and Subject knowledge Item writing Test (2) Group Discussion, Presentation OR any other Simulation Exercises (3) Personal Interview. Selection will be made by a committee and such selection will be Final.

## **G. JOB DESCRIPTION & RESPONSIBILITIES**

The job requires development of tests designed to assess cognitive ability and personality domains, development of content for various simulation exercises, conduct of assessment centres, conducting research in the area of psychometrics, psychological measurements and allied areas.

**Preferences will be given to candidates having experience in developing objective tests, psychological and educational tests and other selection tools and with knowledge of computers.**

## **H. HOW TO APPLY: –**

Candidates can apply online only from 13.12.2019 to 27.12.2019 and no other mode of application will be accepted. A candidate can apply for only one post as the skill sets for the posts are different. Not more than one application should be submitted by any candidate. In case of multiple Applications only the latest valid (completed) application will be retained.

### **Pre-Requisites for Applying Online**

Before applying online, candidates should—

- (i) scan their photograph and signature ensuring that both the photograph (4.5cm × 3.5cm) and signature adhere to the required specifications as given in Annexure II to this Advertisement.
- (ii) Signature in CAPITAL LETTERS will NOT be accepted.**
- (iii) keep the necessary details/documents ready to make the **Online Payment** of the requisite application fee/ intimation charges.
- (iv) have a valid personal email ID, which should be kept active till the completion of this round of Recruitment Process. IBPS may send call letters for the Examination etc. through the registered e-mail ID. Under no circumstances, a candidate should share with/mention e-mail ID to / of any other person. In case a candidate does not have a valid personal e-mail ID, he/she should create his/her new e-mail ID before applying on-line and must maintain that email account.

**Application Fees/ Intimation Charges [Payable from 13.12.2019 to 27.12.2019 (only Online payment) shall be as follows**

- Rs. 500/- for all categories of candidates.

Bank Transaction charges for Online Payment of application fees/ intimation charges will have to be borne by the candidate

### **Procedure for applying online**

- (1) Candidates are first required to go to the IBPS's website [www.ibps.in](http://www.ibps.in) and click on the Home Page to open the link and then click on the option "CLICK HERE TO APPLY ONLINE" to open the On-Line Application Form.
- (2) Candidates will have click on "CLICK HERE FOR NEW REGISTRATION" to register their application by entering their basic information in the online application form.

Use of special characters while filling the form will not be allowed. After that a provisional registration number and password will be generated by the system and displayed on the screen. Candidate should note down the Provisional registration number and password. An Email & SMS indicating the Provisional Registration number and Password will also be sent. They can reopen the saved data using Provisional registration number and password and edit the particulars, if needed.

- (3) Candidates are required to upload their photograph and signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature (Annexure II).
- (4) **Candidates are advised to carefully fill in the online application themselves as no change in any of the data filled in the online application will be possible/entertained. Prior to submission of the online application candidates are advised to use the "SAVE AND NEXT" facility to verify the details in the online application form and modify the same if required. No change is permitted after clicking on FINAL SUBMIT Button. Visually Impaired candidates are responsible for carefully verifying/ getting the details filled in, in the online application form properly verified and ensuring that the same are correct prior to submission as no change is possible after submission.**

### **Mode of Payment**

Candidates have to make the payment of requisite fees/ intimation charges through ONLINE mode only:

- (i) Candidates should carefully fill in the details in the On-Line Application at the appropriate places very carefully and click on the "FINAL SUBMIT" button at the end of the On-Line Application format. Before pressing the "FINAL SUBMIT" button, candidates are advised to verify every field filled in the application. The name of the candidate or his / her father/ husband etc. should be spelt correctly in the application as it appears in the certificates/mark sheets. Any change/alteration found may disqualify the candidature.  
In case the candidate is unable to fill in the application form in one go, he/ she can save the data already entered. Once the application is filled in completely, candidate should Final Submit the data.
- (ii) The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
- (iii) The payment can be made by using Debit Cards (RuPay/ Visa/ Master Card/ Maestro), Credit Cards, Internet Banking, IMPS, Cash Cards/ Mobile Wallets by providing information as asked on the screen.
- (iv) After Final Submit, an additional page of the application form is displayed wherein candidates may follow the instructions and fill in the requisite details.
- (v) If the online transaction has **not** been successfully completed then candidates are advised to login **again** with their provisional registration number and password and pay the Application Fees/ Intimation Charges online.
- (vi) On successful completion of the transaction, **an e-receipt** will be generated.
- (vii) Candidates are required **to take a printout of the e-receipt** and online application form. Please note that if the same cannot be generated online transaction may not have been successful.

Note:

- o After submitting your payment information in the online application form, please wait for the intimation from the server, DO NOT press Back or Refresh button in order to avoid double charge
- o For Credit Card users: All charges are listed in Indian Rupee. If you use a non-Indian credit card, your bank will convert to your local currency based on prevailing exchange rates.
- o To ensure the security of your data, please close the browser window once your transaction is completed.

