

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED.
VIDYUT SOUDHA :: HYDERABAD - 82.

Estt - APGENCO - ES - Appointment of Sub-Engineers/Elecl, Mechl, & Civil
by direct recruitment - Constitution of Interview Committee - Orders - Issued.

G.O.O.No.507/CGM(A)/2009

Dt:17.01.2009

ORDER:

The following committee is constituted for conducting oral interviews of the candidates for appointment to the post of Sub-Engineer/Elecl, Mechl, & Civil by direct recruitment.

- | | | |
|------|--|-----------------|
| i) | Director (Hydel) | Member |
| ii) | Director (HR) | Member |
| iii) | Director (Projects)/Director (Technical) | Member |
| iv) | Chief General Manager (ADM) | Member Convener |

2. The interview shall be conducted as per schedule given below. The guidelines for conducting interviews are indicated in the Annexure appended to these orders.

Civil	-	23.1.09 FN
Mechanical	-	23.1.09 AN to 24.1.09 AN
Electrical	-	27.1.09 to 30.1.09

3. The Members of the Interview Committee are requested to conduct oral interviews and award marks as per the guidelines based on the performance of the candidates.

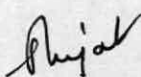
AJAY JAIN
MANAGING DIRECTOR

To
The Director (Hydel) /APGENCO/VS/Hyd.
The Director (Projects)/APGENCO/VS/Hyd.
The Director (Technical)/APGENCO/VS/Hyd.
The Director (HR)/APGENCO/VS/Hyd.
The Chief General Manager (Adm)/APGENCO/VS/Hyd.

Copy to the:

The PS to MD/APGENCO/VS/Hyd.
The PA to CGM(Adm.)/APGENCO/VS/Hyd.
The Dy. Secretary(Adm)/APGENCO/VS/Hyd.
The Stock File.

// FORWARDED :: BY ORDER //


PERSONNEL OFFICER

GUIDELINES

With regard to interview for assessing the abilities of the candidates for recruitment as Sub-Engineers (Elect, Mech, & Civil) in APGENCO, the following procedure shall be adopted.

Method of assessment of the individual would be on the basis of Group Discussions.

2. For this purpose, candidates would be divided into convenient groups of maximum 14/16 individuals and asked to sit around the table to discuss the given topic. The topic selected would be one which would generate lot of interest.
3. Candidates will be asked to assign relative priorities to various statements in the topic individually. Subsequently they would be asked to discuss and arrive at a group consensus within a fixed time.
4. Time allowed for discussion will be 40 minutes
5. The Members of the interview committee constituted for the purpose will be around the table and they will observe the character and mode of contribution to the discussion by the candidates.
6. Based upon their assessment the candidate's capability would be assessed in six parameters.
 - a) Contribution of ideas.
 - b) Reasoning or Analytical ability.
 - c) Interpersonal Competence
 - d) Group Maintenance Skill
 - e) Communication Skill.
 - f) General Activity level.

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7. The interview Committee Members will evaluate each of the candidates on each of the above parameters on a (5) points scale as follows.

Very poor	-	0
Poor	-	0.5
Average	-	1.0
Very Good	-	2
Out Standing	-	3.0

8. At the beginning of the session, the personnel department would furnish a sheet which would indicate the candidate's Seat Number, Hall Ticket Number and Name and provide (6) columns for assessing each of the characteristics mentioned above.

9. At the end of the session, the observers will be requested to hand over the marks sheet which will be processed further. The marking sheet will be signed by each of the Members.

10. In a day (4) groups will be examined and hence discussion time would be 160 minutes and assessment time would be about 90 minutes. Total time 4 ½ hours (approximately).

AJAY JAIN
MANAGING DIRECTOR

//FORWARDED BY ORDER//


PERSONNEL OFFICER