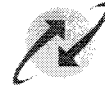


CORPORATE OFFICE

Room. No.102, 1st Floor
Bharat Sanchar Bhavan
Janpath, New Delhi-110001
Tel: 23714014, Fax: 23711544



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No. 25-1/2008-Trg

28th April 2017

To

All CGMs
Bharat Sanchar Nigam Limited
(Through Intranet)

SUB: BSNL Training Policy (2017-2020) – Regarding

In hyper competitive environment and fast changing technologies, it is imperative to update the knowledge, skill of the work force from time to time for achieving the objective of the company in terms of growth / profitability and customer focus.

2. Keeping these in mind, BSNL Training Policy (2017-2020) has been formulated and approved by the competent authority (Copy enclosed). The in-service training of BSNL executives / non-executives shall be linked with GPMS target of the circle.

3. It is requested to kindly implement the said policy in true spirit henceforth.

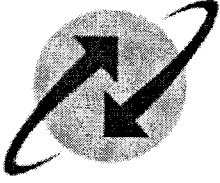
Encl: As above


(Anima Roy)

General Manager (Rectt & Trg)

Copy To:

- 1) CMD, BSNL for kind information
- 2) All Functional Directors, BSNL Board
- 3) All PGMs/GMs in BSNL Corporate Office



भारत संचार निगम लिमिटेड

(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

Training Policy

(2017 - 2020)

**Training Cell
BSNL Corporate Office
New Delhi**

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2. Objective of the Policy
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6. Training Policy for Board level Executives
7. Academics Programmes
8. Budget Allocation
9. Validity & Review

1. Introduction

Background:

Training policy of BSNL was reviewed earlier in 2008 based on the study conducted by IIM Bangalore. Based on their recommendation, HRD steering committees were constituted at all circles and corporate office to identify training requirements to all cadres at all levels. Later, BSNL was restructured in to various verticals/business units during 2009-2010 and accordingly trainings were targeted under the Project Shikar. Need of in-service training for the growth of BSNL has been sensitized to all concerned on various occasions and meetings. In addition, role of Training coordinators in circles/field units were clearly defined. Further, on-line Training desk was created with an objective to sensitize the training centers to meet the training requirements of employees of BSNL based on their demand. E-learning and Digital Library have been created to enable the individuals to learn on their own. (Circulars are available on Intranet DIR (HR) → Training)

1.1 List of Training Centers:

At present about 29 training centers (3 APEX level, 15 RTTCs, 8 CTTCs and 3 DTTCs) are functioning and listed as follows:

A. APEX Training Centers:

1. Advance Level Telecom Training Center (ALTTC), Ghaziabad
2. Bharat Ratna Bhim Rao Ambedkar Institute of Telecom Training Centre (BRBRAITT), Jabalpur
3. National Academy of Telecom Finance and Management (NATFM), Hyderabad

B. Regional Telecom Training Centers (RTTC):

1. RTTC Ahmadabad
2. RTTC Bhubaneswar
3. RTTC Chennai
4. Rajeev Gandhi Memorial (RGM) TTC, Chennai
5. RTTC Guwahati
6. RTTC Hyderabad
7. RTTC Jaipur
8. Netaji Subash Chandra Bose (NSCB) TTC, Kalyani
9. RTTC Lucknow
10. RTTC Mysore
11. RTTC Nagpur
12. RTTC Pune
13. Advanced RTTC Ranchi
14. RTTC Rajpura
15. RTTC Trivandrum

C. Circle Telecom Training Center (CTTC):

1. CTTC Hapur
2. CTTC Indore
3. CTTC Jammu
4. CTTC Kolkata
5. CTTC Kurukshetra
6. CTTC Nasik
7. CTTC Patna
8. CTTC Sundernagar

D. District Telecom Training Center (DTTC):

1. DTTC Bangalore
2. DTTC Chennai
3. DTTC Hyderabad

1.2 Training programs conducted for BSNL Staff:

- Induction Training (directly recruited / promoted staff)
- Up-gradation training under Executive Promotion Policy
- In-Service Training

i) Induction Training:

