Shortlisting Methodology
For A Grade positions in Corporate R&D Centre, Bengaluru

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

A. Shortlisting for the below positions:

1. Senior Officer -Petrochemicals & Polymers
2. Senior Officer- Engine
3. Senior Officer - Battery Research
4. Senior Officer – Novel Separations
5. Senior Officer – Resid Upgradation
6. Senior Officer -Crude & Fuels Research
7. Senior Officer -Analytical

For S/G 'A' 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	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		20	
	Percentile	=(50/50)*100 =100%		=(20/50)*100 =40%	
	Final Academic Score out of 50	=100/2 =50		=40/2 =20	

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.