

Exam Name: RESERVE BANK OF INDIA - DIRECT RECRUITMENT FOR THE POST OF OFFICERS IN GRADE 'B' (Direct Recruit-DR) (On Probation-OP) (General/DEPR/DSIM) CADRES - PANEL YEAR 2024

Notification Date:

Phase I online Exam 08.09.2024

Phase II Exam 19.10.2024

Educational Qualification Below Table

Age Limit 21 – 30 Years

Age Relaxation

SC/ST 5 Years

OBC 3 Years

Ex Serviceman 5 Years

Posts	Minimum Educational Qualifications (as on July 01, 2024):
Officers in Grade 'B' (DR) - General	<p>Graduation in any discipline /Equivalent technical or professional qualification with minimum 60% marks (50% for SC/ST/PwBD applicants) or Post-Graduation in any discipline / Equivalent technical or professional qualification with minimum 55% marks (pass marks for SC/ST/PwBD applicants) in aggregate of all semesters / years.</p> <p>Note:</p> <p>Graduation Level Any such course from a recognised University / Institute that is taken after Class XII and is at least of 3 years' duration/ candidates possessing professional or technical qualifications which are recognised by the Government as equivalent to professional or technical graduation will be eligible for admission to the examination, subject to obtaining minimum marks prescribed above. Post-Graduation Level Any such course from a recognised University / Institute that is taken after Graduation and is at least of 2 years' duration / recognised by the Government as equivalent to professional or technical Post-graduation will be eligible for admission to the examination, subject to obtaining minimum marks prescribed above</p>
Officers in Grade 'B' (DR) - DEPR	<p>Essential</p> <p>a. a. A Master's Degree in Economics (or any other master's degree where</p>

	<p>"Economics" is the principal constituent* of the curriculum/syllabus, namely MA / MSc in Quantitative Economics, Mathematical Economics, Financial Economics, Business Economics, Agricultural Economics, Industrial Economics) OR b. b. A Master's Degree in Finance (or any other master's degree where "Finance" is the principal constituent* of the curriculum / syllabus, namely MA / MSc in Quantitative Finance, Mathematical Finance, Quantitative Techniques, International Finance, Business Finance, Banking and Trade Finance, International and Trade Finance, Project and Infrastructure Finance, Agri Business Finance) c. For a) and b) above, minimum 55 per cent marks or an equivalent grade is required in aggregate of all semesters / years from a recognized Indian or Foreign University / Institute. * "Principal constituent" with respect to syllabus / curriculum means half or more of the total courses / electives / credits must be in Economics or Finance. Note-I For SC, ST and PwBD candidates, the minimum marks required in Master's Degree as in items (a) and (b) above is 50% marks or an equivalent grade in aggregate of all semesters / years. Desirable A Doctorate Degree in Economics, or research or teaching experience in economics, or publication in the field/area of Economics in standard journals. Note-II (i) Candidates having M.Phil Degree and Doctorate Degree from a recognized Indian / Foreign University / Institute in economics will be eligible for relaxation in the upper age limit by 2 years and 4 years respectively. (ii) Candidates having Master's Degree with research / teaching experience at a recognized Indian / Foreign University / Institute in Economics will be eligible for relaxation in upper age limit to the extent of number of years of such experience subject to a maximum of three years. For experience, probationary period will not be reckoned.</p>
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	(iii) The above age relaxations will not be cumulatively available with age relaxations available to various categories as mentioned in Para 3 II (b) above.
Officers in Grade 'B' (DR) - DSIM	<p>Essential:</p> <p>a. A Master's Degree in Statistics/ Mathematical Statistics/ Mathematical Economics/ Econometrics/ Statistics & Informatics/ Applied Statistics & Informatics with a minimum of 55% marks or equivalent grade in aggregate of all semesters / years; OR</p> <p>b. Master's Degree in Mathematics with a minimum of 55% marks or an equivalent grade in aggregate of all semesters / years and one year post graduate diploma in Statistics or related subjects from an Institute of repute; OR</p> <p>c. Master's Degree in Data Science/ Artificial Intelligence/ Machine Learning/ Big Data Analytics, with a minimum of 55% marks or equivalent grade in aggregate of all semesters/ years from a recognized University/ Institute, an institute of national importance, UGC/ AICTE approved programme; OR</p> <p>d. Four-year Bachelor's Degree with a minimum of 60% marks or equivalent grade in aggregate of all semesters/ years in Data Science/ AI/ ML/ Big Data Analytics from a recognized University/ Institute, an institute of national importance, UGC/ AICTE approved programme; OR</p> <p>e. Two years Post Graduate Diploma in Business Analytics (PGDBA) with a minimum of 55% marks or equivalent grade in aggregate of all semesters/years from a recognized University/ Institute, an institute of national importance, UGC/ AICTE approved programme.</p> <p>Note-I For SC, ST and PwBD candidates, the minimum marks required in items (a), (b), (c), (d) and (e) above is 50% or an equivalent grade in aggregate of all semesters/ years.</p> <p>Desirable: (i) Candidates with a Doctorate in topics related to above subjects will be given preference.</p>