This is targeted to newly recruited in to various cadres (TOA, TM, JE, JTO, JAO, DGM) including Promoted departmental candidates.

ii) Up-gradation training under Executives:

As per the Executive Promotion Policy (EPP) certain training to be completed by each executive on their each financial up-gradation (E2 to E6) with the timelines prescribed in EPP.

iii) In-Service Training:

These training programs delivered in following modes:

- Class Room (face to face)
- Field Training Program (FTP)
- Webinar (on-line)
- Training by external organization / Vendors / Suppliers
- Workshops / Seminars

A list of in-service training programs conducted for BUSINESS verticals are summarized below:

Consumer Mobility (CM)

- 2G/3G/ Network Architecture, protocols & signaling, call processing etc.
- CDMA 2000 1x
- RF Planning & Optimization
- Road Map of BSNL for 4G and above
- IOT & M2M
- Etc.

6

Consumer Fixed Access (CFA)

- OCB
- EWSD
- CDOT SBM/ MBM/ MBM-XL/ MAX-NG
- NGN
- Etc.

Core Network (CN)

- STM-16, STM-64
- NGSDH
- DWDM
- MSPP & RPR
- VSAT
- Latest trend in Optical Fiber
- Etc.

Information Technology

- ERP
- MS Office
- Oracle
- Cyber Security
- Etc.

Enterprise Business

- Data Communication
- Leased Line
- MPLS-VPN
- MLLN
- Etc.

Finance

Telecom Revenue collection
Tariff, Costing, Pricing, Billing
Staff salaries, cash management, payments
Budgeting, Accounting, Funds flow
Financial matters related to Operational, planning, procurement, etc.
IT tools/packages, Taxation, Auditing
Concerned modules in ERP
Indian accounting Standards
GST

Other Specialized trainings targeted to specific segments of staff:

Staff working in specialized units viz., Telecom Factories, Inspection & Quality assurance, ITPC, Civil, Electrical, Architecture, Corporate Office

General courses:

Motivational, Behavioral / Attitude / Stress Management / Yoga, etc.

1.3 Training to Non-BSNL trainees:

In addition to training to own staff, training centers are involved in generation of revenue to BSNL by imparting training to non-BSNL candidates (Domestic / International), by optimum utilization of training resources. Few of such training courses are as follows:

- Vocational / Summer training to Students of various levels
- On-line certificate courses
- Seminar on latest topics
- Project of MBA/M Tech/MSC students
- Full semester of some colleges or practical part of any college
- Skill development courses in telecom/ICT domain
- Corporate/Commercial training to Govt./Pvt. Organizations
- International Training courses (Through APT, CTO, ITU-COE, ASEAN, Nepal telecom, etc.)
- Skill development courses in Telecom/ICT domain

2. Objective of Training Policy

Training and development of human resource is an important process in any organization. It will help to enable each employee to achieve his potential, improve his capability/skill to perform, perceive his roles & responsibilities and participate & contribute positively to the growth and success of the company

- **GROWTH and PROFITABILITY-** In the present scenario where technologies and customer demands change very fast; there is always a need to update the knowledge/skill of existing manpower from time to time to get a competitive advantage so that growth of business can be achieved. Employees requires to understand the effective utilization of existing resources and present market demand, which in turns it goes towards profitability in all business verticals.
In order to gain knowledge in various technologies and its effect globally; all executives are required to train in time bound manner for exploring new technologies in telecom field. Training can increase knowledge/skills, confidence and morale of the employees.
- **CUSTOMER FOCUS-**Through training the behavioral changes of the employees (especially for Sales and Marketing teams) helps to build sync between customer needs and employee attitude of an organization like BSNL. Training courses modules are to be designed in such way that all executives and non executives shall understand the importance of Customer care and customer relation management.



- **BRANDING IMAGE-** As a part of industrial exposure to students, BSNL Training centers not only trained our employees; it has developed some course modules for vocational training/on line certification courses as per the need of Engg. Institutions. The faculty of training centers is also engaged for imparting technical/finance/HR training to APT/ITU/CTO/ASEAN.

