

NABARD Assistant Manager Grade-A Exam Pattern/ Syllabus 2024

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V. SELECTION PROCEDURE

A. The selection will be in four Phases as furnished below:

Preliminary Examination Structure for Grade A (RDBS/Rajbhasha)

Sr. No.	Name of the Test	No. of Qs.	Max Marks	Version	Time
1	Test of Reasoning	20	20	Bilingual – Hindi and English except test of English language	Composite time of 120 Minutes for all the tests together
2	English Language	30	30		
3	Computer Knowledge	20	20		
4	Quantitative Aptitude	20	20		
5	Decision Making	10	10		
6	General Awareness	20	20		
7	Eco & Soc. Issues (with focus on Rural India)	40	40		
8	Agriculture & Rural Development with Emphasis on Rural India	40	40		
	Total	200	200		120 Minutes

- (i) Qualifying Section - Test of Reasoning, English Language, Computer Knowledge, Quantitative Aptitude, Decision Making
- (ii) Merit Section - General Awareness, Eco & Soc. Issues (with focus on Rural India), Agriculture & Rural Development with Emphasis on Rural India.
- (iii) Shortlisting of the candidates for the Mains exam will be based on **marks scored in the Merit section only.**

B. Mains Exam Test Structure for Grade A

Main Examination for the post of Generalist

Paper	Grade A	Type of Paper	No. of Questions	Marks	Duration	Remarks
Paper I	General English	Online Descriptive	3	100	90 Minutes	Descriptive Answers to be typed using keyboard
Paper II	Economic and Social Issues and Agriculture & Rural Development	Objective	30**	50	30 Minutes	
		Descriptive Type	6 questions will be asked, of which candidates will be required to attempt 4 questions [2 of 15 marks each (with difficulty level) and 2 of 10 marks each]	50	90 Minutes	Descriptive Answers to be typed using keyboard either in English or Hindi (Remington and Inscript keyboards)
**(Some questions carry 2 marks each and some questions carry 1 mark each)						

Main Examination for the post of Specialist

Paper	Grade A	Type of Paper	No. of Questions	Marks	Duration	Remarks
Paper I	General English	Online Descriptive	3	100	90 Minutes	Descriptive Answers to be typed using keyboard
Paper II	Stream Specific Paper	Objective \$	30**	50	30 Minutes	
		Descriptive Type	6 questions will be asked, of which candidates will be required to attempt 4 questions [2 of 15 marks each (with difficulty level) and 2 of 10 marks each]	50	90 Minutes	Descriptive Answers to be typed using keyboard either in English or Hindi (Remington and Inscript keyboards)
\$ (Paragraph Based/Numerical/Application based interpretive questions)						
**(Some questions carry 2 marks each and some questions carry 1 mark each)						

Mains Examination for the post of Rajbhasha

Paper	Grade A	Type of Paper	No. of Qs.	Marks	Duration	Remarks
Paper I	General English	Online Descriptive	3	100	90 Minutes	Descriptive Answers to be typed using keyboard
Paper II	Stream Specific Paper	Objective	30**	50	30 Minutes	
		Descriptive Type	6 questions will be asked, of which candidates will be required to attempt 4 questions [2 of 15 marks each (with difficulty level) and 2 of 10 marks each]	50	90 Minutes	Descriptive Answers to be typed using keyboard in Hindi (with Remington /Inscript keyboard)
**(Some questions carry 2 marks each and some questions carry 1 mark each)						

Psychometric Test (Mandatory)

MCQ based - 90 minutes duration

Interview

Grade A (RDBS/Rajbhasha)

50 Marks

The calling Ratio to qualify for the main examination and interview would be a maximum of 1:25 and 1:3, respectively. The ratio may be suitably reduced at the discretion of the bank. Candidates who qualify and rank sufficiently high as decided by NABARD, shall be called for appearing at the Main Examination and Interview. There will be penalty for wrong answers marked by the candidate. ***For every wrong answer marked, 1/4th of the marks assigned to that question will be deducted as penalty in Phase-I and Phase-II, both. Cut-offs in Phase-I and Phase-II may be applied in two stages: (i) On scores in individual tests, (ii) On Total Score***

Since the vacancies are earmarked discipline-wise, merit list of candidates for each stage will be prepared discipline-wise.

- C. **Only such candidates who score the minimum cut off marks or above in the Main Examination will be shortlisted for interview provided they appear in the Psychometric Test.** The final selection and ranking of the applicants for the post of Assistant Manager in Grade 'A' (RDBS/Rajbhasha) will be based on their performance in the Phase-II Main Examination and Interview, taken together. In case of candidates securing same marks, their ranking will be decided as under:

- I. Amongst the candidates having equal marks in total (Main examination + interview taken together), the candidate with higher marks in Main Examination will be ranked higher.
- II. In case of having equal marks in Main Examination, candidate with higher qualification or in case of similar qualification, candidate with higher marks in graduation will be ranked higher. In case of further tie-up, the candidate senior in age will be ranked higher.

