



BSNL
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भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

BSNL Senior Executive Trainee 2026 Exam Pattern/ Syllabus

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6. Scheme of examination & Syllabus: -

- The pattern of the questions will be multiple choice objective type questions (MCQ) with negative marking. All candidates will undergo "Computer based-Multiple Choice-Objective Type Test" of 180 Minutes duration.
- The examination (Computer based-Multiple choice-Objective type test) will consist of one paper as given below:

a. SET (DR) - Telecom:

Paper	Particulars	Number of Questions and Maximum Marks	Duration
Part-I (Common)	Aptitude test	40 Marks (40 Questions)	180
Part-II (Core)	Technical (Telecom) test	160 Marks (160 Questions)	Minutes
Total		200 Marks (200 Questions)	

b. SET (DR) - Finance:

Paper	Particulars	Number of Questions and Maximum Marks	Duration
Part-I (Common)	Aptitude test	40 Marks (40 Questions)	180
Part-II (Core)	Technical (Finance) test	160 Marks (160 Questions)	Minutes
Total		200 Marks (200 Questions)	

Note: -

- The examination will be conducted in ONE shift comprising of Part-I (Common) - Aptitude Test and Part-II (Core) - Technical Test for 180 Minutes duration.
- Syllabus for APTITUDE and each of the two Sections (Telecom and Finance) has been detailed in ANNEXURE-B (separate for Telecom and Finance)

iii. Minimum qualifying Marks and Final Merit List:

- The examination will be Objective type with negative marking. For each correct answer 01 (ONE) Mark will be awarded and for each wrong answer (-) 0.25 Mark will be awarded.
- Minimum Qualifying Marks in Part-I (Common) & Part-II (Core) shall be 40% in each Part and overall minimum Qualifying Marks in both Part-I & Part-II combined shall be 50% for General Candidates. For SC/ST, OBC, PwBD and EWS Candidates, there shall be relaxation in Qualifying Marks and the Minimum Qualifying Marks in each Part shall be 35% and overall minimum Qualifying Marks in both the parts combined shall be 45%.



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- c. Final Merit List will be prepared based on Total Marks obtained in Part-I (Common) & Part-II (Core) provided the candidate has secured minimum Qualifying Marks as prescribed above.
- d. Candidates, obtaining less marks than the minimum qualifying marks in any of the Sections shall not be considered for including in the merit list.
- e. 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. Bond, Training and Probation: -

- a. All candidates recruited for the post of Senior Executive Trainee (DR) will execute a Bond of Rupees 09 (NINE) Lakhs in the format as specified by BSNL to serve BSNL for a period of at least FIVE YEARS from the date of their appointment as Senior Executive Trainee
- b. All Senior Executive Trainee (DR) will remain on PROBATION for TWO Years running concurrently with training schedule of 52 Weeks (One Year) including examinations during training as per details given below: -
 - i. Common Managerial Training - Total 13 Weeks
 - ii. Training related to Functional Stream - 13 Weeks
 - iii. On Job Training - 26 Weeks
- c. If the candidate fails to successfully complete the training including the examination during training, then his/her probation shall be extended by 06 Months, followed by Examination. He / She will be placed below in seniority than the candidates who have already cleared the exam.
- d. On failure in successful completion of training including examinations during the period of training even in extended period, his/her appointment/selection to BSNL shall be treated as cancelled.

8. Career Progression: -

- a. After successful completion of probation, SET (DR) shall be designated as Senior Executive (DR) in E-3 Pay Scale (pre-revised). On working as Senior Executive (DR) for further One Year i.e. minimum 03 (Three) Years of Service from their date of appointment as SET (DR), shall be considered for promotion as Assistant General Manager (E-4 Pay Scale) of the respective stream as per provisions of Recruitment Rules of BSNL Management Services-2023 of the respective stream.
- b. Further career progression for promotion to higher grades shall be regulated by Recruitment Rules of BSNL Management Services-2023 of the respective stream with subsequent modifications.



