



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL BRANCH

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Recruitment Rules [2008] of Directly Recruited DGMs of BSNL Management Services

No. 314-36/2008-Pers.I [Pt.]

Dated: June 25th 2009 at New Delhi

Recruitment Rules for Directly Recruited DGMs of BSNL as appended below will be part of 'BSNL Management Services' Recruitment Rules, 2008.

1. **Authorized* strength of the directly recruited DGMs of BSNL Management Service:** The authorized strength of the constituents (BSNLTMS & BSNLTAFS) of the service, which is subject to change as per work load, is given as under: -

Sl. No.	Grade/Level	Pay Scale in Rs	BSNL TMS (Posts)	BSNL TAFS (Posts)
i	Deputy General Manager (Equivalent to JAG)	32,900-58,000 (Equivalent to CDA Rs 12,000-375-16,500)	150	60

2. **Eligibility criteria/Scheme of Examination/Syllabus:**

As per Schedule I & II appended below.

3. **Selection process:**

Selection process will consist of a written test followed by an interview as per the following details:

- (a) Written Test carrying 75% weightage will consist of two papers, for which a detailed syllabus is appended below under Schedule-II.
- (b) Interview will carry 25% weightage.

Final merit list will be prepared based on the combined scoring obtained by the candidates in the written test as well as the interview. The ratio in between the number of candidates selected for interview and the number of posts/vacancies will be 2:1.

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Details of Recruitment Rules/Examination & Syllabus

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Schedule-I - Recruitment Rules

Name of Post	Number of posts	Classification	Scale of Pay	Age Limit for Direct Recruitment	Educational and other qualifications
1	2	3	4	5	6
DGM TMS	150	Exec-utive	IDA pay-scale 32,900-58,000	Not exceeding 45 years Note-1: The crucial date for determining the age limit will be 01.08.2009 Note-2: 5 years age relaxation for SC/ST & 3 years for OBC candidates as per GoI guidelines	1 st Class (60%) BE/B. Tech or equivalent engineering degree from recognized institution in Electrical, Electronics and Communications / IT/ Computer / Computer Sciences
DGM TAFS	60	-do-	-do-	-do-	CA/ICWA/CS

Experience	Method of recruitment	Period of Probation
7	8	9
Candidates from public sector, private sector and government are eligible to apply. All candidates, however, must fulfill all three criteria as highlighted below: <ol style="list-style-type: none"> 1. Twelve [12] years of post qualification working experience as on 1st August of the recruiting year 2. Minimum of 3 years of experience as under on 1st August of the recruiting year in: <ol style="list-style-type: none"> a. E4 grade as defined in DPE guidelines [IDA scale 14500-350-18700/ Revised Scale 29100-54500] in case of PSU experience OR b. Equivalent annual gross salary, which comes to approximately Rs. Seven Lacs gross in case of private sector. OR c. CDA scale 10000-325-15200 (pre revised scale in case of government posts). 3. Minimum work experience of 5 years in a company with an annual turnover >Rs. 100 Cr (in case of PSU, private companies) as on 1st August of the recruiting year¹ 	Recruitment	2 years

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Probation cum Training	BSNL confirmation/ promotion committee & its composition
10	11
Probation will be on job for a period of two years, which will include one year of specialized classroom as well as field training.	<p>a. For confirmation on completion of probation, the committee will consist of the following executives: Director [HRD] - Chairman GM Level [HRD] - Member GM Level [Finance] - Member Accepting Authority. - CMD</p> <p>b. Composition of Promotion Committees will be as per the orders issued from time to time by the company.</p>

Schedule - II

The scheme of examination and syllabus:

(a) **Written Exam:** There will be one written examination with multiple choice objective type paper of three hours duration. The Written Examination paper consisting of two parts will carry 75% weightage, for which part-wise detailed syllabus is appended below:

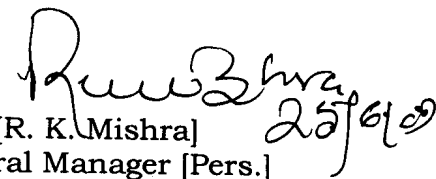
Paper	Marks	Duration
Part I- Management Aptitude; containing the following subjects: <ol style="list-style-type: none"> 1. General Management 2. Management Information Systems 3. Managerial economics 4. Marketing 5. Accounting and Finance 6. Human Resources Management 7. Organizational Behavior 8. Strategic Management 9. Operations Management 10. Telecom knowledge 11. Current events of national and international importance 	100	3 hours
Part II- Cognitive ability, containing the following subjects: <ol style="list-style-type: none"> 1. Quantitative ability & data sufficiency 2. Reasoning (e.g. analytical, logical, critical reasoning) 3. Verbal ability, reading & analysis 	100	

Since the pattern of the question paper is the multiple choice/objective type, negative marking will be adopted. To test the minimum aptitude level in both the parts, part wise minimum qualifying marks will be 40%, 35% and 30 % for Gen, OBC and SC/ST respectively.

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(b) Interview: Interview will carry 25% weightage. The ratio in between the number of candidates selected for interview and the number of posts/vacancies will be 2:1.

Final merit list will be prepared based on the combined scoring obtained by the candidates in the written test as well as the interview.


[R. K. Mishra] 25/6/09
General Manager [Pers.]

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