# PGP (2023-25) Admissions Process

Admission to PGP 2023-25 batch will involve two phases. In Phase 1, candidates will be shortlisted for Group Discussion (GD) and Personal Interview (PI). In Phase 2, based on the Past Academic Performance, Performance in GD and PI, Performance in CAT, Months of Work Experience, and Gender, the final merit list will be prepared for offer of admission to the PGP 2023-25 batch. The process in each of these phases is described in the following sections.

### PHASE 1: SHORT LISTING FOR GD & PI

1. All candidates who have opted (as per the CAT-2022 application) for IIM Shillong PGP 2023-25 batch are eligible for consideration in Phase 1. The minimum requirement of marks in various sections of CAT for candidates across different categories to be considered for GD and PI is given in Table1.

**Table 1: Minimum percentile requirements for shortlisting in various categories**

| Category | CAT 2021 Percentile (VARC) | CAT 2021 Percentile (DILR) | CAT 2021 Percentile (QA) |
|---|---|---|---|
| DA (D) | 50 | 50 | 50 |
| ST (T) | 50 | 50 | 50 |
| SC (C) | 60 | 60 | 60 |
| EWS (E) | 75 | 75 | 75 |
| OTHERS (OT) | 75 | 75 | 75 |

VARC: Verbal and Reading Comprehension; DILR: Data Interpretation & Logical Reasoning; QA: Quantitative Aptitude.

2. The eligible candidates, post step 1, would have their *Composite Score* computed. This score is based on scaled *CAT percentile*, and scaled *months of experience*. The scaling is done so that the two are on comparable scales. The final composite score will be computed based on these scaled values, each having a weightage of 50%. The candidates will then be ranked based on their Composite Score.

3. The candidates, post step 2, will be grouped as per their academic disciplines in graduation as reported in CAT-2022 (refer Annexure 1).

    From each academic discipline, a certain percentage ($\alpha$) of candidates would be shortlisted for GD and PI as follows:

    $N$: Number of candidates appeared for CAT - 2022
    $g$: Number of academic disciplines
    $N_i$: the number of candidates present in the $i^{th}$ academic discipline, $\forall$ $i$ = 1, 2, 3, … … $g$.

    The percentage of candidates eligible for shortlist for any $i^{th}$ academic discipline will be as given in Table 2.

**Table 2: Computation of percentage of candidates from various academic disciplines**

| Academic disciplines($i$) | Number of Candidates present in Academic Disciplines ($N_i$) | Percentage of Candidates from each Academic Disciplines($\alpha_i$) |
|---|---|---|
| 1 | $N_1$ | $\alpha_1 = \frac{N_1}{N} \times 100$ |
| 2 | $N_2$ | $\alpha_2 = \frac{N_2}{N} \times 100$ |
| 3 | $N_3$ | $\alpha_3 = \frac{N_3}{N} \times 100$ |
| … | … | … |
| $g$ | Ng | $\alpha_g = \frac{N_g}{N} \times 100$ |
| **Total** | $N$ | **100** |

$$where, \alpha_i = \frac{N_i}{N} \times 100; \forall i = 1,2,3 \dots g \ and \ 0 \leq \alpha_i \leq 1$$

4.  The identified eligible candidates in respective academic discipline (i) would be further grouped as per their social categories, the number of candidates in a social category being $M_j$, $\forall$ $j$ = E, T, C, O. Thus,

$M_E$ : Number of candidates in category EWS

$M_T$ : Number of candidates in category ST

$M_C$ : Number of candidates in category SC

$M_O$ : Number of candidates in category OT

As per the academic disciplines, the candidates will be grouped as given in Table 3.

**Table 3: Discipline and Category wise grouping of candidates considered for shortlisting**

| Academic Discipline($i$) | Category ($j$) | | | |
|---|---|---|---|---|
| | **EWS** | **ST** | **SC** | **OT** |
| 1 | $M_E{}^1$ | $M_T{}^1$ | $M_C{}^1$ | $M_O{}^1$ |
| 2 | $M_E{}^2$ | $M_T{}^2$ | $M_C{}^2$ | $M_O{}^2$ |
| … | … | … | … | … |
| $g$ | $M_{Eg}$ | $M_{Tg}$ | $M_{Cg}$ | $M_{Og}$ |
| **Total Candidates** | $M_E$ | $M_T$ | $M_C$ | $M_O$ |

Thus, $M_j{}^i$ is the number of candidates in $i^{th}$ academic discipline of $j^{th}$ category $\forall$ i = 1, 2, 3, … , g , and $\forall$ j = E, T, C, O. This would mean

$M_E{}^i$ : Number of candidates in the $i^{th}$ academic discipline in category EWS,

$M_T{}^i$ : Number of candidates in the $i^{th}$ academic discipline in category ST,

$M_C{}^i$ : Number of candidates in the $i^{th}$ academic discipline in category SC, and

$M_O{}^i$ : Number of candidates in the $i^{th}$ academic discipline in category OT.

