



**ALL INDIA**  
**BHARAT SANCHAR NIGAM LIMITED**  
**OFFICERS' ASSOCIATION**  
**CORPORATE OFFICE CIRCLE**  
New Delhi – 110001

Circle Secretary  
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Mobile:9868202288

No. AIBSNLOA/C.O./2008/3

Dated : 10/09/2008

To

Deputy Director General (Trg),  
BSNL CO, Bharat Sanchar Nigam Limited  
New Delhi

Sub: Management Education: BSNL Part Time/Distance Learning Scheme- reg

Respected Sir,

At the outset, we would like to place on record our appreciation of the above said Scheme. Development of Human Resources is a positive concept and the Scheme is likely to go a long way in achieving this objective especially in an area where our Organization has been having a traditional and conservative approach. On the part of BSNL Executives, we congratulate the BSNL Management in general and Training Branch in particular for the initiative to tap the potential of the employees.

One of the primary functions of an Association/Union is to educate the employees on the long term/short term objectives etc of the Organization and help in disseminating information on the policies/Schemes of the Organization. With the above said view in mind, the Scheme has been given wide publicity by our Association. While welcoming the Scheme enthusiastically, the executives of the Corporate Office have raised certain doubts which are appended below and on which clarifications are required.

- Whether the Scheme is applicable only for MBA degree or for PG Diploma in HR and other equivalent/similar management courses?
- In case the Scheme is applicable for PG Diploma courses in Management then can an attempt be made to define modern management practices? Of course it is understandable that only an illustrative list and not an exhaustive list can be drawn.
- In case the Scheme is applicable only for MBA degrees, then it may be clarified as to whether one year diplomas which can be upgraded to MBA will also be taken into account. To illustrate, IMT-Ghaziabad offers both three years MBA Course and two years MBA Course. In the three year part-time/Distance Learning MBA course admission to second year of the course is also granted to One Year Diploma holders having passed with certain percentage. In such a scenario, the person has the advantage of having specialization in

two fields. We understand that many of the executives of BSNL CO have enrolled themselves in such courses in order to get the benefit of double specialization.

- The Scheme is applicable from 1.10.2008. Does that mean that only those executives who enroll themselves in such courses after 1.10.2008 are eligible? To illustrate many executives of the Corporate Office have enrolled themselves for such courses for the academic year of 2008-2009 but in the months of July, August and September, 2008 in view of the fact that the academic session has started. Will such executives also be eligible under the Scheme?
- Whether an Executive is eligible to apply for the Scheme more than once i.e. for different specializations?

We would also like to take the liberty of giving the following suggestions:-

1. The Scheme in its present form is applicable only for executives having three years service. This condition may be removed in order to enable all the executives to take advantage of the Scheme. As you may be aware, in BSNL promotion from non-executive employees to executive grade is possible only through LICE. In general only young candidates who possess zeal and fervour qualifies such LICE's to become eligible for promotion. Such officials should be encouraged further.
2. The Scheme, as we understand it, is rightly not a welfare scheme but rather an investment of BSNL in HR Development. Assuming the correctness of the above, would it not be better to establish a bench mark and give better benefits to those who meet the benchmark?
3. On completion of the course, posting of executives, who apply for the Scheme, should be modified in such a manner that they are useful to the organization, in terms of the specialized knowledge inculcated in the course.

We are sure that our above given suggestions will be examined duly by Training Branch. We will be grateful if we are given a suitable reply in this matter

Thanking you,

Yours truly

(Sd/-)

( V.S. RAGHAVAN )  
CIRCLE SECRETARY