In order to fulfill the expectation of Govt./DoT in Skill India, the training centers are being registered in NSDC portal to provide skill based training/infrastructure as per PMKVY.

3. Training Policy for Non-Executives

As per the inputs received from various circles/units, it is required special attention in framing the training programs targeting to non-executives. In this regard, BRBRAITT Jabalpur is designated as nodal practical training institutes for non-executives and monitoring of conduction of training modules in RTTC/CTTC as per the convenience to be decided by CGM, BRBRAITT JBP.

3.1 RM/TM/TTA (In-Service Courses):

Practical/lab training on OFC splicing job, OTN maintenance, and other outdoor work where specific skill required shall be designed on quarterly basis training for 3 days. The following are the few lines of action:

- Fine tuning of the non-executive training programs keeping in view of their roles under various levels/fields/work places/nature of works mainly **hands on training**.
- Delivery & preparation of training materials in local languages.
- Technical operations/maintenance at field level is mainly depend upon the capabilities of JEs (erstwhile TTAs) / (Telecom Technician (erstwhile TMs) / Asst. Telecom Technician (erstwhile RMs) / etc., hence, necessary in-service courses are to be developed.

3.2 Sr ToA(G)/TTA (In-Service Courses):

Senior Office Associate, Asst. Office Superintendent, Office Superintendent (erstwhile **Sr. TOA**) & Junior Engineers (erstwhile **TTA**) may be imparted training in Customer care/Sale & Marketing and Finance course module, with a duration of 3 days and to be scheduled on quarterly basis.

The tentative list of training courses to be conducted for various levels of Non-executives is as at Annexure. However, the list may be updated as and when required.

3.3 Induction Course for TTA (Now JE):

6 weeks class room training with 4 weeks field training as per course module developed by BRBRAITT Jabalpur.



4. Training Policy for Executive

4.1(a) Training Plan to executives JTO/SDE:

Executives belong to **Telecom Stream** will have to undergo following programs to refresh, upgrade and enhance the knowledge in new technology/managerial skills:

Latest Technology in CFA/CM/EB for 5 days course modules to be **slated on half yearly basis**. Executives are required to undergo training once in a year in the business vertical on need basis. Executives working in Civil/Electrical/Architecture/Telecom Factories will be trained on requirement basis of field units.

4.2(b) Training Plan to JAO/AO

Executives belong to **Account Stream** will have to undergo following programs to refresh, upgrade and enhance the knowledge/managerial skills:

- 5 days training in account related ERP modules
- 3 days training in Indian Accounting Standards
- 3 days training in GST

4.2 DGMs/DEs/CAOs/EEs/SEs:

At present various courses are being offered at various training centers in various training delivery modes viz., on-line, webinars, FTPs and Class room mode. Now, the following provision made through this policy for conduction of training to these cadres specifically in class room mode at Training Centers for better interaction & better understanding on various technological/managerial concepts:

- (a) On promotion (includes pay up-gradation) to DGM/DE, all such executives shall be deputed within **one year** from the date of promotion for
- 3 days training covering Sales & Marketing, behavioral & attitude training
 - 2 days training by covering technology overview and
 - 2 days ERP training i.e total 7 days in-house training on yearly basis.
- (b) In addition to above, DE/DGM level officers below 55 years of age will be trained on need basis in the concerned stream in following courses:
- 3 days training covering sales, marketing, behavioral and attitudinal training
 - One week management capsule specially formulated to improve efficiency, leadership skills, negotiating skills, stress management, objective decision making
 - One week technical course covering any of the topics NGN/OTN & PTN/CPAN, Mobile/other technical course



- Recent trends in Civil, Electrical, Accounting/Financial, etc. to officers of concerned stream with appropriate duration.
- One week ERP training covering HRM, MM, PS, PM & elementary FICO.

4.3 Applicability:

One time 7 days training module for DGM and DE when executives got pay-up-gradation of promotion (whichever is earlier) will be effective w.e.f 1/4/2017. These training modules/courses from JTO to DGM will be carried out under the control of BRBRAITT JBP.

