

No. 74-2/2015-Rectt.  
**BHARAT SANCHAR NIGAM LIMITED**  
(RECRUITMENT BRANCH)

**RECRUITMENT OF MANAGEMENT TRAINEE (TELECOM OPERATIONS/  
TELECOM FINANCE) IN BSNL FROM EXTERNAL 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 external candidates. 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	OBC	TOTAL
Telecom Operations	77	22	11	40	150
Telecom Finance	27	7	3	13	50

Note : 3% of the total vacancies (1.5% for Locomotor Impairment and 1.5% for Hearing Impairment) are reserved for Persons With Disabilities (PWD) candidates in MT (External) Reservation as per Central Govt. guidelines will be applicable for SC/ST/OBC/PWD candidates. In respect of PWD persons, candidates with following disability are permitted:-

- Hearing Impairment - Partially deaf
- Locomotor Impairment - One arm or one leg or both legs affected

**Degree of Disability for PWDs :- In case of PWD candidates only such persons would be eligible for reservation in service/posts, who suffer from not less than 40 percent of relevant disability. A person who wants to avail of benefit or reservation would have to submit a Disability Certificate issued by a Competent Authority in the Annexure-I.**

In respect of PWD persons, candidates with following physically disabilities will be permitted :-

**(i) For Hearing Impairment :**

Physical Requirement	Category of the Disabled suitable for the job
(1) S-Work performed by Sitting (2) B-Work performed by Bending (3) SE-Work performed by Seeing (4) RVV-Work performed by Reading & Writing	PD- Partially Deaf

BK

(ii) For Locomotor Impairment :

Physical Requirement	Category of the Disabled suitable for the job
(1) S-Work performed by Sitting	(1) BL-Both Legs affected but not arms
(2) B-Work performed by Bending	(2) OA-One Arm affected (R or L)
(3) SE-Work performed by Seeing	(a) Impaired reach
(4) RW-Work performed by Reading & Writing	(b) Weakness of grip
	(c) Ataxic
	(3) OL-One Leg affected (R or L)
	(4) BH-Stiff Back and hips (cannot sit or stoop)

Date of Written Test will be 09/08/2015.

1. Scale of Pay:-

The Management Trainee shall be appointed in the IDA pay scale [E-3] of Rs 24,000-50,500/- 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:-

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-A on the closing date of application for MT (External) Exam in BSNL.

3.3 (a) Age:-

Candidate shall not exceed 30 years as on 1<sup>st</sup> August of the year of examination (as on 1<sup>st</sup> August, 2015). However, the upper age limit is relaxable as per the standing instructions of Government of India for the following categories :-

- (i) Upto five (5) years for SC/ST category candidates
- (ii) Upto three (3) years for OBC category candidates
- (iii) Upto ten (10) years for PWD category OC candidates
- (iv) Upto fifteen (15) years for PWD category SC/ST candidates
- (v) Upto nineteen (13) years for PWD category OBC candidates
- (vi) Ex-Servicemen will get the benefit of age relaxation as per Central Government rules
- (vii) For Residents of J & K - Relaxation shall be in accordance with DOP&T's Notification No. 15012/7/1991-Estt.(D) dated 07/12/2007 pertaining to "Residents of State of Jammu & Kashmir (Relaxation of Upper Age Limit for Recruitment to Central Civil Services & Posts) Rules 1997"

**Note :** The date of birth entered in matriculation or Secondary School Leaving Certificate or in a Certificate recognized by an Indian University as equivalent to Matriculation or in an extract from a Register of Matriculates maintained by a University, which must be certified by the proper authority of the University or in the Higher Secondary or an equivalent examination certificate. The certificates are required to be submitted only at the time of document verification. No other document relating to age like horoscopes, affidavit, birth extracts from Municipal Corporation, Service records and the like will be accepted.

**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 OMR based having multiple choice objective type questions with negative marking. All candidates will undergo a common multiple-choice type examination of three hours consisting of the following three sections:

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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**.

#### 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, section wise minimum qualifying marks will be 40% for General candidates, 36% for OBC candidates and 33% for SC/ST candidates. Candidates obtaining less marks than minimum qualifying marks in any of the sections 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 3 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 **18 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 (External) Exam can be downloaded from the BSNL website [www.bsnl.co.in](http://www.bsnl.co.in) / [www.externalexam.bsnl.co.in](http://www.externalexam.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**

#### 10. Travelling Allowance

- 10.1 The candidates belonging to SC/ST categories will be entitled to TA as per provisions of Ministry of Finance (Department of Expenditure) O.M. No. 19014/3/77-E.IV (B) dated 17/02/1978, as amended from time to time.
- 10.2 The unemployed SC/ST candidates called for the Written Test/Interview/Group Discussion shall be entitled for reimbursement of second class ( Sleeper ) ticket from their place of residence to the nearest Examination Centre subject to production of ticket.
- 10.3 The SC/ST candidates also have to produce a certificate of unemployment issued by MP/MLA or a designated Government Officer of the place where the candidate normally reside.
- 10.4 The form for reimbursement of TA in respect of SC/ST candidates for attending Written Test/Interview/Group Discussion is given at **annexure-II**.

#### 11. On line Application and Fee 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.externalexam.bsnl.co.in](http://www.externalexam.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 (External) 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 him/her.

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/PwD 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. Issuance of an admit card for the examination will NOT confer any right for appointment. 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.

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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 :**

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.externalexam.bsnl.co.in](http://www.externalexam.bsnl.co.in)) from time to time for any further instruction/information.

2. For any query, the applicant may contact AGM (Recrtt.), BSNL Corporate Office, New Delhi at his Telephone No. 011-23352491 or 011- 23765386 during office hours.

