पावर ग्रिड कारपोरेशन ऑफ इंडिया लिमिटेड
(भारत सरकार का उपक्रम)

POWER GRID CORPORATION OF INDIA LIMITED
(A Government of India Enterprise)

Advertisement No. CC/04/2018 **Date: 13.03.2018**

Recruitment of Executive Trainees (HR) through UGC NET July 2018

POWERGRID, the Central Transmission Utility (CTU) of India is one of the largest Transmission Utilities in the World and a Navratna Enterprise of Govt. of India. POWERGRID undertakes transmission of electricity through Inter-State Transmission System and ensures development of an efficient, co-ordinated and economical system of inter-state transmission lines for smooth flow of electricity from generating stations to the load centers. POWERGRID operates around 1,45,735 circuit kms of transmission lines along with 230 Sub-stations (as on 31.01.2018) and wheels about 50% of total power generated in the country through its transmission network.

POWERGRID also owns and operates approximately 43,450 kms of Telecom Network, with points of presence in approx. 662 locations and intra-city network in 105 cities across India.

POWERGRID, with its strong in-house expertise in various facets of Transmission, Sub-Transmission, Distribution and Telecom sectors also offers consultancy services at National and International level. POWERGRID has been making profit since inception, having Gross turnover of Rs. 26,581 Crore and Profit After Tax of Rs. 7,520 Crore (FY: 2016 - 17).

To take the growth curve to further heights, POWERGRID is looking for bright, committed and energetic individuals to join its fold as **EXECUTIVE TRAINEES (HR).**

TENTATIVE VACANCIES & RESERVATION

Post ID	Post Name	Vacancies	Reservation Status
166	ET(HR)	25	Unreserved- 13, OBC(NCL)-06, SC-04, ST-02, PwD*-VH-01

* **Reservation for Persons with Disability (PwD)#**
The Reservation of Posts for PwD and identification of posts for different sub categories of PwD (as per Govt. of India notification) shall be as indicated below.

PwD Subcategories eligible to apply	Reservation#
LD- Locomotor Disability (OL-One Leg/ OA- One Arm/ OAL- One Arm & One Leg/ BL- Both Legs), HH- Hearing Handicapped (PD - Partially Deaf/ D - Deaf), VH- Visually Handicapped (B- Blind/ LV – Low Vision)	1 VH (B/LV)

 # Horizontal reservation

ELIGIBILITY CRITERIA

a. Qualification

Two years full time Post Graduate Degree/ Diploma/ MBA in HR/ Personnel Management & Industrial Relations/ Social Work (with specialization in Personnel Management & Industrial Relations)/ HRM and Labour Relations/ Labour and Social Welfare from recognized University/ Institute with not less than 60% marks.

- Final Year / Semester students of academic year 2017-18, who expect their results by 31.08.2018 may also be considered eligible, **provided they obtain minimum 60% marks** or equivalent CGPA in aggregate of all semesters/years up to pre-final examination at the time of applying for any of the above posts. Their candidature shall be provisional and will be considered for appointment in the event of selection, only if they meet all the eligibility criteria specified.

- The percentage of Marks in essential qualification shall be considered without rounding off.

- For instruction on conversion of CGPA into percentage, refer to points 6 and 7 of "GENERAL INFORMATION AND INSTRUCTIONS".

- Wherever specialization is mentioned, subjects in specialization required should have been part of the examination cleared and find mention in the final mark sheet / degree certificate or the specialization should be certified by the concerned University/ Institute attended / attending by the candidates. Similarly, in case when a candidate claims to have PG Degree/ PG Diploma/ MBA in an equivalent discipline, she/he shall necessarily have to submit marksheets indicating subjects studied and certificate from the institute. Candidates must have majority of papers from Human Resource Management. POWERGRID at its discretion shall decide the eligibility based on the courses studied/ opted by the candidates during their post-graduation study of the qualification.