	<p>(ii) Research or teaching experience and publication in standard journals will be considered as an additional qualification.</p> <p>Note-II</p> <p>(i) Candidates possessing M.Phil. and Ph.D qualification in the specified subjects will be eligible for relaxation in upper age limit by 2 years and 4 years respectively.</p> <p>(ii) Candidates with research / teaching experience at a recognized Indian / Foreign University/Institute will be eligible for relaxation in upper age limit to the extent of number of years of such experience subject to a maximum of three years. For experience, probationary period will not be reckoned.</p> <p>(iii) The above age relaxations will not be cumulatively available with age relaxations available to various categories as mentioned in Para 3 II (b) above.</p>
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Selection Process:

Phase I – Written/Online Examination

Phase II – Exam

Phase III - Interview

Phase I Written/Online Examination

Subject	Marks	Duration
General Awareness	200	120 Minutes
English Language		
Quantitative Aptitude and		
Reasoning		

Phase II Exam

Name of Paper	Type of Paper	Time (Minutes)	Number of questions	Marks
Paper-I: Economic and Social Issues	50% Objective Type	30 Minutes		50
	50% Descriptive Type, answers to be typed with the help of the keyboard. Candidates opting to type the answers in	90 Minutes		50

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	Hindi, may type with the help of either: (i) Inscript or (ii) Remington (GAIL) keyboards layout.			
	Total	120 Minutes		100
Paper-II: English (Writing Skills)	Descriptive, to be typed with the help of the keyboard	90 Minutes	3	100
Paper-III: General Finance and Management	50% Objective Type	30 Minutes		50
	50% Descriptive Type, answers to be typed with the help of the keyboard. Candidates opting to type the answers in Hindi, may type with the help of either: (i) Inscript or (ii) Remington (GAIL) keyboards layout	90 Minutes		50
	Total	120 Minutes		100

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 Numbers of the candidates shortlisted for the 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 Personality Assessment conducted by the Bank before appearing for

the Interview. No marks will be allotted for the same and it 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.

SYLLABUS (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.

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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

Suggested Reference Material:

☐ Books: Indian Economy: 1. Uma Kapila (series of books) 2. Indian Economy: Misra & Puri (Latest Edition) 3. Growth and Development: Debraj Ray 4. Sociology: C.N. Shankar Rao 5. Public Finance - K K Andley and Sundaram

☐ Prominent Financial Newspapers

☐ 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, Report on Currency and Finance etc. 5. IMF: World Economic Outlook

☐ Material sourced from RBI and BIS 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 : General Finance and Management

a) Financial System

1. Structure and Functions of Financial Institutions
2. Functions of Reserve Bank of India
3. Banking System in India – Structure and Developments, Financial Institutions – SIDBI, EXIM Bank, NABARD, NHB, NaBFID etc.
4. Recent Developments in Global Financial System and its impact on Indian Financial System
5. Role of Information Technology in Banking and Finance
6. Non-Banking System
7. Developments in Digital Payments

b) Financial Markets

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

c) General Topics

1. Financial Risk Management
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
7. The Union Budget – Concepts, approach and broad trends
8. Basics of Accounting and Financial Statements - Balance Sheet, Profit and Loss, Cash Flow Statements,
Ratio Analysis (such as Debt to Equity, Debtor Days, Creditor Days, Inventory Turnover, Return on Assets,
Return on Equity, etc.)

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9. 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

Suggested Reference Material

Finance

- ☐ Monetary Theory and Public Policy – Kenneth Kurihara
- ☐ Indian Economy – Mishra & Puri
- ☐ Economic Growth and Development – Meier 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, Report on Currency and Finance etc.
- ☐ Economic Survey
- ☐ Material sourced from RBI website

d) Management

1. 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).

2. 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.

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Suggested Reference Material

Management

- ☐ Stephen P. Robbins & Mary Coulter, Management.
- ☐ Stephen P. Robbins and Judge T.A., Vohra, Organisational Behaviour
- ☐ Dessler Gary, Warkkey Biju- Human Resource Management

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- ☐ 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

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