



**No. 2-2/2009-Rectt  
BHARAT SANCHAR NIGAM LIMITED  
(Recruitment-I Section)**

**Recruitment of Management Trainee(MT) in BSNL**

**CLOSING DATE OF RECEIPT OF APPLICATION: 14.10.2009**

Bharat Sanchar Nigam Ltd. [BSNL] will fill up 600 vacancies of Management Trainee (MT). Out of these 600 posts of Management Trainee, 300 posts will be filled up on combined merit list under open quota in which both external and internal candidates are eligible to apply. Remaining 300 posts will be reserved for internal candidates only. BSNL regular executives at or above JTO, JAO and equivalent level possessing the prescribed eligibility conditions detailed in Annexure-II are eligible to apply as internal candidate under both quotas. Candidate who wish to apply for both internal and open (external) quota must specify the same in the application form. The details of 600 vacancies proposed to be filled up through internal candidates are given below.

**Details of vacancies for MTs Open to both External & Internal candidates**

Streams	Number of vacancies				Total Vacancies	PH vacancies
	OBC	SC	ST	OC		
<b>Telecom Operations</b>	<b>68</b>	<b>38</b>	<b>18</b>	<b>126</b>	<b>250</b>	<b>8</b>
<b>Telecom Finance</b>	<b>13</b>	<b>7</b>	<b>3</b>	<b>27</b>	<b>50</b>	<b>1</b>

3% of vacancies reserved for PH category in MTs for open (External), recruitment will be made from L1 (Only one leg affected, one arm affected with not less than 40% disability) within the ceiling of existing reservation:

**Details of vacancies for MTs Internal candidate Quota**

Streams	SC	ST	OC	TOTAL
<b>Telecom Operations</b>	<b>38</b>	<b>18</b>	<b>194</b>	<b>250</b>
<b>Telecom Finance</b>	<b>7</b>	<b>3</b>	<b>40</b>	<b>50</b>

**The date of Written Test (Assessment Process) will be announced later on.**

**Note: - This advertisement is issued in cancellation of previous advertisement No. 2-2/2008-Rectt issued in November 2008 regarding recruitment of Management Trainees in BSNL**

**1. Scale of Pay**

The Management Trainee shall be appointed in the IDA pay scale [E-3] of Rs 24,900-50,500/- . [pre-revised IDA pay-scale of Rs.13000-350-18250] with annual increment @ 3% of basic pay plus HRA, Perks, Medical Benefits, LTC etc. as admissible as per company rules.

The emolument at the minimum of the pay scale will be around Rs 29,500/- excluding HRA, perks, medical benefits, LTC etc.

**2. Selection for a Particular Circle & Service liability**

BSNL comprises of a number of territorial Circles and functional Circles. The Management Trainee is All India Cadre and will be controlled by the BSNL Corporate Office centrally. Persons appointed to the Management Trainee post shall be liable for posting/transfer anywhere in India/at any place falling in the operational area of BSNL. The BSNL has the right to post any selected Management Trainee to any of the Circles either temporarily or on permanent basis. The decision of BSNL in this regard shall be final and binding. The service conditions, seniority etc. of selected candidates will be determined as per rules of the Company issued from time to time.

**3. Eligibility**

3.1 Nationality: Only Indian Nationals would be eligible to apply.

3.2 Educational Qualifications: Applicant must possess the educational qualifications as given in Annexure-II, on closing date of receipt of application by BSNL.

**4. Age:**

The internal candidate shall not exceed 36 years as on 1<sup>st</sup> August of the year of examination. However, this age is relaxable as per standing instructions of Government of India on this subject for Scheduled Castes & Scheduled Tribes candidates upto 5 years.

**5. Mode of Recruitment**

- (i) All the candidates, whether external or internal, shall be screened based on fulfillment of eligibility criteria of age, qualification and work experience
- (ii) All eligible candidates (post the screening) shall have to undergo an assessment process comprising of cognitive, management aptitude and technical sections. Eligible candidates appearing for the assessment process will be given a score based on their performance in the assessment process.
- (i) At the end of the assessment process, a short list will be created for the next round based on number of posts and order in merit list.
- (ii) All short listed candidates will be called for Group Discussion and Personal Interview. Short-listed candidates appearing for the Group Discussion and Interview shall be given a score based on their performance in the Group Discussion and a score based on their performance in the Interview.
- (iii) The selection shall be based on the final merit list created based on the combined score from assessment process, Group Discussion and Interview with weight age as under:

(a)	Assessment Process	75 %
(b)	Group Discussion	12.5%
(c)	Interview	12.5%

**6. Scheme of examination and syllabus for Assessment Process:**

Assessment Process will consist of three sections as detailed in Annexure – III

**7. Minimum qualifying standards**

BSNL may fix at its discretion minimum qualifying marks for OC/OBC/SC/ST/PH candidates for each section as well as in the aggregate. Candidates obtaining less than minimum-qualifying marks in any of the sections or in aggregate shall not be considered for inclusion in the merit-list.