4.4 (a) Induction Training for JTO: 10 weeks class room training with 4 weeks field training and then 6 weeks phase-II in service training as per course module developed by BRBRAITT Jabalpur.

(b) Induction training for Direct Recruited DGMs (Telecom/Finance) as per course module developed by ALTTC Ghaziabad.

4.5 Training Policy of ED/CGM/PGM/Sr.GM/GM on promotion or re-designated or entrusted:

To update their knowledge on various latest managerial/ technological developments, there is no specific training programs conducted at our training centers at present. To fill such gap and have better exposure on changed scenarios in the competitive market, a scope has been introduced through this policy for the higher managerial levels of the company as follows:

- On promotion ED/CGM/PGM/Sr GM/GM shall undergo two separate modules of 3 days each as below. These trainings shall be scheduled twice every year (July/August & December/January) at ALTTC Ghaziabad:
 - (a) 3 days' Management training through external professional trainer in the area of leadership skills, Conflict management, Negotiation, Risk Management
 - (b) 3 days technical overview program – one each in area of NGN, OTN/PTN, Mobile & CPAN
 - (c) In addition GM/PGM shall undergo one program compulsorily every year in one of the technology area NGN/OTN/PTN, Mobile and CPAN.
 - (d) Further topics may be included viz., Audit, Good Governance, Vigilance, Alternate Energy Sources, Conservation of Energy, New Taxations or any other subject relevant to Civil, Electrical, Architecture and Account streams.



5 Training Policy for Board Level Executives:

The Training Policy aims at providing Orientation & training programs to be offered to the Board of Directors BSNL. It aims at building leadership qualities and providing a platform to share the knowledge, skills and experience gained to and by the directors. The Endeavour will be to provide training (within India) for a minimum period of three days once in every two years with external faculty.

5.1 PROGRAMME MODULE will be:

1. Applicable Acts & Laws
2. Enterprise risk management
3. Sustainability issues
4. Corporate Governance & Ethics
5. Role of Directors in guiding various regulations and laws
6. Industry updates and changes in various regulations and laws
7. Greater oversight and higher level of financial and accounting expertise
8. Changes in Economic scenario of India vis-à-vis global trends

5.2 Other Areas

1. Emotional Intelligence in management and Leadership
2. Meeting investor expectations for improved financial reporting and Disclosure
3. Handling Difficult People and Situations – Resolving conflicts
4. Networking and representing the organization
5. Strategic planning and thinking – turning the Vision into reality
6. Leadership Ability
7. Yoga and Meditation
8. Etc.

5.3 Frequency of Training Programmes

It will be endeavored to conduct the above mentioned programmes, through training (within India), after the appointment of new director for a minimum period of three days after appointment to the Board and for existing director, once on two years or as may be suited to the Directors.

Such programs will be conducted through reputed business / management institutes such as SCOPE, IIMs etc. In case the number of Directors to be trained is such that an exclusive Programme is not feasible, such Directors will be deputed to training programmes conducted by other external training organizations like SCOPE, etc.

h

6. Training to Non-BSNL employees (external)

It is envisaged to train outsiders such as students of various Institutions, other telecom/IT sectors of India. This is not only branding image of BSNL training center, we earn additional revenue. BSNL will take part in training the staff/faculty of CTO and ASEAN country using our knowledge/skills/expertise of faculty of training centers and other officers working in BSNL having rich experiences. BSNL is also a training partner in Skill India Development Project in telecom domain.

7. Academic Programs:

Post Graduate Diploma in Telecom Technology and Management (PGDTTM) is a 1 year course (2 semesters) developed and offered through NATFM, Hyderabad through an MoU with University of Hyderabad in Distance Mode with contact sessions of 6 to 10 days each, one in each semester (Course fee of Rs.40,000 plus ST per student).

8. Budget Allocation:

All expenditure incurred on Training Programme for and training module at para 4.5 & 5 with respect to faculty honorarium, transport, boarding and lodging, course material, hospitality and venue will be borne by ALTTC, BSNL. The fund shall be kept reserved for training purpose per annum as 20% of the revenue generated from the previous year by BSNL training centers.

