

HARCOURT BUTLER TECHNICAL UNIVERSITY

Recruitment Rules (Direct Recruitment) for Faculty Positions (Assistant Professor, Associate Professor and Professor) in Humanities

Name of the Post	Essential Qualification and Experience	Relevant Discipline	Note and Relaxations
<p>Assistant Professor, Level-10, Entry Pay:57,700/- (Economics)</p>	<p>M.A. or Master's Degree in relevant branch with at least 55% marks (or an equivalent grade in a point scale wherever grading system is applicable) and must have cleared NET conducted by UGC/CSIR or similar test accredited by UGC like SLET/SET.</p> <p>Candidates who have awarded a Ph.D. degree in accordance with UGC Ph.D. Regulations 2009 may be exempted from the requirement of NET/SLET/SET</p> <p>Or</p> <p>Ph.D. Degree with registration for the Ph.D. programme prior to July 11, 2009 subject to the fulfilment of the following conditions: -</p> <p>(a) Ph.D. degree of the candidate awarded in regular mode only;</p> <p>(b) Evaluation of the Ph.D. thesis by at least two external examiners;</p> <p>(c) An open Ph.D. Viva Voce of the candidate had been conducted;</p> <p>(d) Candidate has published two research papers from his/ her Ph.D. work out of which at least one must be in a refereed journal;</p> <p>(e) Candidate has made at least two presentations in conference / seminars, based on his/ her Ph.D. work.</p>	<p>Economics, Managerial Economics, Industrial Economics, Business Economics, Financial Economics, Economics & Rural Development, Analytical & Applied Economics, Quantitative Economics, Applied Economics, Finance and Control Behavioural Economics</p>	<p>Note:</p> <p>(i) A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized University, at the Master 's level shall also be considered valid.</p> <p>(ii) The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment.</p> <p>Relaxation (as per 3.4 (I) of UGC Regulations of 2018)</p> <p>i) A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste / Scheduled Tribe/ Other Backward Classes (OBC) (Non-</p>

			<p>creamy Layer) / Differently-abled (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.</p> <p>(ii) A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.</p>
Assistant Professor, Level-10,	..... do	English and relevant discipline	..... <i>do</i>

Entry Pay:57,700/- (English)		nomenclature duly approved by UGC	
Assistant Professor, Level-10, Entry Pay:57,700/- (Management)	<p>‘A’ First class Master's degree in Business Management /Administration or first class in Two year full time PGDM declared equivalent by AIU / Accredited by the AICTE/UGC</p> <p>Or</p> <p>First class Master’s Degree in relevant branch</p> <p>Or</p> <p>First Class Graduate and professionally qualified Chartered Accountant/Cost &Works Accountant/Company Secretary of the concerned statutory bodies.</p> <p>(II) Two years of professional experience after acquiring the above mentioned degrees of Master’s degree.</p> <p>Or</p> <p>‘B’ 1(i) A Master Degree with 55% marks (or and equivalent grade in a point-scale wherever the grading system I followed) in a concerned/relevant/ allied subject from a Indian University, or an equivalent degree from an accredited university. (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET: Provided, the candidate registered for the Ph.D programme prior to July 11, 2009 shall be governed by the provision of then existing Ordinance/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted the requirement of NET/SLET/SET for requirement and appointment of Assistant Professor or equivalent positions in universities/Colleges/Institutions subject to the fulfilment of the following conditions:- a) The Ph.D. degree of the candidates has been awarded in a regular mode;</p>	Account & Finance,Business Management, Business Policy & Strategic Management, Commerce, Human Resource Management, Industrial Management, Marketing Management, Operations Research, Organizational Development, Personnel Management & Industrial Relations, Human Resource Management & Industrial Relations Psychology, Sales & Marketing Management, Information Systems, Technology Management Family Business & Entrepreneurship Innovation, Entrepreneurship & Venture Development and other relevant subject nomenclature duly approved by UGC	..... <i>do</i>

