

Indian Institute of Management Indore
Two-Year Post Graduate Programme in Human Resource Management (PGP-HRM)

2021-23 Batch Admission Procedure for CAT 2020 Applicants

1. Eligibility criteria for CAT 2020 Applicants

The candidate must hold a bachelor's degree, with at least 50% marks or equivalent CGPA {45 % in case of candidates belonging to Scheduled Caste (SC), Scheduled Tribe (ST) and Persons with Disabilities (PwD) categories}, awarded by any of the universities incorporated by an act of the central or state legislature in India or other educational institutions established by an act of Parliament or declared to be deemed as a university under section 3 of UGC Act, 1956, or possess an equivalent qualification recognized by the Ministry of HRD, Government of India. The bachelor's degree or equivalent qualification obtained by the candidate must entail a minimum of three years of education after completing higher secondary schooling (10+2) or equivalent.

The percentage of marks obtained by the candidate in the bachelor's degree would be based on the practice followed by the institution/university from where the candidate has obtained the degree. In case of the candidate being awarded grades/CGPA instead of marks, the equivalence would be based on the equivalence certified by the institution/university from where they have obtained the bachelor's degree. In case the institution/university does not have any scheme for converting the CGPA into equivalent marks, the equivalence would be established by dividing the obtained CGPA by the maximum possible CGPA and multiplying the result by 100.

Candidates appearing for the final year bachelor's degree/equivalent qualification examination and those who have completed the degree requirements and are awaiting results can also apply. Such candidates must produce a certificate from the Principal/Head of the Department/Registrar/Director of the institution/University certifying that they are currently in the final year/ awaiting final results and have obtained at least 50% marks or equivalent (45% in case of candidates belonging to SC/ST/PwD category) based on latest available grades/marks. Such candidates, if selected, will be allowed to join the programme provisionally only if they submit a course completion certificate issued by the Principal/Head of the Department/Registrar/Director of the institution/University (issued on or before June 30, 2021) stating that they have completed all the requirements (the result may, however, be awaited) for obtaining the bachelor's degree/equivalent qualification on the date of issue of the certificate.

It is mandatory for a final year student, who is provisionally admitted, to submit the mark-sheet and degree certificate of the final year bachelor's degree examination held on or before June 30, 2021 (including supplementary, if any), to be eligible for admission to the Post Graduate Programme in Human Resource Management (PGP-HRM) batch 2021-23.

The deadline for submission of the mark-sheet and the certificate is December 31, 2021. Non-fulfillment of this condition will automatically result in the cancellation of the provisional admission. Any candidate who submits university Mark sheets which do not clearly indicate that he/she has passed the bachelor's Degree course or equivalent, and also submits Provisional Certificate from an affiliated college/institute would, in addition, be required to produce an authorization certificate from the university stating that such an affiliated college/institute is authorized/empowered to issue such a certificate on behalf of the university.

IIM Indore may verify eligibility at various stages of the selection process. Applicants should note that mere fulfillment of minimum eligibility criteria will not ensure shortlisting by IIM Indore at the various stages of the admissions process.

2. Application Process

Candidates seeking admission to the two-year PGP-HRM of IIM Indore have to appear in the Common Admission Test (CAT) as described in the CAT 2020 Information Bulletin. CAT 2020 will be held on **Sunday, November 29, 2020**. Candidates who are interested and eligible can apply online and register themselves on www.iimcat.ac.in during the CAT 2020 registration starting and closing date. While registering for CAT 2020, candidates can apply to PGP-HRM of IIM Indore by selecting the option available in the online registration form. There is no additional cost for the same.

Note: Any candidate who is interested in applying for PGP-HRM of IIM Indore needs to exercise his/her option to apply while registering for CAT 2020. No change in the category will be entertained after the closure of CAT registration window.

3. Selection Process

IIM Indore will adopt a three-stage selection process (I) Eligibility criteria (II) Shortlist for Written Ability Test (WAT) and Personal Interview (PI) (III) Final Selection. Selection criteria for each of the stages are given as under:

Stage-I: Eligibility Criteria

All applicants who apply for the two-year PGP-HRM of IIM Indore must satisfy the eligibility criteria mentioned in CAT 2020 advertisement and also the minimum sectional percentile and overall percentile scores in CAT 2020 (as mentioned in Table-1). Only those applicants meeting the specified criteria will be considered for Stage-II of selection process.

