



Appendix II

SCHEME OF SELECTION AND SYLLABUS FOR OFFICERS IN GR B (DR)-GENERAL- 2021:

Selection will be through ONLINE examinations and interview. Examinations will be held in two phases, as described in following paragraphs.

(I) Phase-I online Examination (Objective Type):

This will comprise a single Paper for 200 marks and will be held on March 6, 2021. Depending on the number of candidates, the examination may be held in multiple shifts and on some other days also. A candidate, however, must appear for examination in only one shift on the given day. The date, time and venue on which a candidate has to appear for examination will be specified in the Admission Letter (AL) to be downloaded by the candidate from our website (www.rbi.org.in). The 'corrected-scores' obtained by each of the candidates in different sessions (if held) will be normalized using equipercentile method. (If the examination is held in more than one session, the scores across various sessions will be equated following IBPS' standard practice to adjust for slight differences in difficulty level of different test batteries used across sessions.)

- a) The Paper will consist tests of
 - i. General Awareness
 - ii. English Language
 - iii. Quantitative Aptitude and;
 - iv. Reasoning

A total time of 120 minutes will be given for answering. However, separate time will be allotted for each test. Other detailed information regarding the examination will be given in an Information Handout, which will be made available for the candidates to download along with the Admission letter for examination from the RBI website.

Candidates have to secure minimum marks separately for each test as well as in aggregate, as may be prescribed by the Board.

Candidates, who secure minimum marks separately for each Test, as prescribed, will be shortlisted for Phase-II of the examination based on the aggregate marks obtained in Phase-I. The minimum aggregate cut-off marks for being shortlisted for Phase-II of the examination will be decided by the Board in relation to the number of vacancies. Roll No. of the candidates shortlisted for Phase-II examination will be published on RBI web-site, tentatively within a week after Phase-I examination.

- (II) **Phase-II online Examination:** The Phase-II online Examination will be conducted on April 1, 2021 only for the candidates who are shortlisted on the basis of results of Phase-I and based on the cut-off decided by the Board. The Phase-II examination will be in shifts. Candidates are required to appear for all shifts. Separate Admission Letters will be issued for each shift. The time-table for Phase-II will be intimated to the candidates concerned along with Admission Letter for Phase-II. Phase-II online examination will consist of three papers as under:

Name of Paper	Type of Paper	Proposed Time (Minutes)	Proposed Number of questions	Marks
Paper-I: Economic and Social Issues	50% Objective Type 50% Descriptive, answers to be typed with the help of the keyboard	30 90 Total-120	@	50 50 Total-100
Paper II: English (Writing Skills)	Descriptive, answers to be typed with the help of the keyboard	90	3	100
Paper-III: Finance and Management	50% Objective Type and 50% Descriptive, answers to be typed with the help of the keyboard	30 90 Total-120	@	50 50 Total-100



@For both Paper I and III, there will be 30 questions and 50 marks for Objective questions (some questions carrying 2 marks each and some carrying 1 mark each). In case of Descriptive questions, 6 questions will be asked, of which candidates will be required to attempt 4 questions (2 of 15 marks each (with difficulty level) and 2 of 10 marks each). In case, candidate answers more than 4 questions in descriptive, first 4 shall be evaluated.

NOTE: All question papers (in both the Phases, except the test of English) will be set bilingually in Hindi and English.

The Board reserves the right to modify the exam dates and time entirely at its discretion.

- (III) **Interview:** Candidates will be shortlisted for the interview, based on aggregate of marks obtained in Phase-II (Paper-I +Paper-II +Paper-III). The minimum aggregate cut off marks for being shortlisted for Interview will be decided by the Board in relation to the number of vacancies. Roll No. of the candidates shortlisted for interview will be published on RBI website at appropriate time and interview call letters will be sent on registered email ID. Interview will be of 75 marks.

Candidate shall be required to undergo Psychometric Test conducted by the Bank before appearing for the Interview. No marks will be allotted for the same and this will not form part of the final selection criteria. Candidate may opt for interview either in Hindi or English. Final Selection will be through merit list which will be prepared by adding marks secured by candidates in Phase II examination and interview and grace marks as applicable as per extant rules.

