



M.P. POWER GENERATING COMPANY LIMITED
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RULE BOOK FOR RECRUITMENT OF VARIOUS CADRES ON REGULAR BASIS

No .ED(HR&A)/Recruit./ 2016-17/BL/ 1238

Dated 07.04.2016

M.P. Power Generating Company Limited, a successor power generating company of erstwhile M.P. State Electricity Board (MPSEB), is having its Thermal and Hydel power stations located at various places in the State of M P. The Company intends to induct Executive Trainees (Chemistry / HR / Finance & Accounts) against backlog posts as indicated below, for Chemistry, HR and Finance & Accounts functions, for the existing and upcoming Thermal and Hydel Power Stations / Corporate office of the company.

POST	DISCIPLINE	NO. OF POSTS				
		UR	SC	ST	OBC	Total
Executive Trainee	Chemistry	12	3	3	2	20
	HR	8	3	4	3	18
	Finance & Accounts	0	4	5	1	10

2. RESERVATION:

The reservation of posts meant for SC/ST/OBC (non creamy layer only) / PD (Only Orthopedically Handicapped & Hearing impaired) candidates shall be applicable only for the candidates having Madhya Pradesh domicile. The SC/ST/OBC candidates of other state domicile shall be considered against unreserved posts. The horizontal distribution for PD candidates shall be considered on posts of Executive Trainee (Chemistry), Executive Trainee (HR) & Executive Trainee (F&A) as under :-

POST	DISCIPLINE	OH	HI
Executive Trainee	Chemistry	2	2
	HR	1	0
	Finance & Accounts	0	1

3. MINIMUM EDUCATIONAL QUALIFICATION:

POST	DISCIPLINE	Min % (Aggregate marks basis for UR & OBC)	QUALIFICATION
Executive Trainee	Chemistry	65%	Full Time M.Sc(Chemistry) from recognized Indian University.
	HR	65%	Two year Full time Post Graduate Degree in Management with specialization in HR / Industrial Relations / Personnel Management or Master in Business Administration with specialization in HR or Master in Social Work (with HR as main subject) from recognized Indian University / Institute.
	Finance & Accounts	Pass	CA from ICAI OR ICWA from ICWAI

*Candidates applying for the post of Executive Trainee (HR) having Post graduate Degrees / Diplomas (Diploma courses as applicable for IIMs), equivalent to MBA(HR) shall have to produce certificate from the respective universities indicating that their said degrees / diplomas are equivalent with degree of MBA(HR), at the time of interview. Further, candidates having Post Graduate degrees in Humanities / Arts are not eligible to apply.

There is no minimum % marks for candidates belonging to SC , ST, PD candidates having M.P. domicile & Project affected families as rehabilitated consequent to land acquisition in Shri Singaji TPP Khandwa. However they must have passed the required Degree / Diploma / Course.

4. AGE LIMIT:

POST	AGE LIMIT (as on 01-04-2016)	
	MIN.	MAX.
Executive Trainee (Chemistry)	20	30
Executive Trainee (HR)	20	30
Executive Trainee (Finance & Accounts)	20	32

Candidates belonging to SC/ST/OBC(Non creamy layer only) / PD categories having M.P. domicile and Widow / Divorcee lady candidates / Ex Servicemen and Candidates belonging to the project affected families as rehabilitated consequent to land acquisition in Shri Singaji TPP Khandwa shall get relaxation in upper age limit to an extent of five (5) Years. Candidates holding Green Card (on account of family planning) will be entitled for two years relaxation in upper age limit. However, in any circumstances total relaxation in age shall be limited to a maximum of five (5) years only. **No age limit is applicable for departmental candidates.**

5. TRAINING AND STIPEND FOR TRAINEES:

POST	Training duration	Stipend
Executive Trainee (Chemistry)	1 Year	Rs. 15600/-
Executive Trainee (HR)	1 Year	Rs. 15600/-
Executive Trainee (Finance & Accounts)	3 Months	Rs. 15600/-

6. PAY SCALE AND OTHER ALLOWANCES:

POST	Appointing Cadre on completion of specified Training	Pay scale			Monthly Gross salary (Approximately) (Rs.)
		Pay Band (Rs.)	Basic (Rs.)	Grade pay (Rs.)	
Executive Trainee (Chemistry)	Shift Chemist	15600-39100 (PB3)	15600	5400	51000/-
Executive Trainee (HR)	Personnel Officer				
Executive Trainee (Finance & Accounts)	Accounts Officer				

DA, other allowances and benefits shall also be applicable as per rules. The appointed Officers will be eligible for the Defined Contributory Pension Scheme as per rules.

7. SERVICE AGREEMENT CUM SURETY BOND:

The Executive Trainees shall have to execute a Service Agreement cum Surety Bond to successfully complete the prescribed training and thereafter to serve the Company for a period of five years, failing which a sum of Rs. 200000/- (Rs. Two Lakhs only) towards the cost of training and other overhead expenses in terms of the Bond, on account of breach of agreement shall be paid to the MPPGCL.

