

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

**2024-26 Batch Admission Procedure for CAT 2023 Applicants**

**1. Eligibility criteria for CAT 2023 Applicants**

The candidate must hold a Bachelor's Degree, with at least 50% marks or equivalent CGPA [45% in the case of candidates belonging to the Scheduled Caste (SC), Scheduled Tribe (ST) and Persons with Disability (PwD) categories], awarded by any University or educational institution as incorporated by an Act of Parliament or State legislature in India or declared to be deemed as an University under Section 3 of the UGC Act, 1956, or possess an equivalent qualification recognized by the Ministry of Education, Government of India.

Candidates appearing for the final year of Bachelor's degree/equivalent qualification examination and those who have completed degree requirements and are awaiting results can also apply. However, it may be noted that such candidates, if selected, will be allowed to join the programme provisionally, only if they submit a certificate from the Principal/Registrar of their University/Institution (issued on or before June 30, 2024) stating that they have completed all the requirements for obtaining the Bachelor's degree/equivalent qualification on the date of issue of the certificate.

Candidates applying for CAT 2023 should fulfill any one of the following conditions:

- Completed Bachelor's degree with the required percentage of marks\*.
- Completed professional degree (CA/CS/ICWA/Fellow of the Institute of Actuaries of India (FIAI)) with required percentage\*.
- Should be in the final year of Bachelor's degree with required percentage\*.

\*SC/ST/PwD candidates should have a minimum 45%. For General, EWS and NC-OBC candidates, the minimum is 50%.

The percentage of marks obtained by the candidate would be calculated based on the practice as followed by the respective University/Institution. In case of grades/CGPA, the conversion to percentage of marks would be based on the procedure as certified by the respective University/Institution. If any 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.

The deadline for submission of the mark-sheet and the certificate is December 31, 2024. Non-fulfilment 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 the mere fulfilment of the minimum eligibility criteria will not ensure consideration for shortlisting by IIM Indore. Candidates must declare and maintain a valid and unique email account and a mobile phone number throughout the selection 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 2023 Information Bulletin. CAT 2023 will be held on **Sunday, November 26, 2023**. Candidates who are interested and eligible can apply online and register themselves on [www.iimcat.ac.in](http://www.iimcat.ac.in) during the CAT 2023 registration starting and closing date. While registering for CAT 2023, 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 2023. 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 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 2023 advertisement and also the minimum sectional percentile and overall percentile scores in CAT 2023 (as mentioned in Table-1). Only those applicants meeting the specified criteria will be considered for Stage-II of selection process.

**Table 1: CAT 2023 Sectional and Overall Percentile Cut-offs**

Category	Quantitative Ability (QA)	Data Interpretation and Logical Reasoning (DILR)	Verbal Ability and Reading Comprehension (VARC)	Overall
General	60.00	60.00	75.00	70.00
EWS	55.00	55.00	65.00	60.00
NC-OBC	55.00	55.00	65.00	60.00
SC	50.00	50.00	55.00	55.00
ST	40.00	40.00	40.00	45.00
PwD	40.00	40.00	40.00	45.00

**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 Personal Interview (PI)**

Only those candidates satisfying the requirements mentioned in Stage 1 will be considered for this stage of shortlisting for Personal Interview (PI). Sufficient number of candidates for 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 <sup>th</sup> Standard/ SSC Score	$25 * \left[ \frac{Z_{\text{candidate}} - Z_{\text{min}}}{Z_{\text{max}} - Z_{\text{min}}} \right]$
12 <sup>th</sup> Standard/ HSC Score**	$20 * \left[ \frac{Z_{\text{candidate}} - Z_{\text{min}}}{Z_{\text{max}} - Z_{\text{min}}} \right]$
CAT 2023 Overall Score	$30 * \left[ \frac{\text{Candidate's CAT overall Score}}{\text{Highest CAT overall Score}} \right]$
Gender Diversity Factor (GDF) only to the female candidate	10
Academic Diversity Factor (ADF)	5
Work Experience (WE)	0-10
Composite Score	= Sum of the above Scores

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

\*\*For the candidates who have not received any marks for their 12th Standard/ HSC due to the outbreak of Covid-19 pandemic, the weightage allocated for this component (20%) shall be split between the CAT 2023 Overall Score and 10th Standard/ SSC Score on a pro rata basis.

