



**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 300 vacancies of Management Trainee (MT) under open quota through a selection process consisting of Assessment Process, Group Discussion & Interview to be held on All India basis. Apart from outside(external) candidates, BSNL regular executives(Internal candidates) at or above JTO, JAO and equivalent level possessing the prescribed eligibility conditions detailed in Annexure-II shall also be eligible to apply. The vacancies will be filled up on the basis of combined merit list of external and internal candidates. The details of these 300 vacancies are given below.

Details of Streams for MTs	OBC	SC	ST	OC	TOTAL
MTs in Telecom Operations	68	38	18	126	250
MTs in Telecom Finance	13	7	3	27	50

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

Reservation as per Central Govt. guidelines will be applicable for SC/ST/OBC/Physically Handicapped [PH]. 3% of the total vacancies will be reserved for PH quota. In respect of Physically Handicapped persons, candidates with following physical disability are permitted:-

- (i) Locomotive Impairment - one arm or one leg affected  
(The minimum degree of disability is 40% for a person to be eligible for any concession/benefits)

Details of Streams for MTs	TOTAL (including PH)	Reserved for PH (LI)
MTs in Telecom Operations	250	8
MTs in Telecom Finance	50	1

**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. All the candidates who have applied in response to the previous advertisement are required to apply afresh.**

**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**

The 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, as on closing date of receipt of application form by BSNL,
- 3.3 The candidates from Public Sector and Government Service have to produce the 'No Objection Certificate' issued on letter head and duly stamped by the Competent Authority at the time of interview, without which they would not be permitted to appear for the interview.

## **4. Age:**

The external candidate should not exceed 30 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:-

- i) Upto 5 years For Scheduled Castes & Scheduled Tribes candidates;
- ii) Upto 3 years for OBC Candidates who are eligible to avail of reservation applicable ;
- iii) For PH candidates upto 10 years ; (15 years for SC/ST and 13 years for OBC)
- iv) Ex-Service Men who have put in not less than six months continuous service in armed forces of the Union shall be allowed to deduct the period of such service from their actual age and if the resultant age does not exceed by more than three years the maximum age limit prescribed for the post for which the candidate seek appointment, she/he shall be deemed to satisfy the condition regarding age limit.
- v) For certain other categories like displaced persons from East Pakistan [now Bangladesh], repatriates from Burma and Ceylon [now Sri Lanka], residents of Goa, Daman & Diu, persons migrated from Kenya, Uganda, Republic of Tanzania as per instructions issued by the Central Government from time to time in this regard.
- vi) For Residents of J&K – Relaxation shall be in accordance with DoP&T's Notification No.15012/7/1991-Estt.(D) dtd. 7.12.2007 pertaining to "Residents of State of Jammu and Kashmir (Relaxation of Upper Age Limit for Recruitment to Central Civil Services & Posts) Rules 1997".

In case of internal candidates, the age 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 different categories as mentioned above.

## **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 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 weightage as under:

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

- (vi) These 300 MT posts shall be filled through merit regardless of internal/ external candidates

**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 open quota.

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 notified by BSNL.
- (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 for External Candidates**

- (i) Applicants are required to indicate their choice of Examination Centre [item no. 9 of application form] at which they wish to appear.
- (ii) A list of centers and the Deputy General Managers/General Managers, to whom the application is to be submitted, is given in Annexure 'I'. Admit cards will be issued to eligible applicants by the Office of the CGM concerned.
- (iii) An applicant can opt for any one of the examination centers out of the Circles indicated in the Annexure-I and submit the application form to the office of the CGM of the Circle concerned at whose examination centre the applicant wishes to appear (e.g. a candidate wishing to appear at Hyderabad centre should submit his/her application to the DGM(Admn), Office of Chief General Manager, Andhra Pradesh.
- (iv) ***The Exam Centre once selected by the applicant can not be changed subsequently.***
- (v) The date and venue for holding Group Discussion and Interview of the short listed candidates of Assessment Process will be intimated to such candidates in due course.