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

Functional streams	Essential Qualification for External Candidates
Telecom Operations	<p>Bachelor of Engineering / Bachelor of Technology degree or equivalent engineering in any of the following disciplines with minimum 60% marks (55% for SC/ST candidates) and should have completed the course on a regular full time basis on the last date of application :-</p> <ol style="list-style-type: none"> <li>1. Telecommunications</li> <li>2. Electronics</li> <li>3. Computer/IT</li> <li>4. Electrical</li> </ol> <p><b>PLUS</b></p> <p>MBA (or its equivalent from recognized/reputed Indian Institute/University recognized under Indian Law) or M. Tech.</p> <p>(On the last date of application)</p>
Telecom Finance	<p>CA /ICWA /CS</p> <p>(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	3 hours
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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## SYLLABUS

### **(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 External Candidates of MT Examination

Name of the BSNL Coordinating Circle authorized to coordinate for the MT-Exam (External) for Circles as mentioned	Name of Circles	Name of the Examination Centre
Andhra Pradesh	Andhra Pradesh	Hyderabad
Andaman & Nicobar	Andaman & Nicobar	Port Blair
Assam	Assam, NE-I & NE-II	Guwahati
Bihar	Bihar, Jharkhand	Patna
Gujarat	Gujarat	Ahmedabad
Jammu & Kashmir	Jammu & Kashmir	Jammu
Karnataka	Karnataka	Bangalore
Kerala	Kerala	Thiruvananthapuram
Madhya Pradesh	Madhya Pradesh and Chhattisgarh	Bhopal
Maharashtra	Maharashtra	Mumbai
Northern Telecom Region	Northern Telecom Region [New Delhi]	New Delhi
Orissa	Odisha	Bhubaneswar
Punjab	Punjab, Haryana & Himachal Pradesh	Chandigarh
Rajasthan	Rajasthan	Jaipur
Tamilnadu	Tamilnadu & Chennai Telecom. District	Chennai
Uttar Pradesh [East]	Uttar Pradesh [East]	Lucknow
Uttar Pradesh [West]	Uttar Pradesh [West] & Uttaranchal	Meerut
West Bengal	West Bengal & Calcutta Telecom. District	Kolkata

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2. Hearing impairment :

- (a) O-Deaf
- (b) PD-Partially Deaf

(Delete the category whichever is not applicable)

3. This condition is progressive / non-progressive / likely to improve / not likely to improve. Re-assessment of this case is not recommended / is recommended after a period of \_\_\_\_\_ years \_\_\_\_\_ months.\*

4. Percentage of disability in his/her case is \_\_\_\_\_ percent.

5. Can/Saw/Kan..... meets the following physical requirements for discharge of his/her duties :-

- |  |        |
|--|--------|
| (i) F-can perform work by manipulating with fingers. | Yes/No |
| (ii) PP-can perform work by pulling and pushing.     | Yes/No |
| (iii) L-can perform work by lifting.                 | Yes/No |
| (iv) KC-can perform work by kneeling and crouching   | Yes/No |
| (v) B-can perform work by bending                    | Yes/No |
| (vi) S-can perform work by sitting                   | Yes/No |
| (vii) ST-can perform work by standing                | Yes/No |
| (viii) W-can perform work by walking                 | Yes/No |
| (ix) SE-can perform work by seeing                   | Yes/No |
| (x) H-can perform work by hearing/speaking           | Yes/No |
| (xi) RW-can perform work by reading and writing      | Yes/No |

(\_\_\_\_\_ )  
Member  
Medical Board

(Dr \_\_\_\_\_ )  
Member  
Medical Board

(Dr \_\_\_\_\_ )  
Chairperson  
Medical Board

Countersigned by the  
Medical Superintendent/CMO/Head of  
Hospital (with seal)

Put in out which is not applicable.

(A GOVERNMENT OF INDIA ENTERPRISE)  
OFFICE OF CHIEF GENERAL MANAGER  
TELECOM CIRCLE

Application for reimbursement of Travelling Allowance in respect of SC/ST candidates for election duty for the post of \_\_\_\_\_ held on \_\_\_\_\_ at \_\_\_\_\_ of 19\_\_

- a) Name of Applicant :  
 b) Full Member :  
 c) Whether SC or ST :  
 (Attested photocopy of the certificate enclosed)  
 d) Residential Address :  
 (As given in Application Form)  
 e) Address from where journey has been performed :  
 f) Whether employed or not :  
 g) If employed, whether in Central/State Govt. or Central/State Govt. Corporation, Public Sector or Undertaking, Private Sector etc. :  
 h) Details of Journey and Rail/Bus fare etc. :

Mode of Journey	From	To	Mode of Journey	Class of Travel Bus/Rail	Distance travelled (one side)	Ticket Number	Fare (in Rs.)

**CERTIFIED THAT**

- (1) I am unemployed and a certificate of unemployment issued by MP/MLA or a Gazetted Officer of the place where I normally reside is enclosed.
- (2) I have not claimed / will not claim T.A. for this journey from any other source.
- (3) I have actually travelled by the shortest route and by the class/mode for which I have preferred to claim.
- (4) I do hereby declare that all the statements made in the application are true, complete and correct to the best of my knowledge and belief. I understand that in the event of any particular information given above found false or incorrect, necessary action as deemed fit may be taken by BSNL.

Date: \_\_\_\_\_

Signature of Applicant

- Remarks: I Candidate will have to submit original ticket for inward journey.  
 II The payment will be made by BSNL through cheque.

**FOR USE OF BSNL**

Examined by \_\_\_\_\_

(Signature of Designated Officer of BSNL)

Admissible Amount Rs. \_\_\_\_\_

Signature of DDO