



हिन्दुस्तान एरोनाटिक्स लिमिटेड  
Hindustan Aeronautics Limited



## SELECTION OF MANAGEMENT TRAINEES - 2012

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical industry of South East Asia, with 20 Production / Overhaul / Service Divisions and 10 co-located Research & Design Centres spread across the country. HAL's spectrum of expertise encompasses design, development, manufacture, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial & Marine Gas Turbines, Accessories, Avionics & Systems and structural components for Satellites & Launch Vehicles.

HAL, over the last seven decades, has grown progressively into an integrated aerospace organization with the indigenous design & development of the Advanced Light Helicopter (ALH-Dhruv), Intermediate Jet Trainer (IJT) & Light Combat Aircraft (LCA-Tejas). The ongoing major projects & programmes include ALH (both Military & Civil roles), IJT, LCA, Pilotless Target Aircraft (PTA), SU-30 MKI, Hawk (Advanced Jet Trainer) & Dornier – 228 (Light Transport Aircraft). Aligning with the emerging future requirements, HAL has conceptualized the indigenous development of Light Combat Helicopter (LCH), Basic Turboprop Trainer Aircraft (HTT-40), Light Utility Helicopter (LUH) & Indian Multi-Role Helicopter (IMRH). HAL will co-design & co-develop the Fifth Generation Fighter Aircraft (FGFA) & Multi Role Transport Aircraft (MTA), with foreign partners.

HAL invites applications from young, energetic & result oriented **Graduate Engineers and Finance / HR Professionals** for the post of Management Trainees for its various Production, Overhaul & Service Divisions / Research & Design Centres / Offices, at Bangalore, Hyderabad, Nasik, Koraput (Orissa), Lucknow, Kanpur, Korwa (Uttar Pradesh), Barrackpore (West Bengal) & Kasaragod (Kerala).

### NUMBER OF POSTS:

| Post   | ST | SC | OBC (Non Creamy layer) | UR  | Total |
|--|----|----|------------------------|-----|-------|
| Management Trainee (Technical)                       | 20 | 41 | 75                     | 137 | 273   |
| Management Trainee (Integrated Materials Management) | 2  | 3  | 7                      | 13  | 25    |
| Management Trainee (Finance)                         | 1  | 3  | 6                      | 10  | 20    |
| Management Trainee (Human Resources)                 | 2  | 3  | 7                      | 13  | 25    |

The vacancies reserved for Person With Disabilities (PWDs) are as given below. The vacancies in respect of PWDs will be distributed among all the categories i.e, ST, SC, OBC & UR:

| <b>Post</b>  | <b>No. of vacancies earmarked for PWDs</b> |
|--|--|
| Management Trainee (Technical)                       | 8  |
| Management Trainee (Integrated Materials Management) | 1  |
| Management Trainee (Finance)                         | 1  |
| Management Trainee (Human Resources)                 | 1  |

Eligible types of disabilities in respect of the Engineering disciplines / posts are as indicated below:

| <b>Discipline</b>               | <b>Type of Disability</b> | <b>Legend</b>   |
|---------------------------------|---------------------------|---|
| Aeronautical                    | OL, OA                    | PD = Partially Deaf<br>LV = Low Vision<br>OL = One Leg affected (Right or Left)<br>OA = One Arm affected (Right or Left)<br>BL = Both Legs affected but not arms<br>OAL= One Arm and one Leg affected |
| Computer Science                | PD, OL, OA, BL            |   |
| Electrical                      | PD, OL                    |   |
| Electronics                     | PD, OL                    |   |
| Mechanical                      | OL                        |   |
| Metallurgy                      | OL                        |   |
| Production                      | OL, OA                    |   |
| Integrated Materials Management | PD, LV, OA, OL, BL        |   |
| Finance                         | PD, OA, OL                |   |
| Human Resources                 | PD, LV, OL, OA, BL, OAL   |   |

## **QUALIFICATION:**

### **(a) Management Trainee (Technical):**

- Bachelor's Degree in Engineering / Technology (Full Time) (4 years after 10 +2) in the Branches of Aeronautical / Computer Science / Electrical / Electronics / Mechanical / Metallurgy / Production, from the Institutes / Universities recognized by appropriate statutory authorities in the country. AMIE courses by Institute of Engineers (India) are also eligible.
- AMAeSI course from the Aeronautical Society of India, New Delhi under Aeronautical discipline, Grad IIIE course from Indian Institution of Industrial Engineering, Mumbai under

Production discipline & AMIIM course from the Indian Institute of Metals, Kolkata under Metallurgy discipline are also eligible.