5.  Finally, the number of candidates shortlisted for GD and PI will be based on the following:
    i.   IIM Shillong will decide to shortlist a total of *X* candidates for GD and PI. The value of X will be decided based on the overall performance of the candidates in CAT- 2022, the number of seats

available, and considering for possible overlap, and attendance trends during the GD and PI process of the past years.

With $X$= Number of candidates to be called for GD and PI, the number of candidates to be shortlisted in any social category $j$ will be $X_j$, $\forall$ $j$ = E, T, C, O, where

$X_E$= 10% of $X$ rounded to higher nearest integer

$X_T$= 7.5% of $X$ rounded to higher nearest integer

$X_C$= 15.0% of $X$ rounded to higher nearest integer

$X_O$= 67.5% of $X$ rounded to higher nearest integer

5% of the shortlisted $X_j [j \neq E]$ candidates will comprise of Differently Abled (DA) candidates.

ii. Candidates shortlisted for GD and PI in the $i^{th}$ academic discipline from the $j^{th}$ category will be $X_j^i$ $\forall$ $j$ = E, T, C, O, and

$\forall i = 1,2,3,\ldots,p \; for \; j = E; p \; is \; the \; number \; of \; disciplines \; appearing \; in \; category \; E,$
$\forall i = 1,2,3,\ldots,q \; for \; j = T; q \; is \; the \; number \; of \; disciplines \; appearing \; in \; category \; T,$
$\forall i = 1,2,3,\ldots,r \; for \; j = C; r \; is \; the \; number \; of \; disciplines \; appearing \; in \; category \; C,$
$\forall i = 1,2,3,\ldots,s \; for \; j = O; s \; is \; the \; number \; of \; disciplines \; appearing \; in \; category \; O,$

The number of candidates shortlisted in various academic disciplines in respective categories will be calculated as:

$$X_E^i = max\left[\frac{\alpha_i}{\sum_{i=1}^{p} \alpha_i} \times X_E, 1\right] \text{ in category EWS}$$

$$X_T^i = max\left[\frac{\alpha_i}{\sum_{i=1}^{p} \alpha_i} \times X_T, 1\right] \text{ in category ST}$$

$$X_C^i = max\left[\frac{\alpha_i}{\sum_{i=1}^{p} \alpha_i} \times X_C, 1\right] \text{ in category SC, and}$$

$$X_O^i = max\left[\frac{\alpha_i}{\sum_{i=1}^{p} \alpha_i} \times X_O, 1\right] \text{ in category OT}$$

The total number of $X$ candidates will consist of $X_E^i$ candidates in EWS, $X_T^i$ candidates in ST, $X_C^i$ candidates in SC, and $X_O^i$ candidates in OT categories falling under different Academic disciplines will be shortlisted as per Table 4.

**Table 4: Candidates Shortlisted for GD and PI**

| Academic Discipline($i$) | Categories ($j$) | | | | Candidates in Academic Discipline($i$) |
|---|---|---|---|---|---|
| | EWS | ST | SC | OT | |
| 1 | $X_E{}^1$ | $X_T{}^1$ | $X_C{}^1$ | $X_O{}^1$ | $X1$ |
| 2 | $X_E{}^2$ | $X_T{}^2$ | $X_C{}^2$ | $X_O{}^2$ | $X2$ |
| … | … | … | … | … | … |
| $p, q, r, s \leq g$ | $X_E{}^g$ | $X_T{}^g$ | $X_C{}^g$ | $X_O{}^g$ | p,q,r,s ≤ $g$ |
| **Total Candidates in each category** | $X_E$ | $X_T$ | $X_C$ | $X_O$ | **Total Candidates** $X = \sum_k X_k$ **where k is the gender** |

Each cell in Table 4 will be further divided into sub-groups on the basis of proportion of gender appearing in CAT-2022, viz., $X_E^1 = \sum_k X_E^1$, where, $k$ represents the genders appearing in CAT-2022, and, $X = \sum_k X_k$, number of candidates to be shortlisted for GD and PI.