NOTE: With a view to overcoming the possibility of applicants seeking help of other applicants during the online / main exam, the Bank would be analysing the responses of applicants in the main examination with other appeared applicants to detect patterns of similarity of right and wrong answers. On the basis of such an analysis, if it is suspected that the responses have been shared and scores obtained are not genuine/ valid, the Bank reserves the right to cancel the candidature of the suspected applicants. Hence the applicants are advised in their own interest not to indulge in any unfair practice in the exams.

VI. SYLLABUS

The syllabus for all subjects is indicative and not exhaustive. The syllabus should not be considered as the only source of information while preparing for the examination. Keeping in view the nature of examination, all matters falling within the realm of the subject concerned will have to be studied by the candidate as questions can be asked on all relevant matters under the subject. Candidates appearing for the examination should also prepare themselves for answering questions that may be asked on the current/latest developments/Acts taking place under the subject(s) although those topics may not have been specifically included in the syllabus.

Illustrative syllabus for Phase II (Main Examination) may be as furnished below:

For Grade A (RDBS) (All Disciplines from (i) to (xvii) in Table 1 and Grade A (Rajbhasha)

- 1) **Paper I – English:** Essay, Précis writing, Comprehension and Business/Office Correspondence. The paper on English shall be framed in a manner to assess the writing skills including expressions and understanding the topic.

For Grade A (RDBS) (General Discipline) as at (i) in Table 1

- 2) **Paper II – Economic & Social Issues and Agriculture & Rural Development (ESI & ARD)**

Economic & Social Issues: Nature of Indian Economy - Structural and Institutional features - Economic underdevelopment - Opening up the Indian Economy - Globalization - Economic Reforms in India - Privatisation. Inflation - Trends in Inflation & their Impact on National Economy and Individual Income. Poverty Alleviation and Employment Generation in India - Rural and Urban - Measurement of Poverty - Poverty Alleviation Programmes of the Government. Population Trends - Population Growth and Economic Development - Population Policy in India. Agriculture - Characteristics / Status - Technical and Institutional changes in Indian Agriculture - Agricultural performance - Issues in Food Security in India - Non Institutional and Institutional Agencies in rural credit. Industry - Industrial and Labour Policy - Industrial performance - Regional Imbalance in India's Industrial Development - Public Sector Enterprises. Rural banking and financial institutions in India - Reforms in Banking/ Financial sector. Globalization of Economy - Role of International Funding Institutions - IMF & World Bank - WTO - Regional Economic Co-operation. Social Structure in India - Multiculturalism - Demographic trends - Urbanisation and Migration - Gender Issues Joint family system - Social Infrastructure - Education - Health and Environment. Education - Status & System of Education - Socio -Economic Problems associated with

Illiteracy - Educational relevance and educational wastage - Educational Policy for India. Social Justice: Problems of scheduled castes and scheduled tribes - socio-economic programmes for scheduled castes and scheduled tribes and other backward classes. Positive Discrimination in favour of the under privileged - Social Movements - Indian Political Systems - Human Development. Current Economic & Social Issues.

Agriculture & Rural Development:

Agriculture: definition, meaning and its branches, Agronomy: definition, meaning and scope of agronomy. Classification of field crops. Factors affecting crop production, Agro Climatic Zones; Cropping Systems: Definition and types of cropping systems. Problems of dry land agriculture; Seed production, seed processing, seed village; Meteorology: weather parameters, crop-weather advisory; Precision Farming, System of Crop Intensification, organic farming;

- a) *Soil and Water Conservation* : Major soil types, soil fertility, fertilisers, soil erosion, soil conservation, watershed management;
- b) *Water Resource*: Irrigation Management: types of irrigation, sources of irrigation, crop-water requirement, command area development, water conservation techniques, micro-irrigation, irrigation pumps, major, medium and minor irrigation.
- c) *Farm and Agri Engineering* : Farm Machinery and Power, Sources of power on the farm- human, animal, mechanical, electrical, wind, solar and biomass, bio fuels, water harvesting structures, farm ponds, watershed management, Agro Processing, Controlled and modified storage, perishable food storage, godowns, bins and grain silos.
- d) *Plantation & Horticulture*: Definition, meaning and its branches. Agronomic practices and production technology of various plantation and horticulture crops. Post-harvest management, value and supply chain management of Plantation and Horticulture crops.
- e) *Animal Husbandry*: Farm animals and their role in Indian economy, Animal husbandry methods in India, common terms pertaining to different species of livestock, Utility classification of breeds of cattle. Introduction to common feeds and fodders, their classification and utility.