SCHEME & SYLLABUS FOR SENIOR EXECUTIVE TRAINEE - DIRECT RECRUITMENT (TELECOM & FINANCE) IN BSNL FROM EXTERNAL CANDIDATES

A. SYLLABUS for Part-I (Common) - (Aptitude 40 Questions / 40 Marks)

Part-I (Common)	Aptitude Test	<ol style="list-style-type: none"> Quantitative ability and data sufficiency Reasoning (e.g. analytical, logical and critical reasoning) Verbal ability, reading comprehension and analysis
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B. SYLLABUS for Part-II (Core) - (Technical) - Telecom (160 Questions / 160 Marks)

Sr. No.	Topic	Topic Sub Heading	Weightage in %
1.	Basic Telecommunications Concepts	<ul style="list-style-type: none"> Signal Processing Modulation and Demodulation Technologies Multiplexing Techniques Spectrum Management 	15
2.	Wireless Telecommunications Technologies	<ul style="list-style-type: none"> Wireless Communication Principles Mobile Antenna System (Basics, Azimuth, Tilt, VSWR) Fundamentals of GSM (2G/3G) Fundamentals of LTE Fundamentals of IP Multimedia Subsystem (IMS) Fundamentals of 5G and Industrial applications(5G Use cases and captive network etc) KPIs of 2G/3G/4G/5G mobile network for voice & data quality Satellite Communications (LEO , MEO) Fundamentals of Telco-Cloud Mobile Radio Back Haul (M/W, UBR,E-Band etc) Spectrum Management Fixed wireless Access 	15

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	<ul style="list-style-type: none">• Fundamentals of USIM/ESIM/ISIM and Network access security.• Fundamentals of Network Management system (MMS)• Standardization in wireless communication• Fundamental of Signaling (SS7/SIGTRAN) & various protocols (SIP, Megaco, H.248, MGCP, RTP, RTCP etc)• Disaster management & mitigation through ICT	
3.	<p>Wireline Telecommunications Technologies</p> <ul style="list-style-type: none">• NGN Switches, Soft Switches• Telecommunication Call Routing and Switching concepts• Broadband Internet Technologies• FTTxTechnology• Signaling in PSTN and SSTP• C4& C5 NGN architecture and Call Flow• NGN PROTOCOLS (SIP/H.248/RTP/SIGTRAN)• IMS Network Architecture• ISDN(PRI/BRI), EPABX,SIP SERVICES• WI-FI Services and Encrypted HOPSPOT, Enterprises HOTSPOT Solution	15
4.	<p>Telecom Transmission Infrastructure</p> <ul style="list-style-type: none">• Fundamentals of Transmission Systems• Optical Fiber Technology• Optical Fiber Systems <p>(DWDM, OTN, FTTH, GPON, EPON)</p>	15
5.	<p>IP/Data Networks</p> <ul style="list-style-type: none">• Network Elements• Routing Concept and Protocols• OSI and TCP/IP Model• Caching and Peering• Secured IP network• Fundamental concept of IPv4 Addressing, sub netting, super netting• IPv6 Addressing: Scheme,	15



		type of IPv6 Addresses, IPv6 routing , tunneling	
		<ul style="list-style-type: none"> • Fundamentals of MPLS • Network Design for Next Generation IP Cloud Network • IP Network QoS • Proxy Services, DNS Services • Cyber Security and Firewall 	
6.	Emerging Technologies	<ul style="list-style-type: none"> • Fundamentals of • Internet of Things (LoT) <ul style="list-style-type: none"> ▪ And M2M • Block Chain • Software Defined <ul style="list-style-type: none"> ▪ Networks • Cloud Computing and <ul style="list-style-type: none"> ▪ Data Centers • Artificial Intelligence and <ul style="list-style-type: none"> ▪ Telecom Network 	15
7.	Project Management	<ul style="list-style-type: none"> • Introduction to project Management and project selection • Project planning and implementation. • Project Management Tools- Bar Chart, Gantt Chart, PERT, CPM 	10

C. SYLLABUS for Part-II (Core) - (Technical) - Finance (160 Questions / 160 Marks)

Sr. No.	Topic	Topic Sub Heading	Weightage in %
1	Advanced Accounting	<ul style="list-style-type: none"> • Preparation of Financial Statements - BS, P&L • Financial Ratios, EBITDA • Consolidation of Financial Statements - Branch Offices & Subsidiaries 	15

