



# BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

**CORPORATE OFFICE**

**PERSONNEL BRANCH**

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

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## Recruitment Rules of Management Trainees

**[REVISED]**

No. 400-106/2007-Pers.I [Pt.]

Dated: 01<sup>st</sup> September 2009 at New Delhi

1. **Short title and commencement:** With the approval of BSNL Board, the following rules relating to recruitment of Management Trainees [MT RRs] of BSNL are hereby made;

- 1.1. These rules may be called the 'BSNL Management Trainees' Recruitment Rules [MT RRs], 2009;
- 1.2. They shall come into force on the date of their publication by the BSNL.
- 1.3. Powers for relaxation/ modification/ amendment to these rules will vest with the BSNL Board.

2. **Definition:** In these rules unless the context otherwise requires,

2.1. **Government:** Means Government of India.

2.2. **Department:** Means Department of Telecom.

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- 2.3. **Company:** Means Bharat Sanchar Nigam Limited (BSNL, a Government of India Enterprise) having its registered office at New Delhi.
- 2.4. **Board:** Means the Board of Directors of the Company and includes in relation to the exercise of power by any committee of the Board/ Management or any Officer of the undertaking to whom the Board delegates any of its powers.
- 2.5. **Stream:** Means the discipline to which the executive has been recruited, viz. Telecom Operations, Finance, Civil, Electrical, Architecture, Telecom Factories and Other Streams.
3. **Appointing Authority:** Appointing Authority will be CMD, Bharat Sanchar Nigam Limited.
4. **The Management Trainee [MTs]** shall be appointed in IDA pay-scale (E3) of Rs. 24,900-50,500/-.
5. **Authorized\* strength of the BSNL Management Trainees (MTs):** Management trainees shall be recruited against 50% of equivalent STS level posts as decided for filling-up by BSNL Management for each year. Initial strength of Management Trainees shall be 600 in the following streams:

5.1 Telecom Operations MT:

Sl. No.	Grade/Level	Pay Scale	Management Trainee Operations (Posts)
i.	Management Trainee [E-3]	Rs. 24,900-50,500/-.	500

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## 5.2 Telecom Finance MT:

Sl. No.	Grade/Level	Pay Scale	Management Trainee Finance (Posts)
i.	Management Trainee [E-3]	Rs. 24,900-50,500/-.	100

\*Subsequent strength shall be based on workload to be decided by Company in future. Further, for each recruitment, the break up of various Streams shall be decided by the Company, from time to time.

6. The Management Trainees shall be recruited to the Stream post of a particular discipline from amongst the following:

6.1. External Candidates - Appointed from eligible external Candidates

6.2. Internal Candidates - Appointed from eligible Internal Candidates

7. Ratio of posts: The posts for management trainees will be divided as under:

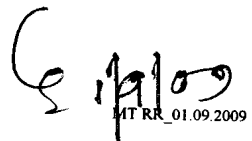
7.1. 50% of posts will be open for both external and internal candidates and will be filled based on merit

7.2. Remaining 50% of posts will be reserved for internal candidates only

8. Eligibility Conditions:

8.1 Nationality: The candidate should be Indian National.

8.2 The educational qualifications, work experience, age limit, method of recruitment, probation period etc. as per enclosed schedule.

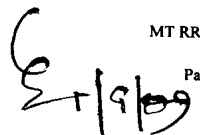
  
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## 9 Mode of Recruitment:

- 9.1 All the candidates, whether external or internal, shall be screened based on fulfillment of eligibility criteria of age, qualification, and work experience.
- 9.2 All eligible candidates (post screening) shall have to undergo an assessment process comprising cognitive, management aptitude and technical sections. The exact scheme and syllabus for the assessment process shall be defined subsequently by the management. Eligible candidates (as defined in 9.1) appearing for the assessment process will be given a score based on their performance in the assessment process
- 9.3 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.
- 9.4 All short listed candidates will be called for Group Discussion and Personal interview. Short-listed candidates (as defined in 9.3) 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
- 9.5 The selection shall be based on the final merit list created based on the combined score from assessment process, group discussion and interview with weightages as under:

i)	Assessment process	75%
ii)	Group Discussion	12.5%
iii)	Personal Interview	12.5%

- 9.6 50% of the MT posts shall be filled through merit regardless of internal/ external candidates. Remaining 50% of MT posts shall be reserved for internal candidates and shall be filled in decreasing order of merit from internal candidates appearing in merit list subsequently.
- 9.7 In order to ensure quality talent for the posts, management reserves the right to specify minimum qualifying marks for selection at any stage (mentioned from 9.1 to 9.5) at a later date



- 10 The Recruitment year of the selected candidates shall be year of declaration of result.
- 11 **Probation-cum-Training:** All Management Trainees will remain on probation-cum-training for a period of 52 weeks including on the job training. Details for the same shall be provided by the management at a later date.
- 12 **Career Progression:**
- 12.1 Appointment as Manager (MT): On successful completion of Probation-cum-training, the officer shall be appointed as Manager (MT).
- 12.2 To be promoted as Asst. General Manager (AGM) on working as Manager (MT) for two years subject to being adjudged fit for promotion.
- 12.3 Further career progression for promotion to higher grades shall be regulated by concerned recruitment rules notified by BSNL.
- 12.4 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 judge unfit for promotion.
11. **Seniority:** Seniority will be fixed based on final merit list created on the basis of scores from assessment process, group discussion and interview as detailed in point 9.5 above.
12. **Liability for transfer:** Persons appointed to the Management Trainee posts shall be liable for transfer anywhere in India/ at any place falling in the operational area of BSNL.