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

- (i) The specimen of the application form is included in this advertisement and the same can be downloaded from BSNL website: **www.bsnl.co.in**.
- (ii) The completed application form( preferably typed) should be sent by Registered post/Speed post to the respective DGM in the office of respective CGM, as indicated in Annexure-I, of the Circle concerned at whose examination centre the applicant wishes to appear. The list of DGMs concerned

is at Column (3) of Annexure-I. The envelope containing application form should be marked **"Application for the post of MTs (External Candidate) in BSNL"** in bold letters on top of the envelope.

- (iii) Original advertisement or photocopy of the format in the advertisement published must not be used for applying and in case a candidate submits such an application the same will not be entertained.
- (iv) An examination fee of Rs 1500/- (Rupees One Thousand Five Hundred only) is payable in the form of demand draft/Pay Order drawn in favour of Senior Accounts Officer/Accounts Officer payable at the respective stations as given in Column (4) of the Annexure 'I'. The amount of fee shall not be accepted in any other form.
- (v) All the candidates who applied in response to previous advertisement issued in November 2008 have already been refunded the application fee paid earlier. As such, all these candidates are required to pay an examination fee of Rs.1500/-(Rupees One Thousand Five Hundred only) along with fresh application.
- (vi) **Fees once paid shall NOT be refunded under any circumstances nor can it be held in reserve for any other examination or selection.**

**11. No Fee payable by SC/ST/PH**

Applicants belonging to SC/ST/PH categories only are exempted from the examination fee. In the case of Physically handicapped candidates, this exemption will, however, be available to only those handicapped persons who would otherwise be eligible for appointment to the post on the basis of the standards of medical fitness prescribed for the post (including any concessions specifically extended to the physically handicapped) and who enclose with the application form, a necessary certificate from a Govt. Hospital/Medical Board in support of his claim for being handicapped.

**12. Traveling Allowance**

The applicants belonging to SC/ST categories will be entitled to T.A. as per provisions of Ministry of Finance (Deptt. of Expenditure) O.M. No.19014/3/77-E.IV (B) dated 17.02.1978.

**13. Closing date for receipt of Application Forms**

- (i) Application forms complete in every respect must reach on or before 14.10.2009. Applications received after the closing date or not accompanied by the demand draft/Pay order [wherever applicable] for the prescribed examination fee or incomplete in any respect shall be summarily rejected and no communication in respect of the rejected application forms shall be entertained. BSNL shall not be responsible for any postal delay.
- (ii) 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. **The requisite certificates, in Original, are to be produced at the time of interview for checking/scrutiny.** 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

**14. 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.

**15. 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
- (iii) Bank Draft for Rs.1500/- (payable at par at the station of submitting the application) - [Not required for SC/ST/PH candidates]
- (iv) Medical certificate in respect of Physically Handicapped candidates

**16 Disqualifications:** No person

- 16.1 who has entered into or contracted a marriage with a person having a spouse living, or
- 16.2 who, having a spouse living, has entered into or contracted marriage with any person;

shall be eligible for appointment to Management Trainee post :

Provided that BSNL 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.

- 17. 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.

**NOTE :**

- 1 **For any Inquiry, the contact officer of the administrative division given in column (3) of Annexure –I may be contacted. The applicant may also contact on telephone number 011-23766441 during office hours.**
- 2 **Internal candidates need not apply in the Application Form attached with this advertisement. Detailed instructions including Application Form for internal candidates have been uploaded on the BSNL intranet site.**

**List of the Territorial Telecom Circles with the address to whom the applicants should send their completely filled up forms and in whose favour the Demand Draft should be drawn****(In case of any query/clarification, following Officers as at (3) may be contacted)**

