



बीईएमएललिमिटेड

(भारत सरकार का उपक्रम)

ल सौधा, 23/1, चौथा मेन रोड, संपंगिरामनगर, बेंगलूर - 560 027, भारत

BEML LIMITED

(A Govt of India Undertaking)

BEML Soudha, 23/1, 4th Main, Sampangirama Nagar, Bangalore-560 027, INDIA

RECRUITMENT OF MANAGEMENT TRAINEE - HR

BEML Limited, a pioneer Multi Business (Defence, Mining & Construction, Rail & Metro, Aerospace, Dredging etc.) Heavy Engineering Company with an annual turnover of around Rs.3500 Crores, wishes to recruit young HR professionals as **MANAGEMENT TRAINEES** for its various Manufacturing/ Marketing Divisions located all over India.

Sl. No	Position	Qualification	Pay Scale	Upper Age Limit
1	Management Trainee - HR	Two years full time MBA (HR/IR)/ MSW or MA(Social Work with HR/IR) / Post Graduate Degree/ Diploma in Personnel Management & Industrial Relations of 2 yrs. full time course with specialization in IR/ HR with Labour Legislations with 70% Marks for General and OBC candidates and 65% Marks for SC/ST/PWD candidates from a recognized University / Institution. Degree in Law is desirable.	16400-40500	25 Years as on 19.04.2017

- Note: 1. The above mentioned upper age limit is for General category. Age relaxation for SC / ST / OBC/ PWD candidates will be as per the Govt. of India guide lines.
2. Reservation for SC/ST/OBC/ PWD candidates will be as per the Govt. of India guide lines.

TRAINING PERIOD :

Selected candidates will undergo training for a period of one year, from the date of their joining. On successful completion of their training period and on assessment of suitability they will be absorbed as Officer (Grade-II) in the same pay scale with one additional increment (@3% of Basic Pay) and will be on probation for a period of one year.

REMUNERATION:

Selected candidates will be placed on a starting basic pay of Rs.16,400/- pm in the pay scale of Rs. 16400 - 40500 during their training period. Apart from the above, Dearness Allowance and applicable allowances under cafeteria will also be payable as per Company Rules.

SERVICE BOND:

- i. Selected Candidates are required to execute a Service Bond to serve the Company for a period of 4 years including training period, failing which candidates are liable to pay the liquidated damages amounting to Rs.2,00,000/-.An amount of Rs. 4000/-pm will be recovered for 47 months and the balance amount will be recovered in the last instalment for liquidated damages of Rs.2,00,000/-. After successful completion of the bond period, the security deposit will be refunded with interest.
- ii. In case of breach of the service agreement during the bond period, the security deposit will be forfeited.

GENERAL CONDITIONS :

- Only Indian Nationals may apply.
- Age stipulated above should be as on the closing date of the application i.e.,**19.04.2017**.
- **Final year students who possess 70 % / 65% aggregate as the case may be till 3rd semester are also eligible to apply.**
- Reservations for SC / ST / OBC candidates will be as per the Govt. of India guidelines.
- The upper age limit indicated above is for general category. Age relaxation for SC / ST / OBC will be as per the Govt. of India guide lines i.e., 5 years for SC/ST and 3 years for OBC candidates.
- **SC/ST candidates** are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.
- **OBC candidates**** are required to submit Other Backward Class Certificate (**'Non-Creamy Layer'**) (Certificate should be in the format as applicable for appointment to posts under Government of India). OBC candidates are also required to furnish a self-undertaking that they belong to OBC (Non-Creamy Layer) by filling and signing the self-undertaking in the format provided along with the application format.

[Note: ****OBC Candidates:** Candidates belonging to those Communities which are recognized as a backward class by the Government of India for the purpose of reservation in services as per orders contained in Department of Personnel and Training Office Memorandum No.36012/22/93-Estt.(SCT) dated 08.09.1993.

- ***Non- Creamy Layer :** The gross annual income of parents of the candidate should not be more than Rs.6 lakhs in last three consecutive years in line with DOPT OM No.36033/1/2013-Estt.(Res) dated 27th, May 2013.]
- **PWD candidates** are required to submit PWD Certificate in the format as applicable for appointment to posts under Government of India.
- Candidates employed in Government / Quasi-Government / PSU, should send their online application through proper channel or compulsorily produce NOC at the time of interview as the case may be, as and when called.
- The candidates should ensure that he/she fulfills the eligibility criteria and other norms mentioned in the advertisement as on the specified dates and that the particulars furnished are correct in all respect. In case, it is detected at any stage of the recruitment process that a candidate doesn't fulfill the eligibility norms and/ or that he/ she has furnished any incorrect/ false information or has suppressed any

material/ fact(s), his/ her candidature shall stand automatically cancelled. If any of the above shortcoming(s) is/ are detected even after appointment, his/ her services are liable to be terminated without notice.

- Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Test/ Interview/ Selection & Appointment.
- Management reserves the right to restrict the number of candidates.
- Management also reserves the right to cancel the advertisement and / or the selection process at its discretion.
- Candidates will have an option to answer/ reply in Hindi if so desired at the time of interview.
- Intimation regarding interview etc., will be sent only through e-mail. Also the list of shortlisted/selected candidates for interview/final selection, will be uploaded in Company's website.
- Out-station candidates called for interview shall be entitled for reimbursement of travel expenses from the communication address as mentioned in the application to the venue of Interview, by the shortest route as per Company rules.
- Eligible and interested General/ OBC candidates (Not applicable for SC/ST/ PWDs) need to pay a non-refundable fee of **Rs.500/-** by clicking the **"ON-LINE FEE PAYMENT"** Link using State Bank Collect facility available at www.onlinesbi.com and after going through the prescribed guidelines available in the BEML website.
- The candidates are required to apply ON-LINE only (which is mandatory), by clicking the **"Apply ON-LINE"** Link and after going through the prescribed guidelines and ensuring correctness of the data entered in the portal / form.
- The candidates can access the online application form in our career page at www.bemlindia.com. The online registration site would be available from **09.00 Hrs on 06.04.2017 to 17.45 Hrs on 19.04.2017**.
- The candidate is required to take a printout of the online application form, affix the recent passport size photograph, sign in the space provided and attach copy of the receipt (if applicable), self-attested copies of certificates in support of qualification, experience, age, caste, disability (as applicable) etc. and forward the same to the address mentioned below in a sealed envelope mentioning the post applied for on the top left corner of the envelope.

DEPUTY GENERAL MANAGER(HR),
Recruitment Cell,
BEML Soudha,
No.23/1, 4th Main Road,
S.R Nagar,
Bangalore -560027.
- The envelope with documents should reach the above address latest by **26.04.2017**. Hard copy of the applications not received within the stipulated date or Applications received without photograph/ signature/ receipt/ attachments/ proper documents will be summarily rejected without any further correspondence.
- For any queries in the matter, candidates may contact Recruitment Cell on **Mail Id: recruitment.queries@beml.co.in**

Date:29.03.2017

(Advt No.KP/S/04/2017)

Corrigendum/ Addendum, if any will be hosted in BEML Website only.