SYLLABI (Phase-II)

Paper-I - Economic and Social Issues (ESI):

- Growth and Development – Measurement of growth: National Income and per capita income – Poverty Alleviation and Employment Generation in India – Sustainable Development and Environmental issues.
- Indian Economy – Economic History of India - Changes in Industrial and Labour Policy, Monetary and Fiscal Policy since reforms of 1991 – Priorities and recommendations of Economic Survey and Union Budget – Indian Money and Financial Markets: Linkages with the economy – Role of Indian banks and Reserve Bank in the development process - Public Finance - Political Economy - Industrial Developments in India- Indian Agriculture - Services sector in India.
- Globalization – Opening up of the Indian Economy – Balance of Payments, Export-Import Policy – International Economic Institutions – IMF and World Bank – WTO – Regional Economic Co-operation; International Economic Issues
- Social Structure in India – Multiculturalism – Demographic Trends – Urbanisation and Migration – Gender Issues – Social Justice: Positive Discrimination in favour of the under privileged – Social Movements – Indian Political System – Human Development – Social Sectors in India, Health and Education.

Suggested reference material:

- Books: Indian Economy: 1. Uma Kapila (series of books) 2. Indian Economy: Mishra & Puri (Latest Edition) 3. Growth and Development: Devraj Ray 4. Sociology: C.N. Shankar Rao 5. Public Finance - K K Andley and Sundaram
- Newspapers including Mint, Business Line, etc.
- Magazines/Periodicals/ Bulletins including RBI Bulletins, EPW, India Today, etc.
- Reports: 1. World Development Report 2. Economic Survey of India 3. RBI Annual Report 4. Report on Trend and Progress of Banking in India. 5. IMF: World Economic Outlook
- Material sourced from RBI website

Paper-II -English (Writing Skills):

The paper on English shall be framed in a manner to assess the writing skills including expression and understanding of the topic.



Paper-III - Finance and Management:

a) Financial System

1. Regulators of Banks and Financial Institutions
2. Reserve Bank of India- functions and conduct of monetary policy
3. Banking System in India – Structure and concerns, Financial Institutions – SIDBI, EXIM Bank, NABARD, NHB, etc, Changing landscape of banking sector.
4. Impact of the Global Financial Crisis of 2007-08 and the Indian response

b) Financial Markets

Primary and Secondary Markets (Forex, Money, Bond, Equity, etc.), functions, instruments, recent developments.

c) General Topics

1. Risk Management in Banking Sector
2. Basics of Derivatives
3. Global financial markets and International Banking – broad trends and latest developments.
4. Financial Inclusion
5. Alternate source of finance, private and social cost-benefit, Public-Private Partnership
6. Corporate Governance in Banking Sector, role of e-governance in addressing issues of corruption and inefficiency in the government sector.
7. The Union Budget – Concepts, approach and broad trends
8. Inflation: Definition, trends, estimates, consequences, and remedies (control): WPI, CPI - components and trends; striking a balance between inflation and growth through monetary and fiscal policies.
9. FinTech

Suggested reference material:

Finance

- Monetary Theory and Public Policy – Kenneth Kurihara
- Indian Economy – Mishra & Puri
- Economic Growth and Development – Mayer and Baldwin
- Financial Management – Prasanna Chandra
- Major financial newspapers
- International business by Hill and Jain
- RBI Annual Report, Report on Trend and Progress of Banking in India, etc.
- Economic Survey
- Material sourced from RBI website

d) Management:

- Fundamentals of Management & Organizational Behaviour: Introduction to management; Evolution of management thought: Scientific, Administrative, Human Relations and Systems approach to management; Management functions and Managerial roles; Nudge theory

Meaning & concept of organizational behaviour; Personality: meaning, factors affecting personality, Big five model of personality; concept of reinforcement; Perception: concept, perceptual errors. Motivation: Concept, importance, Content theories (Maslow's need theory, Alderfers' ERG theory, McClellands' theory of needs, Herzberg's two factor theory) & Process theories (Adams equity theory, Vrooms expectancy theory).

Leadership: Concept, Theories (Trait, Behavioural, Contingency, Charismatic, Transactional and Transformational Leadership; Emotional Intelligence: Concept, Importance, Dimensions. Analysis of Interpersonal Relationship: Transactional Analysis, Johari Window; Conflict: Concept, Sources,



Types, Management of Conflict; Organizational Change: Concept, Kurt Lewin Theory of Change; Organizational Development (OD): Organisational Change, Strategies for Change, Theories of Planned Change (Lewin's change model, Action research model, Positive model).

- Ethics at the Workplace and Corporate Governance:

Meaning of ethics, why ethical problems occur in business. Theories of ethics: Utilitarianism: weighing social cost and benefits, Rights and duties, Justice and fairness, ethics of care, integrating utility, rights, justice and caring, An alternative to moral principles: virtue ethics, teleological theories, egoism theory, relativism theory, Moral issues in business: Ethics in Compliance, Finance, Human Resources, Marketing, etc. Ethical Principles in Business: introduction, Organization Structure and Ethics, Role of Board of Directors, Best Practices in Ethics Programme, Code of Ethics, Code of Conduct, etc.

