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:

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

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):

Suggested reference material:
- Newspapers including Mint, Business Line, etc.
- Magazines/Periodicals/ Bulletins including RBI Bulletins, EPW, India Today, etc.
- 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

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
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, Alderfer’s 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:


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
- Decenzo and Robbins- Fundamentals of Human Resource Management
- Fernando A.C.: Business Ethics – An Indian Perspective.
- Crane Andrew & Matten Dirk: Business Ethics
- Ghosh B N: Business Ethics & Corporate Governance