<b>Sl.No (1)</b>	<b>Name of the Territorial Circle (2)</b>	<b>Address to whom the application is to be sent/Examination Centre City (3)</b>	<b>Demand Draft to be drawn in favour of (4)</b>
1.	Andhra Pradesh	DGM (Admn), O/o the CGM, BSNL, Andhra Pradesh Telecom Circle, 2 <sup>nd</sup> floor, Doorsanchar Bhavan, Nampalli Station Road, Abids, <b>Hyderabad – 500 001.</b> Tele:040-23203213	A. O.(Cash), BSNL, O/o the CGMT, A.P. Hyderabad.
2.	Andaman & Nicobar	DGM (Admn.), O/o the CGM, BSNL, A&N Circle, Telephone Bhavan, <b>Port Blair – 744 101.</b> Tele: 03192-239700(O)	A.O.(Cash), BSNL, A&N Circle, Port Blair.
3.	Assam	DGM (Admn), O/o the CGM Telecom, BSNL, Assam Telecom Circle, 3 <sup>rd</sup> floor, BSNL Administrative Building, Panbazar, <b>Guwahati – 781 001.</b> Tele: 0361-2736340	Sr.Accounts Officer(A&P), O/o CGMT, BSNL, Guwahati.
4.	Bihar	DGM (Admn), O/o the CGM Telecom, BSNL, Bihar Telecom Circle, Sanchar Sadan, <b>Patna – 800 001.</b> Tele: 0612-2224093	Accounts Officer(B&A), BSNL, O/o CGMT, Bihar Telecom Circle, Patna.
5.	Gujarat	DGM (OP &C), O/o the CGM Telecom. BSNL, Gujarat Telecom Circle, 6 <sup>th</sup> floor., Telephone Bhavan, Off C.G. Road, Navrangpura, <b>Ahmedabad – 380 006.</b> Tele:079-26480691	Sr.A.O.(Cash), O/o CGMT, Ahmedabad.
6.	Jammu & Kashmir	DGM (IT & MKTG.), O/o the CGM Telecom., BSNL, J&K Telecom Circle, 4 <sup>th</sup> floor, North Block, Bahu Plaza, Rail Head Complex, <b>Jammu – 180 012.</b> Tele: 0191-2470266	Accounts Officer(Cash), O/o CGM, BSNL J&K Circle, Jammu.
7.	Karnataka	DGM (HR/Admn.), O/o the CGM, BSNL, Karnataka Telecom Circle, No.1, Swamy Vivekananda Road, Halasuru, <b>Bangalore-560 008.</b> Tele: 080-25363600	Accounts Officer(Cash), O/o CGM Telecom, BSNL, Karnataka Circle, Bangalore –560 008.

Sl.No (1)	Name of the Territorial Circle (2)	Address to whom the application is to be sent/Examination Centre City (3)	Demand Draft to be drawn in favour of (4)
8.	Kerala	DGM (Admn) O/o the CGM Telecom. BSNL, Kerala Telecom Circle, <b>Thiruvananthapuram – 695 033.</b> Tele: 0471-2307000	Accounts Officer (Cash), O/o The CGMT, Kerala Circle, BSNL, Trivandrum– 695 033.
9.	Madhya Pradesh	DGM (HR), O/o the CGM Telecom. BSNL, M.P. Telecom Circle, BSNL Bhawan, 2 <sup>nd</sup> floor, Room No.213, Hoshangabad Road, <b>Bhopal – 462 015.</b> Tele: 0755-2550600	Accounts Officer (A&B), O/o CGMT, MP Circle Bhopal.
10.	Maharashtra	DGM (Admn), O/o the CGM Telecom, BSNL, Maharashtra Telecom Circle, Admn. Bldg., 3 <sup>rd</sup> floor, B-Wing, Juhu Road, Santacruz(West), <b>Mumbai – 400 054.</b> Tele: 022-26619901	Accounts Officer (F&A), BSNL, Maharashtra Telecom Circle, Mumbai 400 054.
11.	Northern Telecom Region [New Delhi]	DGM (Admn), O/o the CGM (Mtce.), BSNL, Northern Telecom. Region, Room No.257, IInd floor, Kidwai Bhawan, Janpath, <b>New Delhi-110 001.</b> Tele: 011-23329180	A.O. (Cash) O/o CGM, NTR, New Delhi.
12.	Orissa	DGM (HR & Admn) O/o the CGM Telecom, BSNL, Orissa Telecom Circle, <b>Bhubaneswar-751 001.</b> Tele: 0674-2544600, 2544700	A.O. (A&P), O/o the CGM, BSNL, Bhubaneswar.
13.	Punjab	DGM (HR/Admn.), O/o the CGM Punjab Circle. BSNL, Room No.414, 4 <sup>th</sup> Floor, Plot No.2, Sanchar Sadan, Sector-34-A, <b>Chandigarh – 160 022.</b> Tele: 0172-260069	Accounts Officer (Cash), O/o CGMT, Punjab Circle Chandigarh.
14.	Rajasthan	DGM (Admn), O/o CGM Telecom, BSNL, Rajasthan Telecom Circle, Sardar Patel Marg, 'C' Scheme, <b>Jaipur (Raj.) – 302 008.</b> Tele: 0141-2366775,	Accounts Officer (Cash), BSNL, O/o the CGMT Rajasthan Telecom. Circle, Jaipur.
15.	Tamilnadu	DGM (Admn), O/o the CGM Telecom, BSNL, Tamilnadu Telecom Circle, Room No. 325, No.80 Annasalai, <b>Chennai – 600 002.</b> Tele: 044-28520494	Accounts Officer (Cash), BSNL, Tamilnadu Circle, Chennai – 2.

