	Shortlisting Methodology **For Senior Officer Grade positions in Corporate R&D Centre,** **Bengaluru**	हिन्दुस्तान पेट्रोलियम **HP**

Candidates will be called for interview basis preliminary shortlisting of applications. The shortlisting methodology adopted is as given below:

For Senior Officer Applications: 50% weightage is given to academic parameters and 50% weightage to work experience. Merit score is calculated out of total 100 marks. Therefore, academic score is calculated out of 50 marks and work experience is calculated out of 50 marks.

Merit Score is arrived using following formula:

Merit Score (M) = Academic Parameter (A) + Work Experience (W)

I. Academic Parameter (A)

Sr. No.	Criteria	Marks
1.	Publications in peer reviewed Journals / Patents	1 mark per publication / patent
2.	Publications in peer reviewed Journals / Patents as First author	2 marks per publication / patent

3.*	Publications in Journals with Impact Factor
	  a) Petrochemicals & Polymers > 3.5
	  b) Engine >5
	  c) Battery>8
	  d) Novel Separations> 3.5
	  e) Resid Upgradation>3.5
	  f) Crude & Fuels Research > 3.4
	  g) Analytical>8
	  h) Lubes /grease research>3
	  i) Advanced technical services>2
	  j) Catalyst Scale Up > 3.5
	  k) Corrosion research> 5
	  l) Hydrogen research> 5
	  m) Solar energy> 6
	  n) Combustion research> 5
	  o) Bitumen research> 3
	  p) Water research> 5
		10 marks per publication

4	PhD Subject/M Tech Project Relevance	
	(a) Highly relevant in HPCL context	10 marks
	(b) Relevant area	5 marks

 *Publications in journals with Impact Factor less than the mentioned value for each position are not considered for calculating Total Score.

To arrive at the Academic Score which is a total of 50 Marks, the total score calculated for each applicant based on the above parameters is converted into percentile and is divided by 2.

Eg. Academic score calculations for applicants X and Y :

Sr. No.	Criteria	X		Y	
		No. of Publications	Marks	No. of Publications	Marks
1.	Publications in peer reviewed Journals / Patents	8	8	4	4
2.	Publications in peer reviewed Journals / Patents as First author	6	12	3	6
3.*	Publications in Journals with Impact Factor (a) Petrochemicals & Polymers > 3.5 (b) Engine> 5.0 (c) Novel Separations >3.5 d) Battery>8 e) Resid Upgradation>3.5 f) Crude & Fuels Research > 3.4 h) Analytical>8	2	20	1	10
4	PhD Subject/M Tech Project Relevance (a) Highly relevant in HPCL context (b) Relevant area	-	10	-	5
	Total Marks	50		25	
	Percentile	=(50/50)*100 =100%		=(25/50)*100 =50%	
	Final Academic Score out of 50	=100/2 =50		=50/2 =25	

II. Work Experience (B)
Work experience is calculated out of 50 marks using the following table:

Case 1 : Senior Officer Grade where minimum experience eligibility is NIL

Years of Relevant Experience	Total Marks 50
0 to <1	25
1 to <2	35

2 and above	50

Case 2 : Senior Officer Grade where minimum experience eligibility is 3 years

Years of Relevant Experience	Total Marks 50
0 to <3	0 (**NOT ELIGIBLE**)
3 to <4	25
4 to <5	35
5 and above	50