Table 1: CAT 2020 Sectional and Overall Percentile Cut-offs

Category	Quantitative Ability (QA)	Data Interpretation and Logical Reasoning (DILR)	Verbal Ability and Reading Comprehension (VARC)	Overall
General	80.00	80.00	80.00	90.00
EWS	80.00	80.00	80.00	90.00
NC-OBC	70.00	70.00	70.00	80.00
SC	55.00	55.00	55.00	60.00
ST	45.00	45.00	45.00	50.00
PwD	45.00	45.00	45.00	50.00

Legend: Economically Weaker Sections (EWS), Non-creamy Other Backward Castes (NC-OBC), Scheduled Castes (SC), Scheduled Tribes (ST), Persons with disabilities (PwD).

Stage-II: Shortlist for Written Ability Test (WAT) and Personal Interview (PI)

Only those candidates satisfying the requirements mentioned in Stage 1 will be considered for this stage of shortlisting for WAT and PI. Sufficient number of candidates for WAT and PI for each category (General, EWS, NC-OBC, SC, ST and PWD) will be shortlisted using the merit list generated based on Composite Score (CS) as mentioned in Table 2.

Table 2: Computation of Composite Score (CS)

Components	Score
10 th Standard/ SSC Score	$34 * \left[\frac{Z_{\text{candidate}} - Z_{\text{min}}}{Z_{\text{max}} - Z_{\text{min}}} \right]$
12 th Standard/ HSC Score	$40 * \left[\frac{Z_{\text{candidate}} - Z_{\text{min}}}{Z_{\text{max}} - Z_{\text{min}}} \right]$
CAT 2020 Overall Score	$20 * \left[\frac{\text{Candidate's CAT overall Score}}{\text{Highest CAT overall Score}} \right]$
Diversity Factor (DF)	6
Composite Score	= Sum of the above Scores (Max 100)

Note: : Z candidate, Z min, Z max for 10th Standard/ SSC Score and 12th Standard/ HSC Score are computed using the normalisation process.

Candidates short-listed for WAT and PI will be intimated in the month of January 2021. Individual regret letters will not be sent to applicants who are not shortlisted for WAT and PI. IIM Indore will conduct the admission interviews for PGP-HRM in Bangalore, Delhi, Hyderabad, Indore, Kolkata, and Mumbai. However, IIM Indore reserves the right to change the centres at any time if the situation so warrants.

Candidates shortlisted for WAT and PI at Stage-II will have to attend both WAT and PI, failing which they will not be considered for the next stage of selection process i.e Stage-III. IIM Indore also expects a consistent and minimum performance in the different parameters of Personal Interview (PI), which will be decided by Admissions Committee. Candidates not meeting the minimum performance in any of PI parameters will not be considered for the next stage of selection process i.e. Stage-III.

Stage-III: Final Selection

The candidates satisfying the requirements mentioned in Stage-II will only be considered for the final selection. Category wise merit list will be generated based on Final Composite Score (FCS) as mentioned in Table 3 and provisional admission offers will be made accordingly, adhering to the reservation norms.

Table 3: Computation of Final Composite Score (FCS)

Components	Score
10 th Standard/ SSC Score	$15 * \left[\frac{Z_{candidate} - Z_{min}}{Z_{max} - Z_{min}} \right]$
12 th Standard/ HSC Score	$15 * \left[\frac{Z_{candidate} - Z_{min}}{Z_{max} - Z_{min}} \right]$
CAT 2020 Overall Score	$10 * \left[\frac{\text{Candidate's CAT overall Score}}{\text{Highest CAT overall Score}} \right]$
WAT Score	$10 * \left[\frac{Z_{candidate} - Z_{min}}{Z_{max} - Z_{min}} \right]$
PI Score	$50 * \left[\frac{Z_{candidate} - Z_{min}}{Z_{max} - Z_{min}} \right]$
Final Composite Score	= Sum of the above Scores (Max 100)

Note: Z candidate, Z min, Z max for each component are computed using the normalisation process.

