

## **PGP Admissions Policy Document of IIM Lucknow for the year 2009 ©**

This document details the process that has been developed at Indian Institute of Management Lucknow (IIML) for identifying the right candidates for admission to its flagship programme titled 'Post Graduate Programme (PGP) in Management'. The process, which has progressively been refined over time, is derived from the cumulative data on the Common Admission Test (CAT) and on the competency cum diversity profiles requirements of the PGP class at IIML.

IIML has observed over the years that students who perform well in PGP are typically those who have a consistently good academic record during their secondary school, higher secondary school, and graduate levels, besides exhibiting sufficiently high aptitude as measured by the CAT. Therefore, IIML uses multiple parameters, viz. academic performance in secondary school, higher secondary school, and graduate programmes in addition to the candidate's absolute scores in CAT to judge the suitability of candidates for PGP. Relevant work experience, if any, is also given due weightage in the PGP admissions process. Evaluation by multiple criteria is also consistent with the IIML's own experience with the placement of PGP students in industry.

The process accommodates the relationship of academic performance in IIML to past academic performance, CAT scores, performance in written ability test, group discussion and personal interview (GDPI), and prior work experience. The selection criteria and weights given to various parameters are based on past data as well as on inputs from the IIML faculty and other relevant stakeholders.

The process that is being adopted for selecting the promising students for PGP at IIML for the year 2009 involves two stages. The Stage-1 applies to all eligible candidates appeared for CAT-2008 to determine those qualifying candidates, who will be called for written ability test and GDPI in Stage-2. Sufficient number of candidates belonging to different categories is short listed in Stage-1 for meeting the reservation norms of IIML.

### **Stage-1:**

To begin with, all candidates who secure minimum section-wise and aggregate percentile scores in CAT are first short listed. The percentile cut-off scores (the minimum percentile scores required) for the Stage-1 consideration are given in Table 1.

In order to identify the PGP candidates to be called for written ability test and GDPI, the past academic performance (in secondary school, higher secondary school, and graduate programme) and the experience profile of the candidate are considered as per the weights given in Table-2.

**Table 1: Minimum CAT-2008 percentile requirement for first short listing**

Category	Sec.1 (Quantitative)	Sec.2 (Logic & DI)	Sec.3 (Verbal)	Total
SC	55%	55%	55%	75%
ST	50%	50%	50%	70%
PWD	55%	55%	55%	75%
OBC	75%	75%	75%	85%
General	85%	85%	85%	90%
ABM <sup>1</sup>	70%	70%	70%	85%

**Table 2: Various components with weights used (for PGP)**

Component	Weights
Aggregate CAT-2008 score	30%
Class-X Marks	5%
Class-XII Marks	5%
Graduation Marks	5%
Experience profile <sup>ss</sup>	5%
Total	50%

<sup>ss</sup> The pre-GDPI score for the work experience profile is given as indicated in Table-3.

**Table 3: Pre-GDPI score for the work experience (for PGP)**

Work Experience in Months	Score (out of a maximum of 5)
9 to 11	1
12 to 23	2
24 to 35	3
36 to 47	4
48 and more	5

In order to identify the PGP-ABM<sup>1</sup> candidates to be called for written ability test and GDPI, the past academic performance (in secondary school, higher secondary school, and graduate programme) and the graduation profile of the candidate are considered as per the weights given in Table-4.

**Table 4: Various components with weights used (for PGP-ABM)**

Component	Weights
Aggregate CAT-2008 score	30%
Class-X Marks	5%
Class-XII Marks	5%
Graduation Marks	5%
Graduation profile <sup>s</sup>	5%
Total	50%

<sup>s</sup> Only the Bachelor's / Master's Degree holders in select disciplines (relevant discipline codes listed in CAT 2008 bulletin are 1, 2, 3, 11, 14, 15, 16, 17, 23, 24 and 27) are eligible for this weightage.

<sup>1</sup> ABM stands for PGP in Agri-Business Management of IIML

## Stage-2:

The Stage-2 of the admissions process involves the assessment of the candidature by an interview panel consisting of two faculty members of IIML. The panel will conduct the following:

- (i) Written Ability Test (of 20 minutes duration),
- (ii) Group Discussion (on a given topic for 20 minutes),
- (iii) Personal Interview,
- (iv) Assessment of quality of academic qualifications, and
- (v) Assessment of quality of work experience profile.

The weights for these components are as shown in Table-5.

**Table 5: Various components with weights used**

Component	Weights
Written Ability Test	10%
Group Discussion	10%
Personal Interview	20%
Quality of Academic Qualifications	5%
Quality of Work Experience <sup>#</sup>	5%
Total	50%

<sup>#</sup> No credit is given to candidates with less than 9 months of overall experience

The minimum requirement for getting a pass in the Personal Interview is 5 out of 20 marks. Sum of the scores in all the ten components (as given in Table 2 / Table 4 and Table 5) will be taken as the *final score* of a candidate for arriving at the merit list(s) for final selection to the PGP / PGP-ABM of IIML.