9. Validity & Review:

This policy will be valid for 3 years. The annual feedback report on course module (if any) may be sent by the training center for top management report. The policy will be reviewed in the year 2020.

* * *

S No.	Cadre (RM / PM / TM / TOA / TTA / etc.)	Course Name	Technical (or) non-Technical	Targeted Streams		Duration of course
1	NON EXECUTIVES	POST RETIREMENT COUNSELLING	Non-Technical	ALL	HR	ONE DAY
2	NON EXECUTIVES	CDR REFRESHER COURSE	Technical	ALL	IT	ONE DAY
3	NON EXECUTIVES	SM PORTAL IN CDR	Technical	ALL	IT	ONE DAY
4	NON EXECUTIVES	CDR-CLARITY	Technical	ALL	IT	ONE DAY
5	Sr.TOA(P)	FTP ON CDR-CALL CENTER CONCEPT	Non-Technical	ALL	IT	ONE DAY
6	NON EXECUTIVES	TRENDS in BSNL for Gr.D	Non-Technical	ALL	Cs&S&M	ONE DAY
7	ALL	ATTITUDE AND BEHAVIOUR	Non-Technical	ALL	general	1 Day
8	ALL	BSNL SERVICES and PRODUCTS	Technical	ALL	Cs&S&M	1 Day
9	ALL	HR PACKAGE	Non-Technical	ALL	HR	2 Days
10	TTA/TM/PM	Defect and Remedies of VRLA Battery	Technical	CFA	PP	1 day
11	TM/RM	Maintenance of U/G Cable	Technical	CFA	U/G Cable	2 days
12	RM/PM/TM	Broadband Technology & CPE Configuration	Technical	CFA	BB	1 day, 2 D
13	TM/RM	Operation and Maintenance of SMPS Power Plant	Technical	CFA	PP	1 day, 2D
14	TTA/TM/PM/TTAs/TM	OF Cable Splicing & Mtce.	Technical	CFA	OFC	2 days , 3D
15	RM/PM/TM	Rehabilitation of External Plant and Cable Jointing	Technical	CFA	U/G Cable	1 Week
16	RM/PM/TM	Prompt Fault Redressal Mechanism	Technical	CFA	External Plant	2 days
17	RM/PM/TM	Leased Lines & Tariff	Non-Technical	CFA	EB	2 days
18	TTA	FTTH basics , maintenance & wiring at subsc. Premises	Technical	CFA	FTTH	2 days, 1D
19	TTA	SDH & NGSDH	Technical	CFA	OFS	1 week , 1 day
20	RM,TM,TOA, TTA	PROJECT UDAAN CS,SD/SA	Technical	CFA	Sales	1 Day
21	TTA	MLLN	Technical	CFA	LC	02 Days
22	TTA	DWDM Systems	Technical	CFA	OFS	03 Days,1 d
