



No. 74-1/2015-Recdt.  
**BHARAT SANCHAR NIGAM LIMITED**  
(RECRUITMENT BRANCH)

**RECRUITMENT OF MANAGEMENT TRAINEE (TELECOM OPERATIONS/  
TELECOM FINANCE) IN BSNL FROM INTERNAL CANDIDATES**

**LAST DATE OF ON-LINE REGISTRATION 14-06-2015**

Bharat Sanchar Nigam Ltd. (BSNL) will fill up 200 posts of Management Trainee (MT). Out of these, 150 posts will be filled up for Telecom Operations stream & 50 posts will be filled up for Telecom Finance stream from internal candidates of BSNL. All candidates fulfilling the prescribed eligibility conditions and possessing qualification as detailed in **Annexure-A** are eligible to apply for the above said posts. The category wise details of posts are given below:-

Name of Stream	OC	SC	ST	TOTAL
Telecom Operations	117	22	11	150
Telecom Finance	40	7	3	50

The date of Written Test will be 08/08/2015.

**1. Scale of Pay:-**

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

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

BSNL comprises of a number of Territorial and Functional Circles. Management Trainee is All India Cadre and will be controlled centrally by the BSNL Corporate Office. 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. Company has the right to post any selected Management Trainee to any of the circles either for a fixed or temporary period. 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:-**

**Educational Qualifications:** Applicant must possess the educational qualifications as given in **Annexure-A**, on the closing date of application for MT (Internal) Exam in BSNL.

#### 4. Age:-

Candidate shall not exceed 50 years as on 1<sup>st</sup> August of the year of examination (as on 1st August, 2015). Maximum age limit shall be relaxable in case of SC/ST category candidates for five years.

#### 5. Scheme of examination and syllabus for Assessment Process (Written Test):-

##### (a) Selection process:

- (i) All the candidates shall be screened based on fulfillment of eligibility criteria of age and qualification.
- (ii) All eligible candidates post screening shall have to undergo an assessment process of (written test) comprising management aptitude, cognitive & technical knowledge sections. All eligible candidates appearing in the written test shall be given a score based on their performance in the written test.
- (iii) A merit list will be created from the qualified candidates and candidates will be short listed based on number of posts and order in merit list for document verification, Group Discussion and Interview.
- (iv) **The Date and Venue of document verification, Group Discussion and Interview will be intimated to such candidates in due course. All short listed candidates found eligible after original document verification will be called for a Group Discussion & Interview. A list of candidates for Group Discussion & Interview will also be uploaded on the BSNL website/Notice Board.**
- (v) All short-listed candidates appearing for the Group Discussion/Interview will be given a score based on their performance in the same.
- (vi) The selection shall be based on the final merit list created based on the combined score of written test, Group Discussion and Interview with weightage as under:-

(a)	Assessment process (Written test)	75%
(b)	Group Discussion	12.5%
(c)	Interview	12.5%

##### (b) Scheme of examination & Syllabus:

The pattern of the question paper will be multiple choice objective type with negative marking. All candidates will undergo a common multiple-choice type examination of three hours consisting of the following three sections:

Components	Marks	Duration
Section-I - Management Aptitude	150	3 hours 10.00 A.M. to 1.00 P.M.
Section -II - Cognitive Ability	150	
Section-III - Technical knowledge	150	
<b>Total</b>	<b>450</b>	

Syllabus for each of the three sections has been detailed in **Annexure-B**.

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## 6. Minimum qualifying standards

Since the pattern of the question paper is the multiple choice/objective type, negative marking will be adopted. For each wrong answer, 25% marks of that question shall be deducted. To test the minimum aptitude level in all the sections, on aggregate basis minimum qualifying marks will be 40% for General/OBC candidates and 33% for SC/ST candidates. Candidates obtaining less marks than minimum qualifying marks shall not be considered for inclusion in the merit list. However, the merit list for Group Discussion & Interview shall be prepared based on aggregate marks obtained in all the three sections/parts in the written examination. Number of candidates to be called for Group Discussion & Interview shall be in the ratio of 2 : 1 among the qualified candidates based on the No. of vacancies.

However, BSNL reserves the right to change the number of post of Management Trainee as well as number of candidates to be called for Group discussion/Interview.

The appearance of the name in the final merit-list of the selection process does not confer any right on the candidate for the post. **A final offer letter will be issued to the candidate after successful completion of all formalities relating to eligibility conditions.**

## 7. Probation-cum-Training and Bond

- (i) All Management Trainees will remain on probation-cum-training for a period of 2 years including the job training of 52 weeks.
- (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.

## 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 Assistant 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 BSNL MS RR 2009 with subsequent modifications.

## 9. Choice of Examination Centre

9.1 The Management Trainee Exam will be held in **25** BSNL Territorial Circles only at their respective headquarters. The details of the Territorial circle where the examination will be conducted are given in **Annexure-C**.

9.2 Admit cards for the MT (Internal) Exam can be downloaded from the BSNL website **www.bsnl.co.in / www.internalexam.bsnl.co.in** by the candidates at least before 15 days from the date of the Written Test by using their user name & password. **It will not be sent either by post or by e-mail.**

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## 10. Travelling Allowance

Eligible candidates are entitled for TA for the Written Test from their place of working to the nearest Examination Centre in the same Circle and for the Group Discussion & Interview from their place of working to the place of Group Discussion & Interview, as per BSNL Rules.

