

# TAS In-House 2024

## Guidelines for Application

### EDUCATION

**Minimum educational qualification:** A full-time bachelor's degree in any discipline is mandatory.

### EMPLOYMENT

**1. Nature of employment:** TAS In-house is open only to employees on permanent rolls of Tata group companies and Tata Joint Venture companies (excluding employees on JV partner rolls).

**2. Service within the group:** For the computation of work experience, Full-time, Permanent, Part-time, Temporary, Consultant, Retainership assignments / employment will be considered. Short-term project internships will not be considered as work experience.

*a. Minimum work experience:* As on 1 April 2024, applicants should have a minimum of 2 years of current continuous service in the group. (As an exception, all Management Trainees / Graduate Engineer Trainees/employees of other structured group programmes who have joined the group on or before 15 September 2022, will be eligible for TAS In-house 2024).

*b. Maximum total work experience:* As on 1 April 2024, applicants must have total professional work experience, post the bachelor's degree, of not more than 6 years (Tata and non-Tata included). Of those, at least 2 years should be continuous service in the Tata group on permanent rolls.

*c. Performance management cycle:* Employees should have undergone minimum 2 continuous appraisal cycles within the group as of 1 April 2024, with the exception mentioned in Point (2a).

*d. Sabbatical / Long leave:* Applicants currently on sabbatical, study leave, medical leave and leave without pay are eligible to apply for TAS In-house subject to approval from the respective company HR department and provided they are on the rolls of the company and viewed as undergoing continuous service. If selected, the applicant will join the programme on the declared date of commencement.

### APPLICATION

**Valid Score:** A GMAT/CAT/XAT score with validity as defined below:

<b>GMAT:</b> A valid score for a GMAT test taken on or after 1 <sup>st</sup> Feb 2019	<b>OR</b>	<b>CAT:</b> A valid percentile for a CAT test taken in 2021 or after	<b>OR</b>	<b>XAT:</b> A valid percentile for a XAT test taken in 2022 or after
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### REGISTRATION

1. When the registration window opens, interested applicants will have to register with their official Tata email ID only, at <https://www.tata.com/careers/programs/tas/tas-in-house-program>

2. An applicant can register only once. Applicants with multiple registrations/entries with varying details – name, GMAT/CAT/XAT score combinations, email IDs, etc, will be disqualified for the TAS In-house process.

3. Applicants should register on the website only once a valid CAT/XAT/GMAT score is secured. Applicant must pick only one of the above-mentioned exam scores to submit. Multiple scores will not be considered.

4. Applicants are only required to complete the registration process. Do not log in or fill the TAS application form until your candidature has been confirmed. The TAS application form (post logging in) needs to be completed after the Final Shortlist is released. Candidates will be informed via email about when to start filling the form.