8. GENERAL CONDITIONS:

- (i) Only Indian Nationals need apply.
- (ii) Number of posts are subject to change as per requirements of MPPGCL.
- (iii) One candidate can apply against one post only. Multiple application forms shall be summarily rejected.
- (iv) Candidates who have already appeared in the final semester/year examination, but their result are awaited, may also apply. However their candidature will be subjected to the condition that they obtain requisite percentage aggregate marks in the final declaration of result. They shall be considered for appointment only if they submit the final mark sheet at the time of interview, if declared successful in the written test. Candidates having higher/additional Qualifications can also apply provided they fulfill basic/essential qualification for the post applied for.
- (v) Candidates working in the Government/Semi-Government/Public Sector, satisfying the eligibility criteria of education and age shall have to produce N.O.C. from their present employer at the time of interview, failing which they shall not be permitted to appear for the interview.
- (vi) Working employees of MPPGCL may also apply as per eligibility criteria as departmental candidates .
- (vii) SC, ST, OBC (non creamy layer only) and PD candidates seeking reservation should submit a copy of the caste certificate / disability certificate as per existing rules of Govt. of M.P., in the prescribed format, at the time of interview .
- (viii) The Candidate must possess sound health. The PD candidates will be considered only against the posts reserved for them.
- (ix) The minimum degree of disability for PD candidates to be eligible would be 40%.
- (x) The candidates must produce original documents / certificates at the time of interview in support of their qualification for verification.
- (xi) MPPGCL reserves the right to either cancel partial or whole recruitment process in respect of all or any cadre in any stage at any time without assigning any reason thereof. No liability in this regard shall be borne by MPPGCL.
- (xii) In case of any dispute, the decision of the MPPGCL shall be binding and final for all practical purposes.
- (xiii) The jurisdiction of Jabalpur Courts only shall be applicable for all matters.
- (xiv) Only SC/ ST/ OBC /PD candidates having M.P. domicile shall be reimbursed one side Rail fare/ Bus fare upto the extent of 2nd class Ordinary sleeper charges, but on actual basis, on submission of original journey ticket for appearing in the online test / interview (as per rule) limited to the distance of the test centre from the address for communication mentioned in their applications or from where they have actually performed the journey, whichever is minimum., on submission of original ticket.
- (xv) Candidates having a third child born on or after 26.01.2001, are not eligible to apply.

9. SELECTION PROCESS:

Eligible candidates shall have to undergo an Online Written exam comprising of 100 questions in relevant subjects and General Aptitude, which shall be conducted in four cities of MP i.e. Bhopal, Jabalpur, Indore & Gwalior. However, on the basis of number of applications received, MPPGCL may increase / decrease the number of cities for online examination. There will be ¼ negative marking for every wrong answer for the post of Executive Trainee (Chemistry / HR) and no negative marking for Executive Trainee (F&A).

(A) Criteria for qualifying in Online written exam for interview :-

The candidates belonging to Unreserved and OBC category shall have to obtain minimum 40% marks and candidates belonging to SC/ST/PD category shall have to obtain minimum 30% marks in Online written exam for getting qualified for interview. The merit list of the candidates appearing in the Online written exam will be prepared category wise in the order of total marks obtained by them and candidates equal to three times the total number of advertised posts under various categories among the qualified candidates will be called for Personal interview at Jabalpur.

(B) Criteria for qualifying in Online exam and interview jointly for final selection :-

The final merit list of the candidates appearing in the Online written exam and interview will also be prepared category wise in the order of total marks obtained by them in Online written exam and interview jointly. The candidates belonging to Unreserved and OBC category shall have to obtain minimum 40% marks and candidates

belonging to SC/ST/PD category shall have to obtain minimum 30% marks in Online written exam & interview jointly for getting qualified for selection to the post. The MPPGCL shall operate the panel for selection upto the qualifying marks, only, as per the advertised posts or as per the requirement, at the time of operating the panel. The selection panel shall be operative upto 31st March 2017.

While preparing merit lists / qualifying lists, reserved category candidates who will be qualifying on the same standards as applied to General category candidates and who will be appearing in the merit list of Unreserved category will be adjusted against Unreserved point of the reservation roster.

The exact date of the test / interview shall be communicated to the candidates through admit card, to be downloaded from M.P. online (www.mponline.gov.in) website only.

10. TENTATIVE SCHEDULE:

S.No	ACTIVITY	Date
1	Commencement of registration of candidates applications	12.04.2016 (11:00 AM)
2	Last date for online registration of applications by the candidates	12.05.2016 (11:59 PM)
3	Uploading of Mock test Question Book	20.05.2016
4	Commencement of issuance of Admit Card	20.05.2016
5	Written Test at Various centers in M.P. (Sunday)	29.05.2016

The above dates may change as per requirement of MPPGCL. Also, the date of written test, as mentioned above, is subject to change due to unforeseen cases or reasons beyond the control of MPPGCL.

11. HOW TO APPLY: -

Applications shall be received through M.P. online (www.mponline.gov.in) only. Link to the website of MP Online will also be provided on www.mppgenco.nic.in.

12. APPLICATION FEE & OTHER CHARGES:-

Non refundable Application fees (inclusive of portal charges) for Unreserved & OBC candidates shall be Rs.1000/- and for SC/ST/PD candidates having M.P. domicile, it shall be Rs.300/- only.

Keep visit our website i.e. www.mppgenco.nic.in

13. IMPORTANT :-

It is in the interest of candidates to visit official website of MP Online / MPPGCL recurrently and note the updates / notices related to the recruitment process. The MPPGCL / MP Online does not owe any responsibility in this regard, if candidate fails to note latest updates, and no claim shall be entertained. Further, the candidates should fill the correct form in every respect and nothing should be concealed or withheld by them. If any information furnished is found false at any time, their candidature/ appointment will be cancelled without any notice and legal action will be taken accordingly.

Sd/-
(A.K. AVASTHI)
EXECUTIVE DIRECTOR(HR&A)
MPPGCL:JABALPUR