23	TTA	Workshop on SDH	Technical	CFA	OFS	01 Day
24	TTA	Workshop on High Speed Leased Line	Technical	CFA	LC	01 Day
25	TTA	Familiarization of NGN	Technical	CFA	NGN	03 Days
26	TOA/TTA	CDR Rules and Dicipinary proceedings	Non-Technical	CFA	HR	1 day
27	TOA	Hindi workshop	Non-Technical	CFA	OL	1 day
28	TTA	RADIO MODEM	Technical	CFA	M/W	1day(s)
29	TTA	CLOUD COMPUTING OVERVIEW	Technical	CFA	IT	1day(s)
30	TTA	IP MPLS OVERVIEW	Technical	CFA	BB	1day(s)
31	TTA	IPV4 VS IPV6	Technical	CFA	IT	1day(s)
32	TTA	VENDOR TRAINING ON ACCESS EQUIPMENT CLASS 5 NGN	Technical	CFA	NGN	2day(s)
33	TTA	WEBINAR-CYBER SECURITY OVERVIEW	Technical	CFA	IT	1day(s)
34	TTA/TOA/TM/RM/PM	WEBINAR ON ENERGY CONSERVATION	Non-Technical	CFA	Ele	1day(s)
35	TTA/TOA/TM/RM/PM	WEBINAR ON LANDLINE TARIFF	Non-Technical	CFA	Cs&s&m	1day(s)
36	TTA/TOA/TM/RM/PM	FIRE SAFETY IN BSNL OFFICES AND EXCHANGE	Non-Technical	CFA	general	1day(s)
37	TTA & Above	OCB 283 RSU BASICS	Technical	CFA	SW	2 day(s)
38	Gr-B & above.	TENDERING PROCEDURE	Non-Technical	CFA	MM	2 day(s)
39	TTA and Above	CDOT LAG (LINE ACCESS GATEWAY)	Technical	CFA	SW	2 day(s)
40	Gr C and Gr D	WIMAX BASICS	Technical	CFA	Mobile	2 day(s)
41	TTA	MADM16	Technical	CFA	OFS	5 day(s)
42	TM/TTA	overview of Switching	Technical	CFA	SW	01 day
43	TTA	Workshop On WCDMA Product tech.manager	Technical	CFA	OFS	1 Week
44	TTA	ZTE:M/W Product local O &M	Technical	CFA	M/W	3 Days
45	TOA/TTA	CLARITY SYSTEM FOR LEASE LINES	Technical	CFA	LC	2 Day
46	TOA/TTA	UDAAN-IN-CDR SYSTEM MIGRATION	Technical	CFA	IT	1 Day
47	ALL	BROADBAND AND CPE CONFIGURATION	Technical	CFA	BB	2 Days
48	ALL	CDOT MAX NG	Technical	CFA	sw	3D , 1D
49	For group C & D also	ACHIEVE SUCESS BY PRPARING LETTER IN HINDI	Non-Technical	CFA	OL	1 day
50	For group C also	EXPLORING FEATURES OF ESS IN SAP-ERP	Non-Technical	CFA	IT	1 day