b. Upper Age Limit

28 years as on 31.07.2018 (Candidates should have been born *on or after 01.08.1990*)

c. Criteria in the UGC NET 2018

Candidates are required to appear in the below mentioned paper (code 55 as detailed below) of **UGC-National Eligibility Test (NET)-of July 2018** and secure at least 40% aggregate marks in both the papers (i.e. Paper I and Paper II) taken together (relaxed to at least 35% for candidates belonging to the reserved categories (i.e. SC, ST, OBC (NCL) & PWD)

NET (June 2018) Paper and Subject Code: Labour Welfare/ Personnel Management/ Industrial Relations/ Labour & Social Welfare/ Human Resources Management **(55)**

RELAXATIONS AND CONCESSIONS

1. Reservation/ relaxation/ concession to OBC (NCL)/ SC/ ST/ PwD/ Ex – SM/ J&K Domiciled/ Victims of riots shall be as per Government of India directives. **However eligibility for UGC NET 2018 is pre-requisite for applying to POWERGRID.**

2. Persons suffering from not less than 40% of the relevant disability shall only be eligible for the benefit under PwD category. Persons claiming concessions/ relaxations/ reservation under PwD category are required to upload their Disability certificate in the format prescribed by Government of India.

3. **Relaxation in Marks in essential qualification for SC & ST candidates**: Qualifying Marks in essential qualification is relaxed to **50%**.

4. **Relaxation in Marks in essential qualification for PwD - VH- B/ LV candidates**: Qualifying Marks in essential qualification is relaxed to **50%**.

5. **Relaxation in Upper Age Limit:**

   a) For OBC(NCL) candidates   : 3 years

   b) For SC/ ST candidates   : 5 years

   c) For PwD candidates   : 10 years over and above applicable category relaxation

   d) J&K Domicile / Ex-Servicemen/ Victims of riots   : As per Govt. of India directives

6. **Reservation/ Relaxation / Concession for SC & ST** will be subject to submission of relevant Caste Certificate in the prescribed format issued by a competent authority at time of interview, if called for.

7. **Relaxation / Concession for J&K Domiciled / Ex-Servicemen/ Victims of riots** will be subject to submission of relevant Age relaxation cum Domicile certificate /Discharge certificate etc. in the prescribed format issued by a competent authority at time of interview, if called for.

8. **Reservation and Relaxation for OBC (NCL)** will be subject to submission of *latest* OBC (NCL) certificate in the format prescribed by the Govt. of India for "Appointment to posts under Govt. of India" from a competent authority at the time of interview, if called for. OBC (NCL) candidates should also submit NCL declaration in the format prescribed by the Govt. of India. The name of caste, community of the candidate must appear in the Central List of OBCs available on National Commission for Backward Classes (NCBC) website- www.ncbc.nic.in.

9. **Reservation / Relaxation / Concession for Persons with Disability** is subject to submission of disability certificate in prescribed format issued by the Government Medical Board at the time of interview, if called for.

10. Candidates working in POWERGRID are advised to refer to internal circular before filling up the application. Trainees working in POWERGRID shall not be considered as Departmental Candidate.

HOW TO APPLY

1. Application for above positions in POWERGRID is a two stage process:

   a. On-line Registration for UGC-NET (July 2018 Examination)in paper code 55

   b. On-line application for the position concerned in POWERGRID mentioning the UGC-NET Roll No.

2. Candidates are required to first go through the notification for UGC-NET July 2018 and apply for UGC-NET online. For details information on UGC-NET and online application form, candidates may log on to **http://cbsenet.nic.in**

3. The application process for UGC-NET July 2018 starts from 06.03.2018 to 05.04.2018.

4. Candidates will be required to download their UGC-NET Admit card from the website **http://cbsenet.nic.in.** and **appear for the exam.** They will also have to retain print out of UGC-NET Application form, Attendance slip and Admit Card. These documents will have the UGC-NET Roll No. of the candidate.