After completing the procedure of applying on-line including payment of fees, the candidate should take a printout of the system generated on-line application form, ensure the particulars filled in are accurate and retain it along with Registration Number and Password for future reference. They should not send this printout to the IBPS.

An email/ SMS intimation with the Registration Number and Password generated on successful registration of the application will be sent to the candidate's email ID/ Mobile Number specified in the online application form as a system generated acknowledgement. **If candidates do not receive the email and SMS intimations at the email ID/ Mobile number specified by them, they may consider that their online application has not been successfully registered.**

**An online application which is incomplete in any respect such as without photograph and signature uploaded in the online application form/ unsuccessful fee payment will not be considered as valid.**

**Candidates are advised in their own interest to apply on-line much before the closing date and not to wait till the last date for depositing the fee to avoid the possibility of disconnection/ inability/ failure to log on to the IBPS website on account of heavy load on internet/website jam.**

**IBPS does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of the aforesaid reasons or for any other reason beyond the control of the IBPS.**

**Please note that the above procedure is the only valid procedure for applying. No other mode of application or incomplete steps would be accepted and such applications would be rejected.**

Any information submitted by an applicant in his/ her application shall be binding on the candidate personally and he/she shall be liable for prosecution/ civil consequences in case the information/ details furnished by him/ her is found to be false at a later stage.

## **I. GENERAL INSTRUCTIONS**

(1) Candidates will have to invariably produce and submit the requisite documents such as valid call letter, a photocopy of photo-identity proof bearing the same name as it appears on the online submitted application form etc. at the time of examination and further process of selection including interview.

(2) Before applying for the post, the candidate should ensure that he/she fulfils the eligibility and other norms mentioned in this advertisement. Candidates are therefore advised to carefully read this advertisement and follow all the instructions given for submitting online application.

(3) A Candidate's admission to the examination/ shortlisting for interview/ and subsequent processes is strictly provisional. The mere fact that the call letter(s) has been issued to the candidate does not imply that his/ her candidature has been finally cleared by IBPS. IBPS would be free to reject any application, at any stage of the process, cancel the candidature of the candidate in case it is detected at any stage that a candidate does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information/certificate/documents or has suppressed any material fact(s).

If any of these shortcomings is/are detected after appointment in IBPS, his/her services are liable to be summarily terminated.

(4) Decision of IBPS in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, qualifications and other eligibility norms, the documents to be produced for the purpose of the conduct of Examination, interview, verification etc. and any other matter relating to this selection process will be final and binding on the candidate. No correspondence or personal enquiries shall be entertained by IBPS in this behalf.

(5) Online applications once registered will not be allowed to be withdrawn.

(6) Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Mumbai.

(7) Canvassing in any form will be a disqualification.

(8) Any request for change of address, details mentioned in the online application form will not be entertained.

(9) A candidate should ensure that the signatures appended by him/her in all the places viz. in his/her call letter, attendance sheet etc. and in all correspondence with the IBPS in future should be identical and there should be no variation of any kind.

(10) A recent, recognizable photograph should be uploaded by the candidate in the online application form and the candidate should ensure that copies of the same are retained for use at various stages of the process. Candidates are also advised not to change their appearance till the process is completed. Failure to produce the same photograph at various stages of the process or doubt about identity at any stage could lead to disqualification.

(11) The possibility of occurrence of some problem in the administration of the examination cannot be ruled out completely which may impact test delivery and/or result from being generated. In that event, every effort will be made to rectify such problem, which may include movement of candidates, conduct of another examination if considered necessary.

(12) IBPS shall not be responsible for any application made/ wrong information provided by an unauthorized person / institution. Candidates are advised not to share/ mention their application details with/to anyone.

(13) IBPS reserves the right to change (cancel/ modify/ add) any of the criteria, method of selection etc. Intimations will be sent by email and/ or sms only to the email ID and mobile number registered in the online application form.

IBPS shall not be responsible if the information/ intimations do not reach candidates in case of change in the mobile number, email address, technical fault or otherwise, beyond the control of IBPS and candidates are advised to keep a close watch on the authorised IBPS website [www.ibps.in](http://www.ibps.in) for latest updates.

(14) IBPS would be analyzing the responses (answers) of individual candidates with other candidates to detect patterns of similarity of right and wrong answers. If in the analytical procedure adopted by IBPS in this regard, it is inferred/ concluded that the responses have been shared and scores obtained are not genuine/ valid, IBPS reserves right to cancel the candidature of the concerned candidates.

(15) Internal candidate, if eligible, may also apply.

(16) IBPS can cancel the selection process at any point of time without giving any reason.

(17) All the above positions require full 24x7 commitment to the Institute. Therefore, candidates willing to dedicate themselves fully to the Institute are expected to apply.

(18) For regular appointment, there would be a probation period of 1 year and will be confirmed subject to satisfactory completion of the probation and other requirements as per IBPS staff rule.