Introduction to poultry industry in India (past, present and future status), Common terms pertaining to poultry production and management. Concept of mixed farming and its relevance to socio-economic conditions of farmers in India. Complimentary and obligatory nature of livestock and poultry production with that of agricultural farming.

- f) *Fisheries*: Fisheries resources, management and exploitation - freshwater, brackish water and marine; Aquaculture- Inland and marine; biotechnology; post-harvest technology. Importance of fisheries in India. Common terms pertaining to fish production.
- g) *Forestry*: Basic concepts of Forest and Forestry. Principles of silviculture, forest mensuration, forest management and forest economics. Concepts of social forestry, agroforestry, joint forest management. Forest policy and legislation in India, India State of Forest Report 2021. Recent developments under Ministry of Environment, Forest and Climate Change.
- h) *Agriculture Extensions*: Its importance and role, methods of evaluation of extension programmes, Role of Krishi Vigyan Kendra's (KVK) in dissemination of Agricultural technologies.
- i) *Ecology and Climate Change*: Ecology and its relevance to man, natural resources, their sustainable management and conservation. Causes of climate change, Green House Gases (GHG), major GHG emitting countries, climate analysis, distinguish between adaptation and mitigation, climate change impact to agriculture and rural

livelihood, carbon credit, IPCC, UNFCCC, CoP meetings, funding mechanisms for climate change projects, initiatives by Govt of India, NAPCC, SAPCC, INDC.

- j) Present Scenario of Indian Agriculture and Allied activities; recent trends, major challenges in agriculture measures to enhance viability of agriculture. Factors of Production in agriculture; Agricultural Finance and Marketing; Impact of Globalization on Indian Agriculture and issues of Food Security; Concept and Types of Farm Management.

Rural Development: Concept of Rural Area, Structure of the Indian Rural Economy-Importance, and role of the rural sector in India- Economic, Social and Demographic Characteristics of the Indian rural economy, causes of Rural Backwardness.

Rural population in India; Occupational structure, Farmers, Agricultural Labourers, Artisans, Handicrafts, Traders, Forest dwellers/tribes and others in rural India- Trends of change in rural population and rural work force; problems and conditions of rural labour; Issues and challenges in Handlooms

Panchayati Raj Institutions – Functions and Working. MGNREGA, NRLM – Aajeevika, Rural Drinking water Programmes, Swachh Bharat, Rural Housing, PURA and other rural development programmes.

Note: The illustrative syllabus for Main Examination - Paper II for Grade A (RDBS)- Specialised Disciplines at Sr. No. (ii) to (xvii) in Table-I and Grade A (Rajbhasha) will be uploaded on website.

VII. PRE-RECRUITMENT TRAINING (PRT) FOR SC/ST/OBC/PWBD CANDIDATES

The Bank arranges pre-examination training for SC/ST/OBC/PWBD candidates, free of cost, in online mode. **Candidates belonging to SC/ST/OBC/PWBD, who desire to avail of the pre-examination training, should invariably fill in the details in the relevant column while filling the ON-LINE application.** Any subsequent request shall not be entertained. Further, no other mode of request shall be entertained. The pre-examination training would be held prior to Preliminary Examination. The exact date, time, etc., would be informed to the candidates in advance on their email given in the application. **The training will be held subject to receipt of adequate number of requests.** (Note: Training in Hindi will be held only if there are sufficient number of requests). By merely attending the pre-examination training, no candidate acquires any right to be selected in NABARD.

VIII. EXAMINATION CENTRES

A. Phase – I (Preliminary Examination) : The ON-LINE Examination for Phase-I will be held at the following Centres:

1	Andaman & Nicobar	Port Blair.
2	Andhra Pradesh	Srikakulam, Guntur/Vijayawada, Kadapa, Kurnool, Nellore, Rajahmundry, Vishakhapatnam, Tirupati, Kakinada, Vizianagaram.
3	Arunachal Pradesh	Naharlagun.
4	Assam	Guwahati, Dibrugarh, Jorhat, Silchar, Tezpur.
5	Bihar	Arrah, Bhagalpur, Darbhanga, Gaya, Muzaffarpur, Patna, Purnea.
6	Chandigarh	Chandigarh-Mohali.