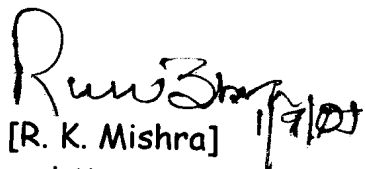
**13. Disqualification:** No person

- 13.1. Who has entered into or contracted a marriage with a person having a spouse living or
- 13.2. Who, having a spouse living, has entered into contracted marriage with any person.

Shall be eligible for appointment.

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing exempt any person from the operation of this rule.

- 14. Saving:** Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, Other Backward classes, Ex Servicemen, and other special categories of persons in accordance with the orders issued by the Government from time to time.
- 15. Residuary matters:** In regard to matters not specifically covered by or under these rules, the persons appointed will be governed by the rules, regulations and orders decided upon by the Company.

  
[R. K. Mishra] 1/9/07  
General Manager (Pers.)

**SCHEDULE**  
**MANAGEMENT TRAINEES IN BSNL**

Name of Post	Number of Posts	Classification	Scale of Pay	Whether selection by merit or selection-cum-seniority or non-selection post	Age limit	Whether benefit of added years of service admissible	Educational and other qualification required for Direct Recruits
1	2	3	4	5	6	7	8
Management Trainee	600* [On the date of publication] (Subject to variation as per workload]	Executive	Rs. 24,900-50,500/- (IDA)(E3)	Selection by merit	MT [External] 30 years MT [Internal]- 36 Years  Relaxable in case of reserved category candidates as per Government guidelines  Age limit to be reckoned as on 1 <sup>st</sup> August of the year of Examination	N/A	As per Annexure-A this schedule

**SCHEDULE**  
**MANAGEMENT TRAINEES IN BSNL**

Whether age and educational qualification prescribed for direct recruits will apply in the case of promoted	Period of probation, if any	Method of recruitment whether by Direct Recruitment or by promotion or by deputation/absorption and percentage of posts to be filled by various methods	In case of recruitment by promotion/deputation/transfer grades from which promotion/deputation/transfer to be made	If a BSNL Promotional Committee exists, what is its composition.
9	10	11	12	13
<p>Age limit: as prescribed under column 6</p> <p>Educational Qualifications: as per Annexure- A to this schedule</p>	One year	Selection by merit through open competitive exam based on scores from assessment process, group discussion, interview carrying 75%, 12.5%, 12.5% weightages respectively	<p>All regular BSNL employees - at or above JTOs, JAO and equivalent levels and below Management trainee levels - possessing the prescribed eligibility conditions (on the last date of application) shall be eligible to appear in the assessment process.</p> <p>Maximum three attempts shall be permitted to the internal candidates</p>	For promotion to Asst. General Manager (AGM) Level and above as per BSNL MS RRs 2009.

*C*  
*1/9/09*



**Annexure - A**

**Schedule to the Recruitment Rules of MTs [MT RRs]**

**Essential qualifications for Management Trainees, External & Internal**

<b>Educational Qualification</b>		
<b>Functional Streams</b>	<b>External Candidates</b>	<b>Internal Candidates</b>
<b>Operations</b>  <i>[Please see Note.1&amp; 2]</i>	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> Two years regular full time MBA.	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 (On the last date of application)
<b>Finance</b>	CA/ICWA /CS (On the last date of application)	CA/ICWA/M. Com/CS <b>PLUS</b> 4 years work experience within BSNL (On the last date of application)
<b>Civil</b>  <i>[Please see Note.1&amp; 2]</i>	Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines: 1. Civil <b>PLUS</b> Two years regular full time MBA	Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines: 1. Civil <b>PLUS</b> 4 years work experience within BSNL (On the last date of application)

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<p>Electrical</p> <p>[Please see Note.1&amp; 2]</p>	<p>Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines:</p> <p>1. Electrical</p> <p><b>PLUS</b></p> <p>Two years regular full time MBA.</p>	<p>Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines:</p> <p>1. Electrical</p> <p><b>PLUS</b></p> <p>4 years work experience within BSNL</p> <p>(On the last date of application)</p>
<p>Architects</p> <p>[Please see Note.1&amp; 2]</p>	<p>Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines:</p> <p>1. Architectural</p> <p><b>PLUS</b></p> <p>Two years regular full time MBA.</p>	<p>Bachelor of Engineering/ Bachelor of Technology or equivalent degree in the following disciplines:</p> <p>1. Architectural</p> <p><b>PLUS</b></p> <p>4 years work experience within BSNL.</p> <p>(On the last date of application).</p>

**Note:**

1. The external candidates applying for Management Trainees in Engineering streams [Operation, Civil, Electrical & Architects] should possess the degree in Engineering with minimum 60% marks [55% for SC / ST candidates] and should have completed his/her courses on a regular full time basis on the last date of application.
2. The external candidates applying for Management Trainees in Engineering streams [Operation, Civil, Electrical & Architects] should possess two years regular full time MBA or its equivalent from recognized/reputed Indian institute/University recognized under Indian Laws on the last date of application.