BSNL reserves the right to change the number of vacancies of Management Trainee to be filled up from internal candidates.

The appearance of the name in the merit-list does not confer any right on the candidate for employment. A final call letter/ appointment letter will be issued to the candidate after completion of all other formalities.

## **8. Career Progression:**

- (i) Appointment as Manager(MT): On successful completion of Probation-cum-training, the officer shall be appointed as Manager(MT).
- (ii) To be promoted as Asstt. General Manager(AGM) on working as Manager(MT) for two years subject to being adjudged fit for promotion.
- (iii) Further career progression for promotion to higher grades shall be regulated by concerned recruitment rules.
- (iv) Career progression will also be subject to terms and conditions decided consequent to absorption of Group 'A' Officers in BSNL in future. However, at no stage, the absorbed Group 'A' Officers will be ranked junior to Management Trainees recruited by BSNL unless otherwise not affected due to punishment or being judged unfit for promotion.

## **9. Choice of Examination Centre**

- 9.1 The Management Trainee Exam will be held in 18 Circles only at their respective headquarters. The details of the circle where the examination will be conducted is given in Annexure-I.
- 9.2 The applicants are required to send applications IN THE CIRCLE OF THEIR POSTING ONLY so as to reach their respective Circle Office before closing date for receipt of applications. The Circle of their posting will forward the applications after verifying the entries in the application form to the DGM (Admn.) of the O/o CGM of Exam-Conducting circle as per details given in Annexure-I.
- 9.3 Admit cards will be issued to eligible applicants by the Office of the CGM of Exam-Conducting-Circle. For Example, the applicants of the Jharkhand Circle will submit their application forms in Jharkhand Circle only and the Jharkhand Circle will subsequently will forward these application forms to CGM, Bihar Circle. The Admit card will be issued by Bihar Circle.
- 9.4 THE APPLICANT WHO ARE ON DEPUTATION WILL ALSO APPLY IN THE CIRCLE OF THEIR POSTING. The Circle of their posting will forward the application of such applicant to the CGM of the authorized Exam-Conducting-Circle, after getting the entry in the application form verified from the parent Circle of the applicant. For example, the applicant, who is on deputation to Jharkhand Circle with his/her parent Circle as UP(W)/Uttaranchal, will submit his/her application forms in Jharkhand Circle only and the Jharkhand Circle will subsequently will forward these application forms to CGM, Bihar Circle after getting it verified from the UP(W)/Uttaranchal Circle. The Admit Card will be issued by Bihar Circle.
- 9.5 The centre for holding Group Discussion & Interview to the successful candidates of Assessment process will be intimated by Exam- Conducting Circle subsequently.

## **10. Fee for examination and Application form**

- (i) No examination fee shall be charged from internal candidates.
- (ii) The specimen of the application form is included in this advertisement and the same can be downloaded from BSNL website: **[www.bsnl.co.in](http://www.bsnl.co.in)**.

## **11. Traveling Allowance**

The candidates called for the assessment process/group discussion/interview shall be paid TA/DA as per BSNL rules.

## **12. Closing date for receipt of Application Forms**

The applicants are required to send applications IN THE CIRCLE OF THEIR POSTING ONLY so as to reach their respective Circle Office before closing date for receipt of application. Applications received after the closing date or incomplete in any respect shall be summarily rejected and no communication in respect of the rejected application forms shall be entertained.

The applicants would be admitted to the examination on the basis of the information furnished by them in their application form. They are, therefore, advised to ensure that they fulfill all eligibility conditions before applying. In case it is found at a later stage that the information furnished by an applicant is false or an applicant does not fulfill any of the eligibility conditions, the candidature of such applicants would be cancelled and no correspondence in this regard would be entertained. Issuance of an admit card for the examination will NOT confer any right for appointment. Appointment will be solely subject to fulfillment of all eligibility conditions

**13. Probation-cum-Training and Bond**

- (i) All Management Trainees will remain on probation-cum-training for a period of 52 weeks including the job training.
- (ii) All candidates shall, before their appointment as Management Trainee have to successfully undergo prescribed training as per the training plan laid down and amended by the Company from time to time.
- (iii) All candidates provisionally recruited shall execute Bonds in the format specified by the BSNL indicating their willingness to serve the Corporation for a period of at least five years from the date of their appointment as Management Trainee.