6. The candidates in a given social category, academic discipline, and gender would be ranked based on decreasing order of their Composite Score (step 2).

### PHASE 2: MERIT LISTING FOR OFFERING ADMISSION TO PGP 2023-25 BATCH

After the GD and PI process, the scores of PI will be used, along with the previous academic performance, overall CAT performance, experience, and gender of the shortlisted candidates for preparation of the final merit list. Offer for admissions to PGP (2023-25) will be made based on this merit list. The merit list will be drawn up using the following scores:

- V: Score based on work experience
- W: Score based on Gender
- X: Score based on academic performance in X$^{th}$, and XII$^{th}$
- Y: Score in PI
- Z: Overall CAT Absolute Score

The above score of a candidate will be computed, provided s/he qualifies the cutoff percentages for the GD and PI performance. There will be different cut-off scores for candidate's performance in GD and PI in various categories as shown in Table 5. While the score of GD will not be used in the arriving at the final score, the candidate will need to ensure the following performance in the GD (and PI) for their final score to be computed.

**Table 5: Cut-off on the Performances of Candidates in GD and PI**

| Categories | Cut-off as Minimum Percentage of Performance out of Maximum Possible Performance in GD | Cut-off as Minimum Percentage of Performance out of Maximum Possible Performance in PI |
|---|---|---|
| DA | 20.0% | 20.0% |
| ST | 20.0% | 20.0% |
| SC | 25.0% | 25.0% |
| EWS | 30.0% | 30.0% |
| OTHERS (OT) | 30.0% | 30.0% |

For computing the score component V, a candidate will be awarded certain marks based on the months of experience post graduation. Table 6 lists out the score for each experience category:

**Table 6: Score based on experience in months**

| Months of Experience | Score |
|---|---|
| Less than 12 months | 0 |
| 12 months to less 18 months | 5 |
| 18 months to less 24 months | 7 |
| 24 months to less 30 months | 8 |
| 30 months to less 36 months | 7 |
| 36 months to less 42 months | 5 |
| 42 months to less 48 months | 2 |
| 48 months or more | 0 |

During the PI process, the panelists will evaluate the relevance and depth of the experience, and based on their assessment, the score as computed based on table 6 may be moderated using a multiplier ranging from 0.75 to 1.25.

For score component W will entail a score of 5 being awarded to all candidates, except those belonging to the gender of maximum proportion appearing in CAT 2022.

For computing the score component X (*Academic Performance Score)*, given that there is a lack of uniformity in marking pattern of different boards, the X$^{th}$ and XII$^{th}$ overall percentage will be scaled to bring in possible uniformity. The average of highest percentage for a particular board, as appearing in the CAT data for last three years, would be used to compute a scaling factor. The scaling factor would be computed for any given board, after equating the average highest percentage for all the boards. For Class XII, the process would be done stream wise, that is, separately for Arts, Commerce, and Science streams. The percentage of a candidate would then be divided by this scaling factor as applicable to her/his board. Post this scaling, the scaled score will be normalized using the formula:

$$Performance\ Score_{Exam} = \frac{ScaledPercentage - Min(ScaledPercentage)}{Max(ScaledPercentage) - Min(ScaledPercentage)}$$

where *Max* (for maximum) and *Min* (for minimum) of Scaled marks are computed from those of all candidates appearing CAT 2022, and *Exam* stands for X$^{th}$ or XII$^{th}$. Finally, the *Performance Score* will be multiplied with the weightage for the corresponding examination (X$^{th}$ or XII$^{th}$).

With a total of $m$ number of candidates appearing in the GD and PI process, an overall score, $OS^c$ for every appearing candidate $c$, will be calculated using the following formula, which will be used for preparing the merit list:

$$OS_c = w_1(N_c{}^V) + w_2(N_c{}^W) + w_3 N_c{}^x + w_4(N_c{}^y) + w_5(N_c{}^z) \quad \forall \quad c = 1, 2, 3, \dots, m$$
where,

$N_c{}^V$ : Normalized score based on experience of the candidate $c$
$N_c{}^x$ : Normalized score based on gender of the candidate $c$
$N_c{}^x$ : Normalized score of performance of the candidate $c$ in X$^{th}$, and XII$^{th}$ standard
$N_c{}^y$ : Normalized score of performance of the candidate $c$ in PI
$N_c{}^z$ : Normalized score of performance of the candidate $c$ in CAT-2021 Absolute Score (overall)
$w_1$ : Weight of experience of the candidate $c$ ($N_c{}^V$)
$w_2$ : Weight of gender of the candidate $c$ ($N_c{}^W$)
$w_3$ : Weights of performance of the candidate $c$ in X$^{th}$ and XII$^{th}$ standard ($N_c{}^x$)
$w_4$ : Weight of performance of the candidate $c$ in PI ($N_c{}^y$)
$w_5$ : Weight of performance of the candidate $c$ in CAT 2022 ($N_c{}^z$.
The various weights to be applied as above are given in Table 7.