	<p>b) The Ph.D. thesis has been evaluated by at least two external examiners;</p> <p>c) An open Ph.D. viva voce of the candidate has been conducted;</p> <p>d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;</p> <p>e) The candidate has presented a least two papers based on his/her Ph.D. work in conference/seminars sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.</p> <p>The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</p> <p>Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.</p> <p>OR</p> <p>The Ph.D. degree has been obtained from a foreign University/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following; (i) Quacquareli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking or World Universities (ARWU) OF THE Shanghai Jiao Tong University (Shanghai).</p>		
<p>Associate Professor, Level-13A1, Entry Pay-131400/- (Economics)</p>	<p>1. M.A. or Master’s Degree in relevant branch with at least 55% marks (or an equivalent grade in a point scale wherever grading system is applicable) and Ph.D. in relevant branch.</p> <p>Candidate must have cleared NET conducted by UGC/CSIR or similar test accredited by UGC like SLET/SET.</p> <p>Candidates who have awarded a Ph.D. degree in accordance with UGC Ph.D. Regulations 2009 may</p>	<p>Economics, Managerial Economics, Industrial Economics, Business Economics, Financial Economics, Economics & Rural Development, Analytical & Applied Economics, Quantitative</p>	<p>Note: (i)The Ph.D. Degree shall be a mandatory qualification for appointment to the post of Associate Professor. (ii) A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized University, at the Master ‘s level shall</p>

	<p>be exempted from the requirement of NET/SLET/SET</p> <p>2. A minimum of 7 publications in the peer reviewed or UGC listed journals and a total research score of seventy five (75) as per the criteria given in Appendix II, Table 2 of UGC notification dated 18 July 2018</p> <p>3. Experience A minimum of 8 years of experience of teaching and /or research in an academic /research position equivalent to that of Assistant Professor in a University/ College / accredited research institutions/ industry out of which at least 2 years shall be post Ph.D. experience.</p> <p>In case of research experience, good academic record and books/research paper publications/IPR/patents record shall be required as deemed fit by the expert members of the selection committee</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Assistant Professor with active participation record in devising/designing, planning, executing analyzing, quality control, innovating, training technical books / research publication, IPR, patent etc. as demand fit by the expert members of the selection committee</p>	<p>Economics, Applied Economics, Finance and Control Behavioral Economics</p>	<p>also be considered valid.</p> <p>(iii)The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment.</p> <p>Relaxation (as per 3.4 (I) of UGC Regulations of 2018) i) A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste / Scheduled Tribe/ Other Backward Classes (OBC) (Non-creamy Layer) / Differently-abled (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple</p>
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			<p>disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.</p> <p>(ii) A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.</p>
Associate Professor, Level-13A1, Entry Pay-131400/- (English)	..... do	English and relevant discipline nomenclature duly approved by UGC	..... do
Associate Professor, Level-13A1, Entry Pay-131400/- (Management)	<p>1(A) First class Master's degree in Business Management/Administration or first class in Two year full time PGDM declared equivalent by AIU / Accredited by the AICTE/UGC</p> <p>Or</p> <p>First class Master's Degree in relevant branch</p> <p>Or</p> <p>First Class Graduate and professionally qualified Chartered Accountant/Cost & Works</p>	Account & Finance, Business Management, Business Policy & Strategic Management, Commerce, Human Resource Management, Industrial Management, Marketing Management, Operations	..... do