## 11. On-line Application for examination

Candidates applying for Management Trainee (Telecom Operation/Telecom Finance) posts are required to apply online for which link shall be provided through BSNL web site [www.internalexam.bsnl.co.in](http://www.internalexam.bsnl.co.in) Applications will be considered only through the online registration process which is to start from **25-05-2015** and close on **14-06-2015**. All candidates applying for MT (Internal) posts are required to take print-out of the computer generated registration form for their record and to ensure the correctness of the information submitted by them which will further be verified by the respective Circles.

The prescribed examination fee Rs.1500/-(Rupees One Thousand Five Hundred only) for OC/OBC candidates & Rs.750/-(Rupees Seven Hundred Fifty only) for SC/ST candidates shall be paid through online mode only.

**The amount of the fee shall not be accepted in any other form. Fee once paid shall NOT be refunded under any circumstances nor can be held in reserve for any other examination or selection.**

The applicants would be admitted to the examination on the basis of the information furnished by them in their online application form. They are, therefore, advised to ensure that they fulfill all eligibility conditions before applying. **The requisite original certificate are to be produced before the Group Discussion & 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. Appointment will be solely provisional, subject to fulfillment of all the prescribed eligibility conditions.

**12.** No request for withdrawal of candidature received from a candidate will be entertained under any circumstances. Any dispute in regard to the recruitment will be subject to the Courts/Tribunals having jurisdiction at New Delhi.

**13.** BSNL reserves the right to modify/amend any of the terms & conditions of this recruitment at any point of time.

## 14. Disqualification

'Violation of any of the instructions issued along with the admission certificate or at any other stage will be liable the candidate to be disqualified in the examination.'

### NOTE :

1. Candidates in their interest are advised to refer to the BSNL website ([www.bsnl.co.in](http://www.bsnl.co.in)) or examination website ([www.internalexam.bsnl.co.in](http://www.internalexam.bsnl.co.in)) from time to time for any further instruction/information.
2. For any query, the applicant may contact AGM (Rectt.), BSNL Corporate Office, New Delhi at his Telephone No. 011-23352491 or 011- 23765386 during office hours.

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

<b>Functional streams</b>	<b>Essential Qualification for Internal Candidates</b>
<b>Telecom Operations</b>	<p>Bachelor of Engineering / Bachelor of Technology degree or equivalent engineering in any of the following disciplines:-</p> <ol style="list-style-type: none"><li>1. Telecommunications</li><li>2. Electronics</li><li>3. Computer/IT</li><li>4. Electrical</li><li>5. Mechanical</li><li>6. Radio Engineering</li></ol> <p>Or</p> <p>Bsc with First Division (in Physics &amp; Maths)</p> <p><b>PLUS</b></p> <p>Work experience in BSNL - 4 years as Executives (On the last date of application)</p>
<b>Telecom Finance</b>	<p>CA /ICWA /M.Com /CS</p> <p><b>PLUS</b></p> <p>Work experience in BSNL - 4 years as Executives (On the last date of application)</p>

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## Scheme of examination and syllabus for Assessment Process (Written Test)

The pattern of the question paper will be multiple choice objective types with negative marking. All candidates will undergo a common multiple-choice type examination of three hours consisting of the following three sections:

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

Syllabus for each of the three sections has been detailed below:-

### SECTION- I (Management Aptitude):-

This section would 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 would gauge overall cognitive ability of the candidate on following parameters as per the syllabus given below :-

- (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 different streams of recruitment i.e. Telecom Operations & Telecom Finance.

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**(A) For Telecom Operations stream:-**

(1) Materials and Components
(2) Physical Electronics, Electronics 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

**(B) 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

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**List of the Examination Centres for the Internal Candidates of MT Examination**

Sl. No	Name of the BSNL Coordinating Circle authorized to coordinate for the MT-Exam (Internal) for Circles as mentioned	Name of Circles	Name of the Examination Centre
1	Andhra Pradesh	Andhra Pradesh	Hyderabad
2	Andaman & Nicobar	Andaman & Nicobar	Port Blair
3	Assam	Assam	Guwahati
4	Bihar	Bihar	Patna
5	Chhattisgarh	Chhattisgarh	Raipur
6	Gujarat	Gujarat	Ahmedabad
7	Haryana	Haryana	Ambala
8	Himachal Pradesh	Himachal Pradesh	Shimla
9	Jammu & Kashmir	Jammu & Kashmir	Jammu
10	Jharkhand	Jharkhand	Ranchi
11	Karnataka	Karnataka	Bangalore
12	Kerala	Kerala	Thiruvananthapuram
13	Madhya Pradesh	Madhya Pradesh	Bhopal
14	Maharashtra	Maharashtra	Mumbai
15	Northern Telecom Region [New Delhi]	Northern Telecom Region [New Delhi]	New Delhi
16	North East - I	North East - I	Shillong
17	North East - II	North East - II	Dimapur
18	Odisha	Odisha	Bhubaneswar
19	Punjab	Punjab	Chandigarh
20	Rajasthan	Rajasthan	Jaipur
21	Tamilnadu	Tamilnadu & Chennai Telecom. District	Chennai
22	Uttar Pradesh [East]	Uttar Pradesh [East]	Lucknow
23	Uttar Pradesh [West]	Uttar Pradesh [West]	Meerut
24	Uttaranchal	Uttaranchal	Dehradun
25	West Bengal	West Bengal & Calcutta Telecom. District	Kolkata

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