Corporate Governance: Factors affecting Corporate Governance; Mechanisms of Corporate Governance

Communication: Steps in the Communication Process; Communication Channels; Oral versus Written Communication; Verbal versus non-verbal Communication; upward, downward and lateral communication; Barriers to Communication, Role of Information Technology.

Suggested reference material:

Management

- Stephen P. Robbins & Mary Coulter, Management.
- Robbins Stephen P and Judge T.A. Vohra, Organisational Behaviour
- Dessler Gary, Warkkey Biju- Human Resource Management
- Decenzo and Robbins- Fundamentals of Human Resource Management
- Velasquez Manuel G: Business Ethics- Concepts and Cases.
- Fernando A.C.: Business Ethics – An Indian Perspective.
- Crane Andrew & Matten Dirk: Business Ethics
- Ghosh B N: Business Ethics & Corporate Governance



Appendix III

SCHEME OF SELECTION FOR OFFICERS IN GR B (DR)-DEPR /DSIM:

A. Officers in Grade 'B' (DR) – DEPR-2021- Job Requirement, Scheme of Selection and syllabus

- (i) **Job Requirements:** Primarily to undertake economic analysis and research and contribute to policy formulation, apart from compilation of data relating to select sectors

(ii) **Scheme of Selection:**

Selection will be through Online/ Written Examination (WE) and interview. There are 3 papers for the Examination. Paper I Objective Type (on Economics) to be held on March 6, 2021 and Paper II & III will be held on March 31, 2021 (date to be confirmed in admit cards).

Name of Paper	Duration	Maximum Marks
Paper-I Objective Type (on Economics)	120 minutes	100
Paper-II Descriptive Type (on Economics) (Question paper displayed on computer, answers to be written on paper)	180 minutes	100
Paper-III English – Descriptive (To be typed with help of keyboard)	90 minutes	100
Total		300

A composite time of 120 minutes will be given for answering Paper I. Other detailed information regarding the examination will be given in an Information Handout, which will be made available for the candidates to download along with the Admission letter for examination from the RBI website.

Candidates have to secure minimum marks as may be prescribed by the Board.

Candidates, who secure minimum aggregate marks in Paper I, as prescribed, will be shortlisted for Paper-II/ Paper III of the examination based on the marks obtained in Paper-I. The minimum aggregate cut-off marks for being shortlisted for Paper II and Paper III of the examination will be decided by the Board in relation to the number of vacancies. Roll No. of the candidates shortlisted for Paper II and Paper III examination will be published on RBI website, tentatively within a week after Paper -I examination.

- (iii) **Paper – II and III online/Written Examination:** The Paper II and Paper III Examination will be conducted on March 31, 2021, only for the candidates who are shortlisted on the basis of results of Paper-I. The Paper II and Paper III examination will be in shifts. Candidates are required to appear for all shifts. Separate Admission Letters will be issued for each shift. The time-table for Paper II and Paper III will be intimated to the candidates concerned along with Admission Letter for Paper II and Paper III.
- (iv) Question papers for 'WE' will be set in Hindi and in English (except Paper-III on English). Answers for Paper-II may be written either in Hindi or English. Paper-III will have to be answered in English only. Candidates may opt for interview in Hindi or English.



- (v) The number of candidates to be called for interview will be decided by the Board.
- (vi) Final selection will be on the basis of performance in the 'WE' (Paper I, II and III) and interview taken together. Interview will be of 75 marks. Candidate may opt for interview either in Hindi or English.
- (vii) Candidate shall be required to undergo Psychometric Test conducted by the Bank before appearing for the Interview. No marks will be allotted for the same, and this will not form part of the final selection criteria.
- (viii) **Syllabi:** (i) Standard of papers on Economics would be that of Master's Degree examination in Economics of any Central University in India. (ii) Syllabus for English: The paper on English shall be framed in a manner to assess the writing skills including expression and understanding of the topic
- (ix) **Suggested reading material:** RBI publications viz., Annual Report, Report on Trend and Progress of Banking in India, Monetary Policy Report and the Financial Stability Report and the Economic Survey published by the Government of India over the previous two years.