51	For group C also	IMPROVE YOUR GENERAL AWARENESS ON BSNLMR	Non-Technical	CFA	general	1 day
52	TTA/TM/TOA	Motivation	Non-Technical	CFA/ CM/ FIN	general	1 day,2D
53	TTA/TM/TOA	How to win Customers	Non-Technical	CFA/ CM/ FIN	Cs&S&M	1 day
54	TTA/TM/TOA	Sales Management	Technical	CFA/ CM/ FIN/	Sales	1 day
55	TM	BSNL Services & Tariff	Non-Technical	CFA/CM	Cs&S&M	1 day
56	PM/TM/TOA/TTA	Workshop on Reservation Policy	Non-Technical	CFA/CM	HR	01 Day
57	TTA	Networking & LAN	Technical	CFA/CM	IT	03 Days, 1 d
58	Gr C' and Gr D	DIRECT SELLING AND MNP AWARENESS	Non-Technical	CFA/CM	CS&S&M	1 day(s)
59	TM/TOA	Basic computer Handling and office work	Technical	CM	IT	1 day,2D , 1 Week
60	TTA/TM/TOA	Mobile VAS	Non-Technical	CM	mobile	1 day,2 days
61	TTA/TM	Web Based service in BSNL	Non-Technical	CM	IT	1 day
62	RM/PM/TM	BTS Maintenance	Technical	CM	Mobile	2 days
63	RM/PM/TM	Mobile Number Portability	Non-Technical	CM	mobile	1 day
64	TM	GSM Familiarisation	Technical	CM	Mobile	
65	TM	CDMA WLL Handset Programing Trouble Shooting	Technical	CM	Mobile	2 DAYS
66	TM,TTA	GSM WCDMA LTE AND WIFI HOTSPOTS	Technical	CM	Mobile	1 Day
67	TTA	HANDLING CALL DROP IN GSM NETWORK	Technical	CM	mobile	1day(s)
68	Gr C' and Gr D'	4G SYSTEM OVERVIEW	Technical	CM	Mobile	1 day(s)
69	TTA	BTS AND MW INSTN,COMMISSIONING,MTCE	Technical	CM	mobile	5 w
70	TTA	BSC AND RNC BEGINNER COURSE	Technical	CM	mobile	3 d
71	TTA	BTS AND NODE B BEGINNER COURSE	Technical	CM	mobile	3 d
72	TTA	3-G MOBILE COMMUNICATION	Technical	CM	mobile	2 d
73	TTA	INTELLIGENT NETWORK	Technical	CM	mobile	3 d
74	TTA	SEMINAR ON LOCATION BASED SERVICES	Technical	CM	mobile	1 d
75	ALL	PROJECT VIJAY TO RETAILER MANAGER	Non-Technical	CM	Sales	4 Days
76	All Non-Executive	FTP ON PERSONAL CLAIMS IN ESS	Non-Technical	COMP	Fin	1 Day
77	/ TOA /TTA	ERP:END USER TRG ON MM MODULE	Technical	DE ADMIN	IT	3day(s)
78	/ TOA /TTA	ERP:END USER TRG ON HCM / PAYROLL MODULE	Technical	DE ADMIN	IT	3day(s)
79	/ TOA /TTA	ERP:END USER TRG ON SD MODULE	Technical	DE ADMIN	IT	2day(s)
80	/ TOA /TTA	ERP:END USER TRG ON REM MODULE	Technical	DE ADMIN	IT	3day(s)
81	/ TOA /TTA	WEBINAR ON DIGITAL INDIA	general	DE ADMIN	general	1day(s)
82	/ TOA /TTA	WEBINAR ON C-DOT MBM BASICS	Technical	DE ADMIN	sw	1day(s)
83	/ TOA /TTA	DSL TESTER	Technical	DE ADMIN	LC	2day(s)
84	/ TOA /TTA	WEBINAR ON POSITIVE AND NEGATIVE TALK	general	DE ADMIN	general	1day(s)
85	TTA	Evolution of Transmission	Technical	EB	TX	01 day
86	Non-exe	WORKSHOP ON DIGITAL INDIA(batch no:1)		EB	general	2 DAY
87	Non-exe	ROLE OF NON EXEC. IN SMART CITY DVLP. (batch no:1)		EB	general	7 DAY
88	Non-exe	ENERGY SAVING MEASURES(batch no:10)	Technical	ELE	Ele	5 DAY
89	Non-exe	MTCE OF ELE. EQUIP(AC/DG) EC FOR N-EX(batch no:1)	Technical	ELE	Ele	9 DAY
90	RM/PM/TM	Marketing & Sales	Non-Technical	Fin	Cs&S&M	2 days
91	All Non-Executive	FTP ON INCOME TAX ON SALARY	Non-Technical	FIN	Fin	1 Day
92	NON EXEC	SERVICE RECORD	Non-Technical	FINANCE	HR	1 DAY
93	NON EXEC	BSNL ACCOUNTING OVERVIEW	Non-Technical	FINANCE	Fin	1 DAY
94	NON EXEC	BSNL GRATUITY TRUST RULES	Non-Technical	FINANCE	Fin	1 DAY
95	NON EXEC	FINANCE COURS FOR NON FINANCE PERSONNEL	Non-Technical	FINANCE	Fin	3 DAY
96	NON EXEC	BSNL GSLI	Non-Technical	FINANCE	Fin	1 DAY
97	NON EXEC	SERVICE TAX YOUR RESPONSIBILITY	Non-Technical	FINANCE	Fin	1 DAY
98	NON EXEC	FAMILIRISATION WITH ESS	Non-Technical	FINANCE	IT	1 DAY