	<p>Accountant/Company Secretary of the concerned statutory bodies.</p> <p>(II) Two years of professional experience after acquiring the above mentioned degrees of Master's degree.</p> <p style="text-align: center;">Or</p> <p>1(B) (i) A Master Degree with 55% marks (or and equivalent grade in a point-scale wherever the grading system I followed) in a concerned/relevant/allied subject from a Indian University, or an equivalent degree from an accredited university.</p> <p>(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET: Provided, the candidate registered for the Ph.D programme prior to July 11, 2009 shall be governed by the provision of then existing Ordinance/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted the requirement of NET/SLET/SET for requirement and appointment of Assistant Professor or equivalent positions in universities/Colleges/Institutions subject to the fulfilment of the following conditions:-</p> <p style="margin-left: 40px;">a) The Ph.D. degree of the candidates has been awarded in a regular mode;</p> <p style="margin-left: 40px;">b) The Ph.D. thesis has been evaluated by at least two external examiners;</p> <p style="margin-left: 40px;">c) An open Ph.D. viva voce of the candidate has been conducted;</p>	<p>Research, Organizational Development, Personnel Management & Industrial Relations, Human Resource Management & Industrial Relations Psychology, Sales & Marketing Management, Information Systems, Technology Management, Family Business & Entrepreneurship Innovation, Entrepreneurship & Venture Development and other relevant subject nomenclature duly approved by UGC</p>	
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d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;

e) The candidate has presented a least two papers based on his/her Ph.D. work in conference/seminars sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

The Ph.D. degree has been obtained from a foreign University/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following; (i) Quacquareli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) OF THE Shanghai Jiao Tong University (Shanghai).

2. A minimum of 7 publications in the peer reviewed or UGC listed journals and a total research score of seventy five (75) as per the criteria given in Appendix II, Table 2 of UGC notification dated 18 July 2018

3 Experience

A minimum of 8 years of experience of teaching and /or research in an academic /research position equivalent to that of Assistant Professor in a University/ College/National Level Institutions/ accredited research institutions/ industry out of which at least 2 years shall be post Ph.D. experience.

	<p>In case of research experience, good academic record and books/research paper publications/IPR/patents record shall be required as deemed fit by the expert members of the selection committee</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Assistant Professor with active participation record in devising/designing, planning, executing analyzing, quality control, innovating, training technical books / research publication, IPR, patent etc. as demand fit by the expert members of the selection committee</p>		
<p>Professor, Level-14, Entry Pay- 144200/- (Economics)</p>	<ol style="list-style-type: none"> 1. M.A. or Master's in relevant branch with at least 55% marks (or an equivalent grade in a point scale wherever grading system is applicable) and Ph.D in relevant branch. 2. A minimum of 10 research publications in the peer- reviewed or UGC listed journals and a total research score of One Hundred Twenty (120) as per the criteria given in Appendix II, Table 2 of UGC notification dated 18 July, 2018. Candidate must have cleared NET conducted by UGC/CSIR or similar test accredited by UGC like SLET/SET. Candidates who have awarded a Ph.D. degree in accordance with UGC Ph.D. Regulations 2009 may be exempted from the requirement of NET/SLET/SET 3. Experience A minimum of 10 years of experience of teaching and /or research in an academic /research position equivalent to that of Assistant Professor/Associate Professor/Professor in a University/ Colleges/National Level 	<p>Economics, Managerial Economics, Industrial Economics, Business Economics, Financial Economics, Economics & Rural Development, Analytical & Applied Economics, Quantitative Economics, Applied Economics, Finance and Control Behavioral Economics</p>	<p>Note: (i) The Ph.D. Degree shall be a mandatory qualification for appointment to the post of Professor. (ii) A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized University, at the Master 's level shall also be considered valid. (iii) The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall</p>