<b>Sl.No</b> <b>(1)</b>	<b>Name of the Territorial Circle</b> <b>(2)</b>	<b>Address to whom the application is to be sent/Examination Centre City</b> <b>(3)</b>	<b>Demand Draft to be drawn in favour of</b> <b>(4)</b>
16.	Uttar Pradesh [East]	DGM (Admn.) O/o the CGM Telecom, BSNL, UP (East) Telecom Circle, Hazratganj, <b>Lucknow-226 001.</b> Tele: 0522-2622660	Sr.Accounts Officer(Cash), BSNL O/o CGMT UP (East), Hazratganj, Lucknow – 226 001.
17.	Uttar Pradesh [West]	DGM (Admn.), O/o the CGM Telecom , BSNL, UP (West) Telecom Circle, Shastri Nagar, Telephone Exchange, Tejgarhi Chauk, <b>Meerut</b> Tele: 0121-2601133	A.O. (Cash), O/o CGMT UP (West) Telecom Circle, Meerut.
18.	West Bengal	DGM (Admn), O/o the CGM, Telecom. BSNL, West Bengal Telecom Circle, 1, Council House Street, 2nd floor, <b>Kolkata – 700 001.</b> Tele: 033-22420644	Sr. Accounts Officer (Cash), O/o the Chief General Manager Telecom., BSNL, West Bengal Telecom Circle, Kolkata.



**(A) ESSENTIAL QUALIFICATIONS FOR EXTERNAL CANDIDATES**

<b>Functional streams</b>	<b>Essential Qualification for External Candidates</b>
<b>Telecom 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> Two years regular full time MBA
<b>Telecom Finance</b>	CA/ICWA/CS

**Note 1 :** The external candidates applying for Management Trainees in Engineering streams (Operation) 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 closing date of receipt of application by BSNL.

**Note 2 :** The external candidates applying for Management Trainees in Engineering streams (Operation) should possess two years regular full time MBA or its equivalent from recognized/reputed Indian Institute/University recognized under Indian Laws on the closing date of receipt of application by BSNL

**(B) ESSENTIAL QUALIFICATIONS FOR INTERNAL CANDIDATES**

<b>Functional streams</b>	<b>Essential Qualification for Internal Candidates</b>
<b>Telecom 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 on the closing date of receipt of application by BSNL
<b>Telecom Finance</b>	CA/ICWA/MCom/CS <b>PLUS</b> 4 years work experience within BSNL 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. :

Components	Marks	Duration
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	