5. From **1st July 2018 onwards**, candidates have to register themselves online at POWERGRID website **www.powergridindia.com** with details of their UGC-NET Roll No. and other required information. Online application shall close on **31st July 2018**. (*The dates for applying to POWERGRID may change depending on availability of NET Roll No. on NET website in which case it shall be notified in POWERGRID website during the aforesaid period*).

   UGC-NET Roll No. as appearing on the NET July 2018 admit card needs to be entered carefully in the online application form. No other number should be entered as UGC- NET Roll No. while applying to POWERGRID. Please note that once your application is submitted, no request regarding change in NET Roll Number or Name shall be entertained.

   Enter your name and other details exactly as entered in your UGC NET July Admit Card.

6. Fill up other details in the application very carefully. Please take care while filling out the email/ alternative email fields since all important communication shall be through emails only.

7. Candidates are required to upload their colour passport size photograph, signature and other relevant documents as per instructions given on the online application form. The photograph should be the same as used for UGC-NET Application. Read the instructions on online application form carefully before filling up the application.

8. Upon completion, the candidate should submit the online application by clicking the Submit button at the bottom of the page. If the same is accepted, the system will generate a unique **POWERGRID Registration Number** which shall appear on the generated application form/ Resume.

9. If you are not exempted from payment of application fees (only SC/ST/PwD/ Ex-SM/ Departmental candidates are exempted), you are required to login to your candidate login section and then deposit non-refundable application fees of Rs. 500/- through online mode. *Your application process will be treated as complete only on submission of application fees.*

10. The primary email ID entered by the candidate is the Login ID and the unique **Registration Number** generated is the password for logging in to POWERGRID Online application system.

11. Candidates should be careful while filling up the application form. In case of multiple applications, POWERGRID reserves the right to consider only the last registered application.

12. Candidate should take a print out of the completed application, and keep with her/ him safely for future reference.

13. **No hard copy of application is required to be sent to any address by post.**

14. In-complete applications / applications without application fees (if applicable) will be rejected.

Method of Payment of Application fee (Non-refundable Rs. 500/-):

- After successful completion of registration, candidates shall receive an email with details of their Login ID, Password and other information. Candidate is required to login to career page through candidate login link available on job opportunities section. For paying the fees through ONLINE

MODE, a button shall be available on the login home page which will guide the candidate to payment gateway. Candidate will be automatically directed to payment gateway website and return back to POWERGRID website automatically on completion of transaction.

- Online payment can be made through Credit Card/ Debit Card/ Net Banking/ UPI or available e-Wallet.
- If the transaction is successful, the online payment button will disappear and transaction confirmation will appear on the login home page.
- If the transaction fails and the amount is deducted, the candidates will have to wait for 2 hours to check any update in status on his/ her candidate login home page. In case of no change, he/ she will have to send mail stating the issue and quoting his/ her POWERGRID Registration No.
- Payment once done cannot be refunded. Hence candidates are advised not to wait till last date for submission of application or payment of fees.

IMPORTANT INSTRUCTIONS:

1. If the candidate is called for GD and interview, her/ his identity would be verified with **UGC NET 2018 admit card** and **UGC NET Official Score Card**. Therefore candidates are requested to retain their UGC-NET 2018 application copy, admit card and score card with them.

2. Candidates shall be required to bring a valid photo ID to the interview. Photocopies of the original identification document shall not be acceptable. Candidates **will not be permitted** to appear for the group discussion and interview if original and valid photo identification is not presented along with the UGC NET 2018 admit card and score card.

SELECTION PROCESS

The Selection Process consists of marks obtained (out of 100) in the *Labour Welfare/Personnel Management/Industrial Relations/ Labour and Social Welfare/Human Resource Management* paper (paper code 55) of **UGC NET 2018**, Group Discussion & Personal Interview.