7	Chattisgarh	Bilaspur, Durg-Bhilai, Raipur.
8	Goa	Panaji
9	Gujarat	Ahmedabad / Gandhinagar, Anand, Mehsana, Rajkot, Surat, Vadodara.
10	Haryana	Hisar, Faridabad, Gurgaon, Kurukshetra, Ambala.
11	Himachal Pradesh	Hamirpur, Shimla, Solan, Mandi, Kangra.
12	Jammu & Kashmir	Samba, Jammu, Srinagar.
13	Jharkhand	Bokaro, Dhanbad, Hazaribagh, Jamshedpur, Ranchi.
14	Karnataka	Bengaluru, Belgaum, Hubli-Dharwad, Gulbarga, Mangalore, Mysore, Shimoga, Udupi.
15	Kerala	Alappuzha, Ernakulam/Kochi, Kannur, Kottayam, Kozhikode, Pallakad, Thrichur, Thiruvananthapuram, Kollam.
16	Madhya Pradesh	Ujjain, Sagar, Bhopal, Gwalior, Indore, Jabalpur, Satna.
17	Maharashtra	Chattrapati Sambhaji Nagar (Aurangabad), Amravati, Kolhapur, Mumbai/ Navi Mumbai/Thane/MMR, Nagpur, Nanded, Nasik, Pune, Chandrapur, Solapur, Dhule, Ratnagiri.
18	Manipur	Imphal.
19	Meghalaya	Shillong.
20	Mizoram	Aizawl.
21	Nagaland	Kohima.
22	New Delhi	Delhi – NCR.
23	Odisha	Balasore, Berhampur (Ganjam), Bhubaneshwar, Cuttack, Sambalpur, Dhenkanal, Rourkela.
24	Puducherry	Puducherry.
25	Punjab	Amritsar, Bhatinda, Jalandhar, Ludhiana, Mohali, Patiala.
26	Rajasthan	Ajmer, Bikaner, Jaipur, Jodhpur, Kota, Sikar, Udaipur, Hanumangarh, Bharatpur
27	Sikkim	Gangtok-Bardang.
28	Tamilnadu	Chennai, Coimbatore, Madurai, Salem, Thiruchirapalli, Tirunelveli, Vellore, Erode, Virudhunagar.
29	Telangana	Hyderabad/ Secunderabad, Karimnagar, Warangal, Khammam, Mehboobnagar
30	Tripura	Agartala.
31	Uttar Pradesh	Agra, Aligarh, Prayagraj, Bareilly, Faizabad, Ghaziabad, Gorakhpur, Jhansi, Kanpur, Lucknow, Meerut, Moradabad, Muzaffarnagar, Noida, Varanasi.
32	Uttarakhand	Roorkee, Dehradun, Haldwani.
33	West Bengal	Asansol, Durgapur, Hooghly, Kalyani, Kolkata/Greater Kolkata, Siliguri.

Note:

1. The examination will be conducted online at the venues given in the respective call letters. Kindly check your centre for the examination as the same may have been changed due to official convenience.

2. No request for change of centre/venue/date/session for Examination shall be entertained.
3. NABARD, however, reserves the right to cancel any of the Examination Centres and/or add some other Centres, at its discretion, depending upon the response, administrative feasibility, etc.
4. NABARD also reserves the right to allot the candidate to any centre other than the one he/she has opted for.
5. Candidate will appear for the examination at the Examination Centre at his/her own risk and expenses and NABARD will not be responsible for any injury or losses etc. of any nature.
6. Choice of centre once exercised by the candidate will be final.

If sufficient number of candidates do not opt for a particular centre for "Online" examination, NABARD reserves the right to allot any other adjacent centre to those candidates OR if the number of candidates is more than the capacity available for online exam for a centre, NABARD reserves the right to allot any other centre to the candidates.

If the examination is held in more than one session, the scores across various sessions will be equated to adjust for slight differences in difficulty level of different test batteries used across sessions. More than one session are required if the nodes capacity is less or some technical disruption takes place at any centre or for any candidate.

B. Phase-II (Main Examination) & Phase III (Psychometric Test)

The online examination for Phase–II will be held at the following centres:

Name of the Centres	
Ahmedabad / Gandhinagar	Kolkata
Bangalore	Lucknow
Bhopal	Mumbai / Navi Mumbai / Thane/MMR
Bhubaneswar	Delhi - NCR
Chandigarh - Mohali	Patna
Chennai	Pune
Guwahati	Raipur
Hyderabad/Secundarabad	Ranchi
Jaipur	Shillong
Jammu	Thiruvananthapuram
Srinagar	-

Separate call letters will be issued for each shift of Phase-II/ Phase III examination.

C. The Interview may be held at a few of the above Centres which will be communicated in the interview call letter.

Note: Candidates can select only one centre for Phase-I and one centre for Phase–II/Phase III separately and must indicate the choice of centres in the online application. Choice of Centre by candidates for Phase-I and Phase-II/Phase III Examinations can be different and must be indicated in the online application. A final decision on the number of centres for Main Examination/Psychometric Test will be taken by NABARD, based on the availability of