***WAT Score:** In the event of Personal Interviews being conducted online (owing to Covid-19 or any other reason), the Written Ability Test component will be removed, and the final selection will be done based on the remaining components of the Final Composite Score Computation (i.e. Table 3).

4. Reservations

As per Government of India requirement, 27% of the seats are reserved for Other Backward Classes candidates belonging to the “Non-Creamy” layer (NC-OBC), 15% for Scheduled Caste (SC), 7.5% for Scheduled Tribe (ST) candidates, up to 10% for Economically Weaker Sections (EWS) and 5% for Persons with Benchmark Disabilities (PwD).

As defined in The Rights of Persons with Disabilities Act, 2016 (RPwD Act 2016), “person with benchmark disability” means a person with not less than forty percent (40%) of a specified disability where specified disability has not been defined in measurable terms and includes a person with disability where specified disability has been defined in measurable terms, as certified by the certifying authority. “specified disability” means the disabilities as specified in the Schedule of the RPwD Act 2016.

The categories of disability are:

- a) blindness and low vision,
- b) deaf and hard of hearing,
- c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy,
- d) autism, intellectual disability, specific learning disability and mental illness,
- e) multiple disabilities from amongst persons under clauses (a) to (d), and
- f) other 'specified disabilities' mentioned in 'The Schedule' of the RPwD Act 2016.

For the purpose of being considered for reservations, the applicable Central Government list as on the last date of CAT registration shall be binding. No subsequent changes will be effective for CAT 2020 and any subsequent selection process of IIM Indore.

The candidates belonging to categories for which seats are reserved need to note and read carefully the eligibility requirements before applying. It should be noted that while it is the endeavor of IIM Indore that the candidates belonging to NC-OBC/SC/ST/PwD categories join the programme in proportions mandated by the law, they have to meet the eligibility criteria and a certain minimum level of performance to be considered for the admission process.

5. Scholarships

The PGP-HRM Office of IIM Indore shall provide details on scholarships administered by IIM Indore to all candidates who are finally admitted.

Important Information

- I. In case of grades/CGPA, the conversion to percentage of marks would be based on the procedure as certified by the respective Board/University/Institution. If any Board/University/Institution confirms that there is no scheme for converting CGPA into equivalent marks, the equivalence would be established by dividing the candidate's CGPA by the maximum possible CGPA, and multiplying the result with 100.

- II. The percentage of marks obtained in Class X and Class XII would be the aggregate marks of all subjects that appear in the marks sheet or grade sheet, irrespective of whether the Board considers them for calculation of percentage.
- III. Each IIM shortlists candidate for GD/WAT and PI based on their own criteria. Hence it is possible to observe variations in the lists of candidates shortlisted by different IIMs.
- IV. All the candidates are advised to check their emails regularly and visit the IIM Indore's website for updates on admission related activities.
- V. Any misrepresentation or suppression of information by a candidate will lead to immediate disqualification of the candidate from the admission process.
- VI. IIM Indore reserves the right to change, modify or adopt any new admission process that it deems necessary and which best suits its purpose of identifying and admitting the most appropriate students to the Post Graduate Programme in Human Resource Management (PGP-HRM).
- VII. Candidates who indicate their interest for PGP-HRM of IIM Indore, while applying for CAT 2020 will also be considered for PGP of IIM Indore. Final selection will be as per the admission procedure for the respective programme.

Contact Us

For any enquiries related to Admissions, you may please feel free to contact as per details given below:

The Admissions Office

Indian Institute of Management, Indore
Prabandh Shikhar, Rau - Pithampur Road,
Indore - 453556 (Madhya Pradesh), India
Phone: 0731- 2439685/686
Email: pgphrmadmissions@iimidr.ac.in

Or, visit our website at: www.iimidr.ac.in

Any dispute concerning admissions for Post Graduate Programme in Human Resource Management (PGP-HRM) 2021-23 Batch of IIM Indore would be subject to jurisdiction of the competent courts within the territorial jurisdiction of the city of Indore only.

COVID-19 and Possible Disruptions: The Admission process is to be conducted taking into account the COVID-19 crisis. The information provided by the 2021-2023 Admission Policy is contingent upon the decisions and directions issued from time to time by the Central, State governments and IIM Indore. Candidates are advised to regularly check CAT and IIM Indore websites for further information.

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