**(17) Service Bond:**

**For the post of Assistant Professor / Faculty Research Associate** - At the time of joining the services of IBPS, the selected candidate is/are required to execute a Service Bond for serving for a minimum of 3 years in IBPS w.e.f. date of joining IBPS or else shall pay an amount of Rs. 2 lakhs (Rupees Two lakhs).

(18) Any addendum/corrigendum/ Notice shall be posted only on Institute's website.

**Please Note:**

❖ **The posting of the selected candidate will be in MUMBAI Only. He/She will have to make his/her own arrangement of accommodation in MUMBAI. However efforts may be made by the Institute to search for suitable accommodation.**

**11.12.2019**

Division Head (Administration)  
IBPS, Mumbai



**EXAMINATION CENTRES (Tentative List)**

The examination may be held at the following centres and the address of the venue will be advised in the call letters. IBPS, however, reserves the right to cancel any of the Examination Centres and/ or add some other Centres, at its discretion, depending upon the response, administrative feasibility, etc. IBPS also reserves the right to allot the candidate to any centre other than the one he/she has opted for.

Centre code	City
01	Hyderabad
02	Guwahati
03	Patna
04	Chandigarh
05	Raipur
06	New Delhi
07	Ahmedabad
08	Jammu
09	Ranchi
10	Bengaluru
11	Thiruvananthapuram
12	Bhopal
13	Mumbai
14	Bhubaneshwar
15	Jaipur
16	Chennai
17	Lucknow
18	Kolkata

**Guidelines for scanning and Upload of Photograph & Signature**

Before applying online a candidate will be required to have a scanned (digital) image of his/her photograph and signature as per the specifications given below.

**Photograph Image:**

- Photograph must be a recent passport style colour picture.
- Make sure that the picture is in colour, taken against a light-coloured, preferably white, background.
- Look straight at the camera with a relaxed face
- If the picture is taken on a sunny day, have the sun behind you, or place yourself in the shade, so that you are not squinting and there are no harsh shadows
- If you have to use flash, ensure there's no "red-eye"
- If you wear glasses make sure that there are no reflections and your eyes can be clearly seen.
- Caps, hats and dark glasses are not acceptable. Religious headwear is allowed but it must not cover your face.
- Dimensions 200 x 230 pixels (preferred)
- Size of file should be between 20kb–50 kb
- Ensure that the size of the scanned image is not more than 50kb. If the size of the file is more than 50 kb, then adjust the settings of the scanner such as the DPI resolution, no. of colours etc., during the process of scanning.

**Signature Image:**

- The applicant has to sign on white paper with Black Ink pen.
- The signature must be signed only by the applicant and not by any other person.
- The signature will be used to put on the Call Letter and wherever necessary.
- If the Applicant's signature on the answer script, at the time of the examination, does not match the signature on the Call Letter, the applicant will be disqualified.
- Dimensions 140 x 60 pixels (preferred)
- Size of file should be between 10kb – 20kb
- Ensure that the size of the scanned image is not more than 20kb

**Scanning the photograph & signature:**

- Set the scanner resolution to a minimum of 200 dpi (dots per inch)
- Set Color to True Color
- File Size as specified above
- Crop the image in the scanner to the edge of the photograph/signature, then use the upload editor to crop the image to the final size (as specified above).
- The image file should be JPG or JPEG format. An example file name is : image01.jpg or image01.jpeg Image dimensions can be checked by listing the folder files or moving the mouse over the file image icon.
- Candidates using MS Windows/Microsoft Office can easily obtain photo and signature in .jpeg format not exceeding 50kb & 20kb respectively by using MS Paint or Microsoft Office Picture Manager. Scanned photograph and signature in any format can be saved in .jpg format by using 'Save As' option in the File menu and size can be reduced below 50 kb (photograph) & 20 kb(signature) by using crop and then resize option (Please see point (i) & (ii) above for the pixel size) in the 'Image' menu. Similar options are available in other photo editor also.
- If the file size and format are not as prescribed, an error message will be displayed.
- While filling in the Online Application Form the candidate will be provided with a link to upload his/her photograph and signature.

**Procedure for Uploading the Photograph and Signature**

- There will be two separate links for uploading Photograph and Signature
- Click on the respective link "Upload Photograph / Signature"
- Browse and Select the location where the Scanned Photograph / Signature file has been saved.
- Select the file by clicking on it
- Click the 'Open/Upload' button

**Your Online Application will not be registered unless you upload your photograph and signature as specified.**

**Note:**

(1) In case the face in the photograph or signature is unclear the candidate's application may be rejected. After uploading the photograph/ signature in the online application form candidates should check that the images are clear and have been uploaded correctly. In case the photograph or signature is not prominently visible, the candidate may edit his/ her application and re-upload his/ her photograph or signature, prior to submitting the form.

(2) After registering online candidates are advised to take a printout of their system generated online application.