Eligible candidates will have to appear and obtain minimum marks i.e. aggregate 40% in both papers combined (relaxed to 35% for reserved categories) as per UGC NET criteria of minimum marks in the notified paper (i.e. **Paper code 55**) of UGC NET 2018 shall only be eligible to be considered for the next stage of selection subject to meeting the eligibility criteria prescribed by POWERGRID.

Qualifying criteria in UGC NET July 2018 for ET (HR) in POWERGRID shall be as per the standards set by UGC-NET Conducting authority, i.e. obtain minimum marks as prescribed by UGC NET.

Qualified candidates shall be short-listed category-wise for Group Discussion & Personal Interview based on their **total marks out of 100** (aggregate of paper 1 and paper 2) in UGC NET 2018, in the above mentioned paper and as per the criteria decided by management.

Candidates shall obtain information about their status through their candidate login at the POWERGRID Online Application System. Shortlisted candidates shall be able to download their interview call letter and other relevant documents through the candidate login.

Candidates shortlisted for the Group Discussion and Interview shall be required to bring the documents as mentioned in their interview call letter.

Candidates must qualify in the Personal Interview in order to be considered for empanelment. The qualifying % in interview for different categories are as mentioned below:

Category	Qualifying % in Interview
Un-Reserved	**40%**
OBC (NCL)/ SC/ ST/ PwD - VH	**30%**

Group discussion will not have any Qualifying Marks.

Weightage of Different Parameters

For calculation of final score of a candidate for empanelment, the weightages of marks obtained in UGC-NET July 2018, Group Discussion and Interview shall be as indicated below:

NET - 2018 Marks (aggregate out of 100)	85%
Group Discussion	3%
Personal Interview	12%
Total	**100%**

Empanelment of Candidates

Candidates who qualify in the Personal Interview will only be adjudged suitable for empanelment. Therefore it is again reiterated that candidates will have to qualify in UGC- NET 2018, i.e. obtain minimum prescribed marks and qualify in Personal Interview separately in order to be considered eligible for empanelment.

Please note that only UGC – NET of July 2018 (to be conducted on 08.07.2018) score is valid for this recruitment process. NET score of 2017 or prior is not valid. Candidates, who are willing to apply for POWERGRID, will have to apply and appear for UGC NET 2018 even if they are previously qualified in NET.

The offer of appointment shall be issued to the suitable candidates in the order of category wise merit and based on the requirement.

Selected candidates shall be notified through their login in online application system.

Appointment of selected candidates will be subject to their being found medically fit in the Pre-Employment Medical Examination to be conducted as per POWERGRID Norms and Standards of Medical Fitness.

HEALTH

Applicants should have sound health. No relaxation in POWERGRID Medical Norms is allowed. For details of standards on medical fitness, please visit career section of our website: **www.powergridindia.com.**

COMPENSATION PACKAGE

Selected candidates will be placed in the pay scale of INR 24900-50500 during the one-year training period. The Corporation offers a very attractive pay package which is one of the best in the Industry. The approximate CTC* per annum are as follows:

During Training	09 Lakhs
After Training On regularization	15 Lakhs

On regularization, the Compensation package includes Basic Pay, Dearness Allowance, Perquisites and Allowance as per cafeteria approach, Performance Related Pay, Company Leased Accommodation / Company Quarters or HRA, Reimbursement of monthly conveyance expenditure, mobile facility, Group Insurance, Personal Accident Insurance, PF, Gratuity, Pension & Leave encashment etc.

The Corporation also offers excellent facilities like Short and Long term Loans & Advances in subsidized rates including House Building Advance, Medical facilities for self and dependents etc. in accordance with the policies of the Corporation from time to time.

* *CTC mentioned above is indicative and scales are due for revision. Actual CTC shall depend on place of posting and other terms & conditions of appointment.*

SERVICE AGREEMENT BOND

The selected candidates for the above posts will be required to execute a service agreement bond to successfully complete the prescribed training period and thereafter serve the organization for at least three years. The amount of the bond is INR 1,00,000/- for General/OBC (NCL) candidates and INR 50,000/- for SC/ST/PwD candidates.

GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals of age 18 years or above are eligible to apply for POWERGRID.

2. Before applying, the candidate should ensure that he / she fulfils the eligibility criteria and other norms mentioned in this advertisement.

3. Essential qualification should be recognized in India and from a recognized Institution or University.

4. In case of qualification acquired from foreign Institute/ University, the same may be treated at par with qualification offered by Indian Institutes/ Universities provided the candidates are able to produce equivalency certificate for such qualification from Association of India University (AIU).

5. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.

6. Percentage of marks must be indicated in the application form as per norms adopted by University / Institute.

7. Percentage of marks obtained by the candidate in the essential qualification shall be calculated based on the practice followed by the university/institution from where the candidate has obtained the degree. In case the candidates are awarded grades/CGPA instead of marks, the conversion of grades/CGPA to percentage of marks shall be based on the procedure certified by the university/ institution from where they have obtained the bachelor's degree.

    In case the university/ institution does not have any 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.

8. As per the notification issued for UGC-NET- July 2018, the maximum permissible age prescribed is 30 years as on 01.07.2018 for Junior Research Fellowship (JRF), while there is no upper age limit for Assistant Professor. **In POWERGRID, the maximum age is 28 years (for Un-Reserved vacancy) as on 31.07.2018**. Candidates should apply accordingly.

9. Candidates working in Govt. / PSU are required to produce "No Objection Certificate" at the time of Interview.

10. Candidates claiming reservation under OBC (NCL) should belong to OBC- Non creamy layer as on last date of online submission of application to POWERGRID.

11. Candidates selected in POWERGRID are liable to be posted anywhere in India and Abroad.

12. For any queries regarding this recruitment please send email to **et23@powergrid.co.in** **with "ET(HR) - <Subject> " in the subject line.** Candidates are required to add this email-id to their address book in order to avoid any email communication gap.

13. No correspondence regarding this recruitment made in Complaint Management System of POWERGRID, will be entertained.

14. Legal jurisdiction will be NCT of Delhi in case of any cause / dispute.

15. Candidature is liable to be rejected at any stage of recruitment/ selection process or after joining, if any information provided by the candidate is not found in conformity with the eligibility criteria notified or if POWERGRID comes across any evidence/knowledge that the qualification, experience and any other particulars indicated in application/other forms/formats are not recognized/ false/ misleading and / or amounts to suppression of information/particulars which should have been brought to the notice of POWERGRID.

16. Mere appearance in UGC-NET 2018 or submission of application to POWERGRID does not guarantee the adequacy of candidature for being considered for further selection process.

17. Management reserves the right to cancel / restrict /enlarge / modify / alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter. Vacancies may vary depending on requirement.

18. Complaints attributable to the incompatibility of the Client Systems, ignorance of users, non-availability of internet connectivity or any other aspects beyond the direct control of POWERGRID employees or systems will not be entertained.

19. All information regarding this recruitment process would be made available in the career section of POWERGRID website only. Applicants are advised to check the web site periodically for important updates. Once registered for POWERGRID, all correspondences shall be made through their registered e-mail ID or candidate login only.

IMPORTANT DATES		
UGC NET 2018	Start Date for applying for UGC-NET (2018)	6th March 2018
	Last date for applying for UGC-NET (2018)	5th April 2018
	UGC-NET Examination	8th July 2018
	For further details visit Website : **http://cbsenet.nic.in**	
POWERGRID Application	Commencement of Online Submission of Application to POWERGRID	1st July 2018 (10:00 hrs)
	Last date for Online submission of Application to POWERGRID	31st July 2018 (23:59 hrs)
	(The dates for applying to POWERGRID may change slightly depending on availability of NET Roll No. on NET website in which case it shall be notified in POWERGRID website during the aforesaid period).	

www.powergridindia.com