**14. List of enclosures**

- (i) Four identical passport size photographs out of which two should be pasted (not stapled or pinned) on the application form, and the other two attached to the application (not to be pasted). Applicant must sign in the box provided below space for affixing photograph (at Column 12 of application form). No signature should be on the photograph.
- (ii) Two self addressed unstamped envelopes of 27 x 12 cms size

- 15.** No request for withdrawal of candidature received from a candidate after he has submitted his application will be entertained under any circumstances. Any dispute in regard to the recruitment will be subject to the Courts/Tribunals having jurisdiction over the place of concerned Circle office of BSNL where the candidate submits his/her application.

**List of the Exam-Conducting-Circles to whom the applications of Internal Candidates of MT Exam should be send with the completely filled up forms**

<b>Sr. No</b>	<b>Name of Circles</b>	<b>Name of the Circle authorized to conduct the MT) Exam</b>
1.	Andhra Pradesh	Andhra Pradesh
2.	Andaman & Nicobar	Andaman & Nicobar
3.	Assam, NE-I & NE-II	Assam
4.	Bihar, Jharkhand	Bihar
5.	Gujarat	Gujarat
6.	Jammu & Kashmir	Jammu & Kashmir
7.	Karnataka	Karnataka
8.	Kerala	Kerala
9.	Madhya Pradesh and Chhattisgarh	Madhya Pradesh
10.	Maharashtra	Maharashtra
11.	Northern Telecom Region [New Delhi]	Northern Telecom Region [New Delhi]
12.	Orissa	Orissa
13.	Punjab, Haryana & H.P.	Punjab
14.	Rajasthan	Rajasthan
15.	Tamilnadu & Chennai Telecom. District	Tamilnadu
16.	Uttar Pradesh [East]	Uttar Pradesh [East]
17.	Uttar Pradesh [West] & Uttaranchal	Uttar Pradesh [West]
18.	West Bengal & Calcutta Telecom. District	West Bengal

**ESSENTIAL QUALIFICATIONS FOR INTERNAL CANDIDATES OF MANAGEMENT TRAINEES EXAM**

<b>Functional streams</b>	<b>Essential Qualification for Internal Candidates</b>
<b>Operations</b>	Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the following disciplines:- 1. Telecommunications 2. Electronics 3. Computer/IT 4. Electrical <b>PLUS</b> 4 years work experience within BSNL as on the closing date of receipt of application by BSNL
<b>Finance</b>	CA/ICWA/MCom/CS <b>PLUS</b> 4 years work experience within BSNL as on the closing date of receipt of application by BSNL.

**Scheme of examination and syllabus for Assessment Process:**

All candidates will undergo a common multiple-choice type examination consisting of the following three sections with negative marking. :

<b>Components</b>	<b>Marks</b>	<b>Duration</b>
Section-I - Management Aptitude	150	1 hour
Section -II - Cognitive Ability	150	1 hour
Section-III - Technical knowledge	150	1 hour
<b>Total</b>	<b>450</b>	<b>3 hours</b>

The proposed syllabus for each of the three sections has been detailed below:

**Section I- Management Aptitude**

This section should gauge the ability of candidates on key management subjects such as economics, finance knowledge, operations, HR science etc. The syllabus for this section is as follows:

1. General Management
2. Management Information Systems
3. Managerial economics
4. Marketing
5. Accounting and Finance
6. Human Resources Management
7. Organizational Behavior
8. Strategic Management
9. Operations Management
10. Telecom knowledge
11. Current events of national and international importance

**Section II – Cognitive Ability**

This section should gauge overall cognitive ability of the candidate on parameters such as logical reasoning, verbal reasoning, reading & analysis etc. The syllabus for this section is as follows:

1. Quantitative ability & data sufficiency
2. Reasoning (e.g. analytical, logical, critical reasoning)
3. Verbal ability, reading comprehension and analysis

**Section III- Technical knowledge**

The syllabus for this section will be different for the different streams of recruitment i.e. Telecom Operations & Telecom Finance

**Syllabus for Telecom Operations stream:**

1. Materials and Components	2. Physical Electronics, Electron Devices and ICs
3. Signals and Systems	4. Network theory
5. Electromagnetic Theory	6. Electronic Measurements and Instrumentation
7. Analog Electronic Circuits	8. Digital Electronic Circuits
9. Control Systems	10. Communication Systems
11. Microwave Engineering	12. Computer Engineering
13. Power Electronics.	

**Syllabus for Telecom Finance stream:**

1. Financial Management (an overview)	2. Cost Accounting
3. Financial Management in Public Sector Enterprises	4. Advanced Accounting
5. Principles of Taxation (Tax Laws)	6. Financial Statements
7. Companies Act 1956 (with amendments)	8. Auditing
9. Bare Acts	