MATRIX For Selection Of 32 Non-Clinical Positions

#	Matrix for Location Allocation and Selection of Candidates.80% weightage shall be given on Marks Secured by candidates on **Essential Higher Qualification**	Matrix for Location Allocation and Selection of Candidates. 20% weightage shall be given on Marks Secured by candidates in **Personal Interviews**
1	Maximum 100 Marks shall be awarded to all qualified candidate for **Essential Higher Qualification** **CRITERIA for Awarding Marks on Essential Higher Qualification (Maximum Marks 100)** Marks shall be awarded based on candidate percentage of mark secured in completion of essential higher qualification which is required for a position as per ToR. Marking pattern shall be as following: If a candidate has secured 60% marks for her/his Degree/ Diploma which is required for the position as per the ToR, total of60 marks shall be awarded out of 100 Marks. (e.g. 100X60%=60 Marks). [**Note**: In case of candidate having diploma, irrespective of duration of course, marks shall be awarded based on marks secured in completion of it] **80% of weightage shall be provided on the marks awarded to the candidate for her/his higher essential qualification as above. (e.g. 80% of 60=48)** In the above scenario total,48 marks shall be considered for cumulating with marks awarded in a personal interview. [Note: Only 20% weighted marks of Personal Interview shall be considered for addition as total marks.] **Consideration of Essential Qualification for awarding Marks:** (a) Higher essential qualification shall be considered for awarding marks; (e.g., if an essential qualification is required for any position as B.Sc. Nursing along with any PG Degree, in the event of this PG Degree, shall be considered for awarding marks); (b) In case Multiple essential qualifications are required for any position (e.g., MBA/ MSW/ MA Social Sc. Etc.) and candidate possess more than one similar above degree, in the event of this candidate shall be awarded the marks on the basis of degree where S/he secured more marks in comparison to her/his other degree. **Note:** (a) Document validation team reserve the right for validation of Mark% of candidate degree; (b) In case of CGPA grading, document validation team shall calculate the CGPA in percentage based on grading.	Personal Interviews shall comprise of Maximum 100 Marks; **CRITERIA Personal Interviews (Maximum Marks 100)** Face to face interviews shall be organized for all qualified candidates for personal interviews; The panel shall assess the candidate on Panel Assessment Sheet (PAS) which will comprise of 100 Marks and candidate shall be awarded marks on different parameter/ attribute as indicated in Panel Assessment sheet. Marking pattern shall be as following: 20% of weightage shall be provided on the marks awarded to the candidate in personal interviews. If a candidate has been awarded 70 marks in personal interviews, only 20% of 70 marks shall be considered for addition with marks awarded for essential qualification as mentioned alongside the table. (e.g. 20% of 70=14) In the above scenario total, 14 marks shall be considered for addition with marks awarded for essential qualification. [Note: 80% weighted marks of Essential Qualification shall be considered for addition as total marks.] Final score of candidates shall be as follows, and based on final score selection and allocation of location shall be ensured. **Total Marks= [80% weighted marks of Essential Qualification + 20% Weighted marks of Personal Interviews]** If consider the table example, Total Marks would be= 48+14=62 *** Please note marks awarded on the basis of essential higher qualification shall not be shared with the panel members. Panel members shall provide the marks on the basis of performance of the candidate during the interview** **Final outcome of the process shall be compiled at the end of the SAMS and shall be shared at the later stages**

Note: In case of a tie between the two or more candidates in terms of their marks, preference shall be given to:
(i) Candidates having higher age shall be given preference
(ii) Maximum tenure of experience; even then if tie persist