Candidates short-listed for PI will be intimated in the month of January 2024. Individual regret letters will not be sent to applicants who are not shortlisted for PI. IIM Indore will conduct the admission interviews for PGP-HRM in offline (in Bangalore, Chennai, Delhi, Hyderabad, Indore, Kolkata and Mumbai)/ online mode depending on the situation. However, IIM Indore reserves the right to change the centres at any time if the situation so warrants.

Candidates shortlisted for Personal Interview (PI) at Stage-II will have to attend 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 <sup>th</sup> Standard/ SSC Score	$10 * \left[ \frac{Z_{\text{candidate}} - Z_{\text{min}}}{Z_{\text{max}} - Z_{\text{min}}} \right]$
12 <sup>th</sup> Standard/ HSC Score**	$10 * \left[ \frac{Z_{\text{candidate}} - Z_{\text{min}}}{Z_{\text{max}} - Z_{\text{min}}} \right]$
CAT 2023 Sectional Scores	VARC: $5 * \left[ \frac{\text{Candidate's Score in VARC}}{\text{Highest Score in VARC}} \right]$ DILR: $5 * \left[ \frac{\text{Candidate's Score in DILR}}{\text{Highest Score in DILR}} \right]$ QA: $10 * \left[ \frac{\text{Candidate's Score in QA}}{\text{Highest Score in QA}} \right]$
PI Score	$45 * \left[ \frac{Z_{\text{candidate}} - Z_{\text{min}}}{Z_{\text{max}} - Z_{\text{min}}} \right]$
Gender Diversity Factor (GDF) only to the female candidate	5
Academic Diversity Factor (ADF)	10
Final Composite Score	= Sum of the above Scores

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

\*\*For the candidates who have not received any marks for their 12th Standard/ HSC due to the outbreak of Covid-19 pandemic, the weightage allocated for this component (10%) shall be split between the CAT 2023 Sectional Scores and 10th Standard/ SSC Score on a pro rata basis.

VARC stands for the Verbal Ability and Reading Comprehension section in CAT 2023.  
DILR stands for the Data Interpretation and Logical Reasoning section in CAT 2023.  
QA stands for the Quantitative Ability section in CAT 2023.

#### **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 2023 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

- a. 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.
- b. 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.
- c. 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.
- d. All the candidates are advised to check their emails regularly and visit the IIM Indore's website for updates on admission related activities.
- e. Any misrepresentation or suppression of information by a candidate will lead to immediate disqualification of the candidate from the admission process.
- f. 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 Management in Human Resource Management (PGP-HRM).
- g. Candidates who indicate their interest for PGP-HRM of IIM Indore, while applying for CAT 2023 will also be considered for PGP of IIM Indore. Final selection will be as per the admission procedure for the respective programme.
- h. Document to be produced by International Baccalaureate (IB) board candidates, applying for IIM Indore: For candidates who have cleared their SSC/10th and HSC/12th standard from IB board are required to produce "The IB Diploma Indian Percentage Transcript" [click here](#).

## Contact Us

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

The Admissions Office

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Or, visit our website at: [www.iimidr.ac.in](http://www.iimidr.ac.in)

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Any dispute concerning admissions for Post Graduate Programme in Human Resource Management (PGP-HRM) 2024-26 Batch of IIM Indore would be subject to jurisdiction of the competent courts within the territorial jurisdiction of the city of Indore only.

**Possible Disruptions:** The Admission process is to be conducted taking into account the possible disruptions. The information provided by the 2024-26 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 the CAT and IIM Indore websites for the latest information.

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