B. Officers in Grade 'B' (DR) – DSIM- 2021- Job Requirement, Scheme of Selection and syllabus

<https://www.rbi.org.in/external/notifications>

(i) Job Requirements: To undertake collection, compilation, analysis and interpretation of data on banking, corporate and external sectors; Modelling and forecasting of inflation, growth and other important macroeconomics indicators; Analytical studies involving statistical/econometric models in the operational areas of interest to the Reserve Bank; Planning, designing and organizing sample surveys; maintaining technology-driven centralized reporting system and Data warehouse for information management /dissemination; and Development of methodology for the measurement and estimation of variables and improvement of the database of various sectors of the economy.

(ii) Scheme of Selection:

Selection will be through Online/ Written Examination (WE) and interview. There are 3 papers for the Examination. Paper I Objective Type (on Statistics) to be held on March 6, 2021 and Paper II & III will be held on March 31, 2021(date to be confirmed in admit cards).

Name of Paper	Duration	Maximum Marks
Paper-I Objective Type (on Statistics)	120 minutes	100
Paper-II Descriptive Type (on Statistics) (Question paper displayed on computer, answers to be written on paper)	180 minutes	100
Paper-III English – Descriptive (To be typed with help of keyboard)	90 minutes	100
Total		300



A composite time of 120 minutes will be given for answering Paper I. Other detailed information regarding the examination will be given in an Information Handout, which will be made available for the candidates to download along with the Admission letter for examination from the RBI website.

Candidates have to secure minimum marks as may be prescribed by the Board.

Candidates, who secure minimum aggregate marks in Paper I, as prescribed, will be shortlisted for Paper-II/ Paper III of the examination based on the aggregate marks obtained in Paper-I. The minimum aggregate cut-off marks for being shortlisted for Paper II and Paper III of the examination will be decided by the Board in relation to the number of vacancies. Roll No. of the candidates shortlisted for Paper II and Paper III examination will be published on RBI web-site, tentatively within a week after Paper -I examination.

(iii) Paper – II and III online/Written Examination: The Paper II and Paper III Examination will be conducted on March 31, 2021, only for the candidates who are shortlisted on the basis of results of Paper-I. The Paper II and Paper III examination will be in shifts. Candidates are required to appear for all shifts. Separate Admission Letters will be issued for each shift. The time-table for Paper II and Paper III will be intimated to the candidates concerned along with Admission Letter for Paper II and Paper III.

(iv) Question papers for 'WE' will be set in Hindi and in English (except Paper-III on English). Answers for Paper-II may be written either in Hindi or English. Paper-III will have to be answered in English only. Candidates may opt for interview in Hindi or English.

v) The number of candidates to be called for interview will be decided by the Board.

vi) Final selection will be on the basis of performance in the 'WE' (Paper I, II and III) and interview taken together. Interview will be of 75 marks. Candidate may opt for interview either in Hindi or English.

vii) Candidate shall be required to undergo Psychometric Test conducted by the Bank before appearing for the Interview. No marks will be allotted for the same and this will not form part of the final selection criteria.

Syllabi: Standard of papers would be that of Master's Degree examination of any Central University in India.

Paper-I: Questions would cover Probability: Definition of Probability, Standard distribution, Large and small sample theory, Analysis of Variance, Estimation, Testing of Hypotheses, Multivariate analysis and Stochastic Processes.

Paper-II: Questions would cover (i) Probability and Sampling, (ii) Linear Models and Economic Statistics, (iii) Statistical Inference: Estimation, Testing of hypothesis and Non-parametric Test, (iv) Stochastic Processes, (v) Multivariate analysis and (vi) Numerical Analysis and Basic Computer Techniques. There will be sufficient choice for candidates to attempt the required number of questions from any three or more of the above six groups.

Paper-III: English: The paper on English shall be framed in a manner to assess the writing skills including expression and understanding of the topic.



C. Manner of conduct of examinations for GR B (DR)-DEPR /DSIM:

- (i) The examination will be conducted on two days i.e. Paper I on March 6, 2021 and Paper II & III will be held separately on March 31, 2021(date to be confirmed in admit cards).**
- (ii) Paper – I** (Objective type on Economics / Statistics as the case may be) will be conducted online and comprise multiple choice questions.
- (iii) Paper – II** (Economics / Statistics as the case may be) will be a descriptive type pen/paper-based examination where the questions will be displayed on computer screen and will be conducted in one session on March 31, 2021.
- (iv) Paper – III** (English) will be of descriptive type where the candidates will be expected to type out answers on a computer.
- (v) The Board reserves the right to modify the exam dates and time entirely at its discretion.**