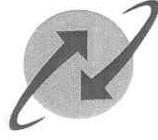


312, भारत संचार भवन, हरीश चन्द्र माथुर लेन,
जनपथ, नई दिल्ली - 110001, भारत
312, Bharat Sanchar Bhawan, H.C. Mathur Lane,
Janpath, New Delhi - 110001, India



भारत संचार निगम लिमिटेड

(भारत सरकार का उद्यम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

दूरभाष कार्यालय / Ph. : +91-11-2373 4070
फैक्स/Fax : +91-11-2373 4072
ई-मेल/E-mail : dirhrd@bsnl.co.in

सुजाता तपन रे

निदेशक (एच.आर.)

Sujata T. Ray

Director (HR)

Dear friends,

As you all are aware that presently the Telecom Industry is passing through a phase of cut throat competition, all time low tariff & financial turmoil. To keep the motivation of the employees high in this grim days has been the most challenging task ever faced.

HRM is a continuous evolving process. Keeping in mind that a progressive Strategy in HR plays a very important role in the overall growth of the organization, we have tried to introduce and practice some of the best practices of HRM, which will not only help the Organization in achieving the desired goal in the long run, but at the same time will also help in fulfilling the aspiration of the employees, which is the need of hour.

MT Recruitment - Succession planning to higher management posts has been planned through recruitment of Management trainee (MT), which has been on the top priority of the Management for quite some time. MT examination for internal candidates provides an opportunity to basic feeder cadre of Executive who are performing or capable of performing at higher management post, to progress at a faster pace. This helps management to recognize the best available talent within the available pool of Executives and also gives a boost to the career progression of young and talented Executives of the company. We have been able to conduct the exam for internal candidates successfully this year and will make all efforts to conclude the process in time bound manner.

Group Term Plan - Group Insurance plan plays an important role, as it safeguards employees against unexpected health issues, accidents, mishaps etc. This year, its implementation has been on the top priority of the Management, to keep the employee risk free from all such unexpected accidents and also gives financial support to the family members. In the first phase, only Executives were considered and approximately around 17500 Executives have consented to this policy. The Corporate Office has already initiated for second phase of policy expansion which will be applicable for Non- executives also.

312, भारत संचार भवन, हरीश चन्द्र माथुर लेन,
जनपथ, नई दिल्ली - 110001, भारत
312, Bharat Sanchar Bhawan, H.C. Mathur Lane,
Janpath, New Delhi - 110001, India



भारत संचार निगम लिमिटेड

(भारत सरकार का उद्यम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

दूरभाष कार्यालय / Ph. : +91-11-2373 4070
फैक्स/Fax : +91-11-2373 4072
ई-मेल/E-mail : dirhrd@bsnl.co.in

सुजाता तपन रे

निदेशक (एच.आर.)

Sujata T. Ray

Director (HR)


Promotions - In HRM, Promotion and career progression is an important tool for employee motivation. Promotions in BSNL have been in doldrums for years and thousands of vacancies especially up to DGM Grade across cadres & streams could not be filled due to pending court cases on seniority or on reservation issues. Management has been very serious to give promotions and have been discussing with various stakeholders for amicable solution apart from defending the court cases with vigor and taking all necessary foreseeable steps to get an early decisions. This Year, with all proactive efforts of our team at Corporate Office and in the field, we could get decisions/ directions in many court cases. All of this gave the management a window of opportunity to process the Promotion cases and in shortest possible time we have promoted approximately 14000 Executives in different cadres and Grades, which had been on hold for the last 4 to 5 Years.

In our endeavor to keep the morale of our employees high, the initiatives taken by our HR team at Corporate Office are steps towards keeping the employees satisfied and motivated. It is also assured that our HR team will continue to take more initiatives in this direction which will ensure employee satisfaction at enhanced levels.

I convey my sincere thanks to all individuals, groups & my HR team and all stakeholders who have been actively involved in supporting & executing my plan to bring my dreams into reality.

With best wishes,

Dated: April 3, 2019



(Sujata T. Ray)