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		<ul style="list-style-type: none"> • Financial Projections - projected BS, P&L, Break Even Point, Net Present Value, Internal Rate of Return, payback period etc. • Disclosure of Accounting Policies • Valuation of Inventories • Cash Flow Statements • Depreciation Accounting • Revenue Recognition • Accounting for Fixed Assets • Merger of Public holding Corporation • Alteration of Share Capital • Equity Shares with differential rights • Under writing of shares and debentures • Redemption of Debentures, Debenture Redemption Reserve • Buyback of Securities • Acquisition, Amalgamation & Reconstruction • Accounting in computerized environment SAP • Compliance with Accounting Standards - Indian GAAP and IND AS 	
2	Taxation Rules	<ul style="list-style-type: none"> • Indirect Tax - • GST Laws, Computation of GST liability, GST TDS • Tax invoice, Credit / Debit Notes, e-way bill, Input Tax Credit, GST Returns • Levy & Collection of CGST and IGST • Exemption from Tax, Composition Levy • Direct Tax • Computation of Income • Aggregation, Set off, Carry forward of losses • Advance Tax, Self Assessment • Deduction and collection of tax at source 	15
3	Cost Accounting	<ul style="list-style-type: none"> • Cost elements, preparation of cost sheets • Cost accounting system: Material / employee / direct expenses / overheads / ABC analysis • Break Even Analysis • Process / operation costing • Costing of service sector • Cost Controls: standard / marginal costing • Budgetary controls 	15
4	Financial Statement	<ul style="list-style-type: none"> • Financial management functions & ratios, Ratios analysis in the area of performance, profitability, liquidity, financing, shareholder investment etc. 	15



		<ul style="list-style-type: none"> Budgeting and budgetary controls - Fixed & Flexible Budgets, Zero Base Budgeting, Capital Expenditure budget, variance analysis etc. Source of finance - Short Term, Long Term, International External Commercial Borrowings, Open Market Debentures/Bonds, Lease financing, Cost of capital, Bond Pricing, Capital structure decisions, Leverages, Debt Service Coverage Ratio Borrowing compliances - Banks/Stock Exchange/SEBI/ Debenture Trustee Fund Management Capital Investment decisions Management of working capital- Operating cycle period, estimation of working capital requirements, source of working capital etc. Treasury Management Forex Management Fundamentals of money market 	
5	Corporate & other Law	<ul style="list-style-type: none"> Incorporation of companies Prospectus and allotment of securities Share capital & debentures SEBI regulations for fund raising from open market Declaration and payment of dividend Appointment of Auditors 	15
6	Audit & Assurance	<ul style="list-style-type: none"> Audit concepts Internal controls Engagement standards Documentations & evidence Risk assessment & Internal control Fraud and responsibilities of Auditor in this regard Audit in automated environment Audit Report 	15
7	Accounting Receivable Management	<ul style="list-style-type: none"> Objectives & benefits of Receivable Management Credit Policy and Credit Analysis Best Practices in Receivable Management Accounts Receivable Turnover Ratio Importance of Dunning in Receivable Management 	10

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List of Examination Centre Cities

Sr. No.	Name of the Examination Cities / Centre
1	Port Blair
2	Vijayawada
3	Guwahati
4	Patna
5	Chennai
6	Raipur
7	Ahmedabad
8	Ambala
9	Shimla
10	Jammu
11	Ranchi
12	Bangalore
13	Thiruvananthapuram
14	Kolkata
15	Bhopal
16	Mumbai
17	Shillong
18	Dimapur
19	New Delhi
20	Bhubaneshwar
21	Chandigarh
22	Jaipur
23	Gangtok
24	Hyderabad
25	Lucknow
26	Meerut
27	Dehradun

Note: - Depending upon the number of the candidates, exam center may be any of the above mentioned cities or any nearby city (not mentioned above).

मनोज 29/10/2026

DGM (Recruitment)
BSNL CO. New Delhi.