

Management Education – BSNL Part-time / Distance Learning Scheme

1.0 Introduction.

As a government owned telecom services provider for the past fifty years, BSNL has come to have many positives and negatives. BSNL's has a large manpower base that has substantial untapped potential. It is felt that with the correct training and development, specifically in areas of modern management/domain knowledge practices, this manpower base of BSNL can be put to great advantage for the organization.

With this objective in mind, the BSNL Management is pleased to announce a detailed scheme for encouraging distance learning/part-time programs amongst officers working in BSNL.

2.0 Name of Scheme.

The scheme is called the BSNL Part-time/ Distance Learning Scheme. It aims to fulfill BSNL's management learning needs through the part-time / distance learning mode of education.

3.0 Types of Programs.

A wide range of part-time and distance learning programs are available for study in the market. They differ widely in terms of the cost and the way the study is organized. Broadly, they can be grouped as below:

a) Part-time Programme/Evening Classes/Weekend Courses.

Part-time MBA programs are designed for working professionals. Most part-time MBA aspirants work full-time during the day and attend classes in the evening. The part time program requires the same number of courses as a full-time program, but spread out over a longer time. Some part-time programs also have a few weeks of full time study in built into the program.

b) Synchronous Web-based Learning.

Synchronous Web-based learning uses the World Wide Web. We experience classroom interaction in a virtual environment. Instruction is distributed to many locations but occurs through real time (simultaneous) interaction between students and their instructor.

c) Synchronous Learning: In this mode of learning, the lecture is synchronously delivered at predefined multiple locations where students can participate /interact with the lecturer in a virtual classroom environment.

d) E-learning Programme.

Electronic learning or **e-Learning** is a general term used to refer to a form of learning in which the instructor and student are separated by space or time where the gap between the two is bridged through the use of online technologies. Lately in most Universities, e-learning is used to define a specific mode to attend

a course or programmes of study where the students rarely, if ever, attend face-to-face or for on-campus access to educational facilities, because they study on-line.

e) **Correspondence Courses**

Correspondence courses refer to open learning- an arrangement in which learners adopt the style of self-instruction, completing courses structured around specially prepared learning materials, supported by contact classes and examinations. Most correspondence courses in the current day have incorporated technology to make at least the contents, if not the student-teacher interaction, online.

It is felt that in view of extremely wide variety and range of such offerings being available in the market it is not feasible to put together a definitive list of such programs. The officers are encouraged to choose the programs as per their aptitude with the ultimate objective of its utility for the organization. The chosen program should necessarily belong to the areas of modern management/core domain knowledge practices.

4.0 Description of Scheme.

All working executives in the organization are encouraged to acquire management education through the part-time and distance learning mode through partial BSNL sponsorship.

The program shall be one of AICTE approved courses/programs or the offerings from institutes/universities/colleges duly approved from UGC/AICTE/MHRD out of any of the above mentioned modes (Paras3.0). Courses offered from the international institutes of repute or the courses of international repute would also be considered. The university or institution offering the program should be approved by the distance learning council. It is expected that the learning should culminate into an award of certificate/diploma/degree.

4.1 Criteria of Eligibility.

All the working executives in all cadres of BSNL, with at least three years of experience shall be eligible to seek BSNL sponsorship/support for pursuing such courses. In addition, the expected completion date of the program (based on minimum allowable time to complete the program) should be at least 2 years prior to individual's superannuation.

4.2 Operational Guidelines.

- a) The scheme would be properly publicized among the executive staff.
- b) The officer has to seek prior permission from the competent authority for undertaking such courses, indicating the Details of the course, the source/agency, the duration, the fees/costs etc. The administrative chain would aspire to process the requests from the officers, as early as possible, preferably within total of a month's time.
- c) The competent authority to accord the sanction, up to JAG level of officers, would be the concerned CGM .For SAG & above officers concerned Board of Director (through the Training Cell) on the recommendations of the concerned circle would be the competent authority. For BSNL Corporate Office officers, the competent authority shall be the concerned Director of the Board through the Training Cell.

- d) Classroom attendance, if any, which may be necessary for part-time or distance learning study, shall be met by individuals by availing leave admissible.
- e) Executives wanting to enroll in the programs shall have to do it from the stations they are working at, and no transfer, shifting of places, etc. shall be considered for enabling executives to enroll in the program.

4.3 Sponsorship/support Amount.

BSNL would support 75% of the course fees limited up to maximum contribution of one month emolument (Basic +DA) of the officer at the time of joining the course, during a period/block of 5 years, starting from 01.10.2008.

The standard Performa for the sponsorship request, to be used by the officers, is enclosed at Annex-II.

4.4 Payment Terms.

- a) Subsequent to completion of the course and on production of course-completion certification from the institute , fee payment proof by the officer- the re-imbusement of the support amount would be done by the concerned SSA/administrative unit.
- b) In case of incremental payments of fees on successive completion of modules/courses/semesters, the same would be supported by the company to the extent of 75%, on proportional basis i.e. in the ratio of total fee paid to the overall cost of the course, within the above guidelines.
- c) Information of officers and the proposed such courses undertaken by them along with other relevant details would be centrally maintained by Training Cell of the corporate office. Field units would successively submit this information each quarter to the corporate office as & when such approvals are granted by them for their respective officers.
- d) Such information would also be made available in parallel in the HR Package of BSNL.
- e) The officers availing such scheme would be required to serve the company for 2 years after the successful completion of the course, failing which the compensation offered by the company would be liable for recovery from the officer.

5.0 Applicable date.

This scheme shall be applicable from 01'st October-2008 and the first five year block would be from 01.10.2008 to 30.09.2013.