99	TOA/LWRM/TM Etc.	WS on Prevation of Sexual Harassment at work place	Non-Technical	HR	general	1 Day
100	T	Security and firewall in N/W	Technical	IT	IT	2D
101	A	Basics of SQL	Technical	IT	IT	2D
102	TTA	Web Designing using Java/HTML/PHP	Technical	IT	IT	3D
103	TTA	Fundamentals of Unix Administration	Technical	IT	IT	2D
104	TTA	Linux Basics and services	Technical	IT	IT	3D
105	RM, TM, TOA, TTA	FTP ON MARKETING TECHNIQUES	Non-Technical	MARKETING	Cs&S&M	1 Day
106	RM/PM/TM/TOA/TTA	Team Work	Non-Technical	MGMT	general	01 day
107	RM/PM/TM/TOA/TTA	Personality development	Non-Technical	MGMT	general	01 day
108	RM/PM/TM/TOA/TTA	Positive thinking & Work Ethics	Non-Technical	MGMT	general	01 day
109	TM	BSS Infra Mtce	Technical	MS	mobile	3 days
110	RM/PM/TM	BSNL New Technology Familiarization	Technical		general	1 Week
111	RM/PM/TM	Overview of ERP & ESS	Non-Technical		IT	1 day
112	RM/PM/TM	Challenging Competetion through Customer care	Non-Technical		Cs&S&M	2 days
113	RM/PM/TM	Time Management	Non-Technical		general	1 day
114	RM/PM/TM	Transmission Network and Elements	Technical		TX	2 days
115	All NEs	ERP Essentials & ESS	Non-Technical		IT	1 day
116	All Nes	SWAS - CSC	Non-Technical		Cs&S&M	3 days
117	TOA/TTA	Office 2007 WORD, EXCEL, ACCESS	Non-Technical		IT	3 DAYS
118	RM / PM / TM / TOA / TTA /	Yoga & Meditation	Non-Technical		general	1 DAY
119	TOA	4 C	Non-Technical		Cs&S&M	2 DAYS
120	TTA	Maintenance of Engine Alternator	Technical		Ele	1day for PM 2 days for TTAs
121		TSF jointing	Technical		U/G Cable	1day for PM 2 days for TTAs
122		CRM FOR CSC Staff	Non-Technical		Cs&s&m	2
123		Retirement Benfit and Paper submission	Non-Technical		HR	1
124		MRS information	Non-Technical		HR	1
125		BSNL Selfcare details	Non-Technical		Cs&s&m	1
126	TOA/TM/RM/PM	STRESS MANAGEMENT	Non-Technical		general	1day(s)
127	TTA/TOA/TM/RM/PM	HIV / AIDS MAINSTREAMING	Non-Technical		general	1day(s)
128	TTA/TOA	WEBINAR ON RTI ACT	Non-Technical		HR	1day(s)
129	TOA	PRE-EXAM TRG FOR SC/ST/MINORITY CANDIDATES APPEARING IN EXAM FOR CONFIRMATION/SPECIAL CONFIRMATION FOR TOA/TA	Non-Technical		pre-exam	2day(s)
130	TTA/TOA	VIGILANCE AND DISCIPLINARY PROCEEDINGS	Non-Technical		HR	1week(s)
131	TTA/TOA	BSNL CDA RULES 2006	Non-Technical		HR	1day(s)
132	TTA/TOA	FAMILIARIZATION TO WINDOWS 8.1	Technical		IT	1day(s)
133	TTA	COMPUTER NETWORKING	Technical		IT	1day(s)
134	TTA/TOA	ERP RETAIL SALE (THROUGH SAP) PROCESS TRAINING (TTT)	Technical		IT	1day(s)
135	TTA/TOA	WORKSHOP ON ERP PS MODULE	Technical		IT	1day(s)
136	TTA/TOA	WORKSHOP ON ERP PM MODULE	Technical		IT	1day(s)
137	TTA/TOA	WORKSHOP ON ERP FICO MODULE	Technical		IT	1day(s)
138	TTA/TOA	ADVANCED INTEGRATED TRAINING IN PS PM MM FICO MODULES OF ERP SYSTEM	Technical		IT	3day(s)
139	TTA	Vendor trg. On Motive (Field Trg.)	Technical		IT	1 Day
140	TTA/TOA/TM	LABOUR LAWS AND GENDER ISSUES	Non-Technical		HR	2 day
141	TTA	SEMINAR ON GPON AND GEPON	Technical		OFS	1 day
142	TTA/TOA/TM/RM	SEMINAR ON RETIREMENT BENEFITS	Non-Technical		HR	1 day
143	TTA/TOA	SEMINAR ON TEAM BUILDING	Non-Technical		geneal	1 day