



Selection Methodology for Recruitment of Officers

Adv. Sl. No.	Positions	Selection Methodology
2.1 to 2.5	Engineering Positions- (Mechanical, Electrical, Instrumentation, Civil, Chemical)	Computer Based Test^ Group Task
2.6	City Gas Distribution- Operations & Maintenance	Moot Court* Personal Interview(s)
2.13 and 2.14	Fire & Safety Officers	Pre-Employment Medical Exam
2.15	Quality Control Officers	^Details of Scheme of Paper and Duration of Examination are given in the next page *Only for Law Officers and Law Officers- HR All the rounds are elimination rounds except Moot Court
2.17	Law Officers*	
2.18	Law Officers- HR*	
2.21	Welfare Officers	
-	Information Systems Officers- FTC	
2.7	Senior Officer- LNG Business	Work experience based shortlisting Personal Interview(s) Pre-Employment Medical Exam All the rounds are elimination rounds
2.8	Senior Officer/ Assistant Manager- Biofuel plant operations	
2.9	Senior Officer/ Assistant Manager- CBG Operations	
2.10	Senior Officer- Sales	
2.11	Senior Officer/ Assistant Manager- Non Fuel Business	
2.12	Senior Officer- EV Business	
2.20	General Manager- O/O Company Secretary	
2.19	Medical Officer	
2.16	Chartered Accountants	Shortlisting basis CA Final Marks Group Task Personal Interview(s) Pre-Employment Medical Exam All the rounds are elimination rounds

Shortlisting criteria will be hosted on HPCL Corporate Website soon. Candidates are advised to keep visiting the website regularly for updates, or changes, if any.



Scheme of Paper and Duration of Examination

Adv. S. No.	Exam Paper	No. of Questions	Marks	Duration*
2.1 to 2.5	Engineering Positions (Mechanical, Electrical, Instrumentation, Civil, Chemical)	85 MCQs: General Aptitude 85 MCQs: Technical/ Professional Knowledge	General Aptitude (MCQ): 1 mark per question Technical/ Professional Knowledge (MCQ): 1 mark per question 0.25 marks will be deducted for every incorrect answer to MCQs	150 Min
2.6	City Gas Distribution- Operations & Maintenance	85 MCQs: General Aptitude 85 MCQs: Technical/ Professional Knowledge		150 Min
2.13 and 2.14	Fire & Safety Officers	85 MCQs: General Aptitude 85 MCQs: Technical/ Professional Knowledge		150 Min
2.15	Quality Control Officers	85 MCQs: General Aptitude 85 MCQs: Technical/ Professional Knowledge		150 Min
2.21	Welfare Officers	85 MCQs: General Aptitude 85 MCQs: Technical/ Professional Knowledge		150 Min
-	Information Systems Officers- FTC	85 MCQs: General Aptitude 85 MCQs: Technical/ Professional Knowledge		150 Min
2.17 and 2.18	Law Officers, Law Officers- HR	Two (2): Descriptive Questions (Technical/ Professional Knowledge)- 10 Marks each One (1): Drafting of legal document (Technical/ Professional Knowledge)- 20 Marks each 40 MCQs: Technical/ Professional Knowledge- 1 Mark each 40 MCQs: General Aptitude- 1 Mark each Note: 0.25 marks will be deducted for every wrong answer to MCQs	150 Min	

*PwBD candidates shall be given 50 minutes additional time over 150 minutes as per relaxed standards in line with Government guidelines

Note

General Aptitude Paper will be based on problems/ questions on Intellectual Potential Tests (Logical Reasoning and Data Interpretation), Quantitative aptitude, English Language (Reading Comprehension, verbal ability, reasoning) etc.



Technical/ Professional Knowledge Paper: Refer syllabus hosted on website for respective positions

The syllabus/ topics mentioned for both of technical/ professional knowledge & general aptitude based paper are indicative in nature and candidates are expected to possess significant knowledge/ proficiency pertaining to their qualifying degree/ Post graduation.

CBT Qualifying Marks

1. Overall Qualifying in CBT (General Aptitude +Technical/ Professional Knowledge): 60% for UR/ EWS candidates and 54% for SC/ ST/ OBCNC/ PwBD candidates
2. Technical/ Professional Knowledge: 50% qualifying for all categories
3. Candidates qualifying in the Computer Based Test in order of merit & predetermined ratio will be subsequently advised to upload the supporting documents for respective positions. Basis on scrutiny of the application, uploaded documents (if applicable) and category-wise and discipline-wise merit list in Computer Based Test; eligible candidates will be called for Group Task & Personal Interview(s).
4. Candidates must secure minimum qualifying marks in each of the stages i.e. Computer Based Test, Moot Court (only for Law Officers and Law Officers-HR), Group Task and Personal Interview(s), Pre-Employment Medical Examination to be considered for further selection process, i.e. preparation of merit list.

Based on above, position-wise All India Merit List will be drawn for the qualified candidates. Subsequently, offer of appointment would be issued as per the vacancies advertised, subject to candidates meeting eligibility criteria and qualifying for the final selection.