Selection process for "A/B/C" grade positions of R & D will comprise of Personal Interview. The shortlisting methodology adopted for calling candidates in interview is explained below.

Shortlisting Criteria for S/G 'A'

50% weightage is given to academic parameters and 50% weightage to work experience. Total Merit score is 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 (B)

I. Academic Parameter (A) – *(Mutually Inclusive)*

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) Crude & Fuels Research > 3.4 (c) Engine> 5.0 (d) Bioprocess >3.9	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) Crude & Fuels Research > 3.4 (c) Engine> 5.0 (d) Bioprocess >3.9	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 =(Marks scored by Candidate/Highest Score in the category)*100	=(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:

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

*Marks are given to candidates having NIL experience too.

Shortlisting Criteria for S/G 'B' & 'C'

25% weightage is given to academic parameters and 75% weightage to work experience. Merit score is calculated out of total 100 marks. Therefore, academic score is calculated out of 25 marks and work experience is calculated out of 75 marks.

Merit Score is arrived using following formula:

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

I. Academic Parameter (A) *(Mutually Inclusive)*

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) Crude & Fuels Research > 3.4 (c) Engine> 5.0 (d) Bioprocess >3.9	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 25 Marks, the total score calculated for each applicant based on the above parameters is converted into percentile and is divided by /4.

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) Crude & Fuels Research > 3.4 (c) Engine> 5.0 (d) Bioprocess >3.9	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 =(Marks scored by Candidate/Highest Score in the category)*100	=(50/50)*100 =100%		=(25/50)*100 =50%	
	Final Academic Score out of 50	=100/4 =25		=50/4 =12.5	

II. Work Experience (B)

Work experience is calculated out of 75 marks using the following table:

Case 1 : "B" Grades where minimum experience eligibility is 1 year (Candidates with PhD qualification)		Case 2 : "B" Grades where minimum experience eligibility is 3 year (Candidates with MTech qualification)	
Years of Relevant Experience	Total Marks 75	Years of Relevant Experience	Total Marks 75
0 to <1	0 (NOT ELIGIBLE)	0 to <3	0 (NOT ELIGIBLE)
1 to <2	25	3 to <4	25
2 to <3	50	4 to <5	50
3 and above	75	5 and above	75

Case 3 : "C" Grades where minimum experience eligibility is 3 year (Candidates with PhD qualification)		Case 4 : "C" Grades where minimum experience eligibility is 5 year (Candidates with MTech qualification)	
Years of Relevant Experience	Total Marks 75	Years of Relevant Experience	Total Marks 75
0 to <3	0 (NOT ELIGIBLE)	0 to <5	0 (NOT ELIGIBLE)
3 to <4	25	5 to <6	25
4 to <5	50	6 to <7	50
5 and above	75	7 and above	75

For A/B/C grades:
A category wise merit list will be drawn for all the qualified candidates based on performance in Personal Interview.

Candidates selected in interview will be referred for pre -employment medical examination. Reference for a medical examination does not mean final selection. Discipline-wise and category-wise final merit list will be drawn for medically fit candidates. Offer of appointment would be extended subject to being declared as Medically Fit by HPCL designated Physician and fulfilment of eligibility criteria w.r.t Academic Qualification, Age, Work Experience, NOC, Caste Certificate, relieving letter from previous employer etc. as may be applicable.