**Table 6: Weights of different components for overall score**

| Component | Weightage (2023-25) |
|---|---|
| Work Experience Score | 10% |
| Gender Diversity Score | 5% |
| X | 5% |
| XII | 10% |
| PI Performance | 40% |
| Overall CAT Score | 30% |

Normalized score of an applicant is equal to their respective score minus average of the top 100 scores divided by standard deviation of the top 100 scores from the applicants' pool in that segment.

The candidates will be ranked based on the decreasing order of the $OS_c$ scores. The admission offers will be made to the candidates in order of their rank based on the $OS_c$ scores.

**Reservation Policy**
The Institute abides by the reservation policy as per the Government of India provisions as applicable on IIM Shillong.

1. IIM Shillong reserves the right to make changes in the Shortlisting and Selection Criteria, if considered necessary at any point of time.

2. The criteria for selection process as listed in the document are decided based on the pattern and performance trends of the past years' CAT data of candidates, who had applied to this Institute. In case, there is a significant change in the performance and profile of the candidates in CAT-2022 applying to the Institute, the Institute reserves the right to change and/or modify the aforesaid criteria.

3. All the candidates who are given admission to PGP 2023-2025 batch are required to provide the proof of completion of their graduation or equivalent exams by 31st December 2023. Wherever the candidates need to fill in the marks of their earlier examinations, the following will apply:

   a) For Class X and XII percentages, *all the subjects appearing in the marksheet* should be considered for computing the percentages. This is immaterial of the number of subjects the concerned Board uses for computation of results.
   b) If any board awards only letter grades without providing an equivalent percentage of marks on the grade sheet, the candidate should obtain a certificate from the board specifying the equivalent marks which should be used.

4. Please note that IIM Shillong shortlist of candidates for GD and PI are independent of those of other IIMs. Hence it is possible to observe variations in the lists of candidates short-listed by different IIMs.

5. The Composite Scores computed for shortlisting of the candidates for GD and PI process, as explained herein (Phase 1), is used only to derive relative ranking of candidates. Beyond this, this score has no further implication. Thus, this score will not be communicated or disclosed during or after the process.

6. Shortlisted candidates would be intimated through IIM Shillong website (www.iimshillong.ac.in), e-mail (as provided in CAT-2022 Application form) and by SMS (on the mobile no. as provided in CAT-2022 application form). Shortlisted candidates will be required to fill-in an Interview form and upload the same on IIM Shillong Admission portal. IIM Shillong would send GD and PI call letters/interview letters to only those shortlisted candidates who correctly fill in the Interview form within the stipulated time. No communication would be sent to applicants who are not shortlisted for GD and PI. Similarly, the shortlisted candidates who do not fill in the interview form within the stipulated time will cease to be part of further process, and no communications would be sent or entertained from such candidates.

7. Candidates are advised to keep visiting IIM Shillong website (www.iimshillong.ac.in) for updates.

8. The evaluation parameters used during GD and PI process are intellectual property of IIM Shillong, and thus will not be shared at any point of time.

9. Candidates, who appear in GD and PI will be able to view their admission status on or before second week of May 2023, by visiting the IIM Shillong website. Such candidates will also be informed about the overall score they have obtained, provided they qualify the minimum performance parameters for GD and PI (Table 5). **The overall score will be computed only for those candidates who would have appeared for the GD and PI process and have qualified the minimum standards as per Table 5**.

10. Based on the merit list prepared in Phase 2, candidates will be offered admission to the program based on the availability of seats. A waitlist will also be maintained, and candidates from this waitlist will be offered admission on the basis of their rank in the list, in case certain candidates do not accept the admission offer. There may be several iterations of offers extended to the

waitlisted candidates. Number of such offers will be based on the available seats, and not on any cutoff value of overall score. Thus, no cutoff overall score will be recorded, if and when a shortlist or waitlist is announced.