	<p>Institutions/accredited research institutions/ industry out of which at least 2 years shall be post Ph.D. experience.</p> <p>In case of research experience, good academic record and books/research paper publications/IPR/patents record shall be required as deemed fit by the expert members of the selection committee</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/designing, planning, executing analyzing, quality control, innovating, training technical books / research publication, IPR, patent etc. as demand fit by the expert members of the selection committee</p>	<p>be counted as teaching experience for the purpose of direct recruitment</p> <p>Relaxation: (i) A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste /Scheduled Tribe /Other Backward Classes (OBC) (Non-creamy Layer) /Differently-abled (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy;(d)Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including</p>
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			any grace mark procedure. (ii) A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
Professor, Level-14, Entry Pay- 144200/- (English)	..... do	English and relevant discipline nomenclature duly approved by UGC	..... do
Professor, Level-14, Entry Pay- 144200/- (Management)	<p>1(A) First class Master's degree in Business Management /Administration or first class in Two year full time PGDM declared equivalent by AIU / Accredited by the AICTE/UGC and Ph.D in relevant branch</p> <p style="text-align: center;">Or</p> <p>First class Master's Degree in relevant branch and Ph.D in relevant branch</p> <p style="text-align: center;">Or</p> <p>First Class Graduate and professionally qualified Chartered Accountant/Cost & Works Accountant/Company Secretary of the concerned statutory bodies and Ph.D in relevant branch</p> <p>(II) Two years of professional experience after acquiring the above mentioned degrees of Master's degree.</p> <p style="text-align: center;">Or</p> <p>1(B) (i) A Master Degree with 55% marks (or and equivalent grade in a point-scale wherever the grading system I followed) in a concerned/relevant/ allied subject from a Indian University, or an equivalent degree from an accredited university and Ph.D in relevant branch</p>	Account & Finance, Business Management, Business Policy & Strategic Management, Commerce, Human Resource Management, Industrial Management, Marketing Management, Operations Research, Organizational Development, Personnel Management & Industrial Relations, Human Resource Management & Industrial Relations Psychology, Sales & Marketing Management, Information Systems, Technology Management, Family Business & Entrepreneurship	..... do

	<p>(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET: Provided, the candidate registered for the Ph.D programme prior to July 11, 2009 shall be governed by the provision of then existing Ordinance/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted the requirement of NET/SLET/SET for requirement and appointment of Assistant Professor or equivalent positions in universities/Colleges/Institutions subject to the fulfilment of the following conditions:-</p> <ol style="list-style-type: none"> a) The Ph.D. degree of the candidates has been awarded in a regular mode; b) The Ph.D. thesis has been evaluated by at least two external examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; e) The candidate has presented a least two papers based on his/her Ph.D. work in conference/seminars sponsored/funded/supported 	<p>Innovation, Entrepreneurship & Venture Development and other relevant subject nomenclature duly approved by UGC</p>	
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by the UGC/ICSSR/CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

The Ph.D. degree has been obtained from a foreign University/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following; (i) Quacquareli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking or World Universities (ARWU) OF THE Shanghai Jiao Tong University (Shanghai).

2. A minimum of 10 research publications in the peer- reviewed or UGC listed journals and a total research score of One Hundred Twenty (120) as per the criteria given in Appendix II, Table 2 of UGC notification dated 18 July, 2018.

3 Experience

A minimum of 10 years of experience of teaching and /or research in an academic /research position equivalent to that of Assistant Professor/Associate Professor/Professor in a University/ Colleges/National Level Institutions/accredited research institutions/ industry out of which at least 2 years shall be post Ph.D. experience.

In case of research experience, good academic record and books/research paper publications/IPR/patents record shall be required as

	<p>deemed fit by the expert members of the selection committee</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/designing, planning, executing analyzing, quality control, innovating, training technical books / research publication, IPR, patent etc. as demand fit by the expert members of the selection committee</p>		
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General Conditions

- a) In institutions /universities where a division/class is not awarded, the candidate shall have to submit the relevant conversion formulae for proof of first division from their respective universities/institutes. If a division/class is not awarded, a minimum of 60% marks in aggregate shall be considered equivalent to first class/division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as per the Table given below:

Grade point	Equivalent Percentage
6.25	55
6.75	60
7.25	65
7.75	70
8.25	75

- b) The screening of applications shall be done based on the candidate's API calculated as per prescribed guidelines
- c) For the post of Assistant Professor, there will be a written test in English discipline. The screening of applicants for the post of Assistant Professor shall be done on the basis of their combined API and the score on the written test.
- d) Reservation for SC/ST/OBC/PH/EWS shall as per the UP-state government rules.
- e) In case of exceptional merit, the Selection Committee may recommend a maximum of 03 additional increments for higher qualifications, experience and achievements by the candidates
- f) Persons already in employment should apply through proper channel.
- g) As per the UGC Gazette Notification dated October 12th 2021, Ph.D Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor with effect from 01.07.2023.