11. At the end of the admission process (after the registration of PGP (2022-24) batch), the lowest overall score for candidates across various categories who have been offered admission will be made public to all the waitlisted candidates who could not be offered admission.

12. IIM Shillong believes that all candidates joining PGP (2023-25) are equally capable. In view of this, the overall score of any candidate will not be disclosed to anyone except for the concerned candidate. As the lowest overall score can help a candidate to understand as to why one has not been offered the final admission, the same would be disclosed as mentioned earlier. However, the highest overall score will not be disclosed at any stage for reasons stated herein.

13. Any dispute concerning Admissions to PGP (2023-25) would be subject to jurisdiction of the competent courts with in the territorial jurisdiction of Shillong.

## Academic Discipline Details

### Academic Category 1 (AC1)

All Science and Agriculture related disciplines, other than Medicine and Surgery

1. Actuarial Science
2. Agriculture (*Agronomy, Soil Science, Agricultural Biochemistry, Agricultural Economics, Plant Breeding and Genetics, Plant Pathology, etc*)
3. Dairy, Food Technology, Fisheries, Forestry
4. Biosciences (*Biology, Biochemistry, Botany, Life Science, Zoology etc*.)
5. Dentistry/Paramedical/Physiotherapy
6. Geological Sciences (Geography, Geology and Geophysics.)
7. Horticulture
8. Mathematical Sciences (Mathematics, Statistics, etc.)
9. Natural Sciences (Chemistry, Physics etc.)
10. Pharmacology/Pharmacy
11. Veterinary Science/ Animal Husbandry
12. Media Science, Media Science and Technology
13. Physiology
14. Science (Others): Home Science, Nursing and all other branches of Science not explicitly included or excluded elsewhere in this list

### Academic Category 2 (AC2)

All Arts/Humanities related disciplines, Design, Education, Fashion Design/Technology, Law and Rural Studies.

1. Accessories Design/Apparel Production/Design/Fashion Communication/Fashion Design/Fashion Technology/Fashion Merchandising and Retail Management, Interior Design/Knit Wear Design / Leather Design/Footwear Design/Jewelry Design
2. Arts/Humanities (*Archaeology, Education, Fine Arts (Dance, Drama, Film, Music, Painting etc*.), History, Languages, Library Science, Literature, Mass Communication, Media Studies, Philosophy, Political Science, Public Administration, Social Work/Welfare, Sociology, etc.)
3. Education *(including Physical Education and Sports)*
4. Journalism/Mass Communication/Media Studies
5. Law
6. Psychology
7. Rural Studies/Rural Sociology/Rural Cooperatives

### Academic Category 3 (AC3)

All Commerce, Economics, Finance and Management related disciplines.

1. Economics/ Economic Development and Planning
2. Hospitality/Hospitality Studies, Catering/Catering Technology, Hotel, Travel and Tourism Management, Tourism Studies and any other related discipline.
3. Commerce *(Accountancy, Auditing, Banking, Business Mathematics, Business Organization, Finance, Information Technology, Insurance, Investment Analysis, Public Finance, Secretarial Practices etc.)*
4. Management *(Advertising, Agriculture and Food Business, Agribusiness Management, Agriculture Marketing and Cooperation, Agriculture and Rural and Tribal Development, Business Administration, Business Management, Business Studies, Commercial Agriculture*

*and Business Management, Entrepreneurship, Management Studies, Sports Management, Real Estate and Urban Infrastructure, Renewable Energy Management, Oil and Gas Management, Production and Industrial Management)*

**Academic Category 4 (AC4)**

All Engineering, Technology and Architecture related disciplines:
1. Biotechnology
2. Architecture, Planning
3. Information Technology, Computer Science, Computer Application, Computer Engineering
4. All Engineering/Technology and related areas, including subjects like Chemical Technology, Electronics, Engineering Physics etc.
5. Textile Engineering/Technology

**Academic Category 5 (AC5)**
1. Medicine
2. Surgery

**Academic Category 6 (AC6)**
1. Chartered Accountancy (CA)
2. Cost and Works Accountancy (ICWA)
3. Company Secretary (CS)

**Academic Category 7 (AC7)**
1. Any other discipline not mentioned in AC1 to AC6

**Note:**

1. Final discretion on the academic category that an academic programme will be classified into rests with the Admissions Committee of IIM Shillong.

2. For candidates having undergone/completed an integrated master's degree directly after their HSC, their classification into an academic category will be based on their academic discipline in the integrated master's degree programme.

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