- General / OBC candidates should have secured a minimum of 65% marks and SC/ST candidates should have secured a minimum of 55% Marks, in the aggregate, of all the Semesters / Years or corresponding CGPA Ratings / Graduations in their Engineering Degree Examinations.
- Engineering Graduates in the Aeronautical Branch with minimum aggregate 60% marks (for General / OBC) and 50% marks (for SC / STs) would be eligible to apply.
- The Engineering disciplines for Management Trainees (Technical) are as follows:

| <b>Discipline</b> | <b>Eligible Branches of Engineering Degree</b>  |
|-------------------|---|
| Aeronautical      | Aeronautical / Aerospace  |
| Computer Science  | Computer Science / Computer Engg / Computer Science & IT / Information Technology / Information Science & Technology / Computer Systems / Information Systems / Information Science / Software Engg. / Computer Technology / Computer Science & Engg.   |
| Electrical        | Electrical / Electrical & Electronics / Electrical & Instrumentation  |
| Electronics       | Electronics / Electronics & Communication / Instrumentation & Control / Instrumentation & Electronics / Applied Electronics & Instrumentation / Electronics & Instrumentation / Electronics & Telecommunication   |
| Mechanical        | Mechanical / Mechanical & Industrial Engg / Mechanical & Production Engg.   |
| Metallurgy        | Metallurgy / Materials & Metallurgy / Metallurgy & Materials Engg. / Metallurgy & Materials Technology / Metallurgy & Material Science  |
| Production        | Industrial Production / Production Engg. / Industrial Engg & Production / Mechanical Production & Industrial Engg. / Production Engg. & Management / Industrial Engg. / Manufacturing Engg. / Production & Industrial Engg. / Industrial Engg. & Management / Manufacturing Science & Engg. / Manufacturing Process & Automation / Mechanical Stream – Production Engg. |

### **(b) Management Trainee (Integrated Materials Management):**

- Bachelor's Degree in Engineering / Technology (Full Time) (4 years after 10 +2) in the Branches of Electrical / Mechanical / Production, from Institutes / Universities, recognized by appropriate statutory authorities in the country. AMIE courses by Institute of Engineers (India) are also eligible.
- Grad IIIIE course from the Indian Institution of Industrial Engineering, Mumbai under Production discipline are also eligible
- General / OBC candidates should have secured a minimum of 65% marks and SC/ST candidates should have secured a minimum of 55% Marks, in the aggregate, of all the Semesters / Years or corresponding CGPA Ratings / Gradations in their Engineering Degree Examinations.
- The Engineering disciplines for Management Trainees (IMM) are as follows:

| <b>Discipline</b> | <b>Eligible Branches of Engineering Degree</b>  |
|-------------------|---|
| Electrical        | Electrical / Electrical & Electronics / Electrical & Instrumentation  |
| Mechanical        | Mechanical / Mechanical & Industrial Engg / Mechanical & Production Engg.   |
| Production        | Industrial Production / Production Engg. / Industrial Engg & Production / Mechanical Production & Industrial Engg. / Production Engg & Management / Industrial Engg. / Manufacturing Engg. / Production & Industrial Engg. / Industrial Engg & Management / Manufacturing Science & Engg. / Manufacturing Process & Automation / Mechanical Stream – Production Engg. |

### **(c) Management Trainee (Finance):**

- Bachelor's Degree (10+2+3) with a pass in final examination of CA / ICWA from the Institute of Chartered Accountants of India / Institute of Cost Accountants of India.

### **(d) Management Trainee (Human Resources):**

- Bachelor's Degree with 2 years Full Time Post Graduate Degree / Diploma / MBA / MSW / MA (3 + 2 years after 10 +2) with specialization in Human Resources / Personnel Management / Industrial Relations from Institutes / Universities recognized by appropriate statutory authorities in the country.

- General / OBC candidates should have secured a minimum of 60 % Marks in both the Bachelor's Degree and Post Graduate Degree / Diploma in the aggregate of all the Semesters / Years or corresponding CGPA Ratings / Gradations. SC / ST candidates should have secured a minimum of 50% Marks in both the Bachelor's Degree and Post Graduate Degree / Diploma in the aggregate of all the Semesters / Years or corresponding CGPA Ratings / Gradations.

## **AGE LIMIT:**

- Upper Age limit not above 28 years as on **01.10.2012** for General category candidates.
- Upper Age limit is relaxable by 5 years in respect of SC/ST candidates.
- Upper Age limit is relaxable by 3 years in respect of OBC (non - creamy layer) candidates.
- In respect of Persons with Disabilities (PWDs), Upper Age limit is relaxable by 10 years, which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC.
- For candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01-01-1980 to 31-12-1989, upper Age limit is relaxable by 5 years.
- Relaxation in Age for Ex-servicemen will be given as per extant Government rules.

## **SELECTION PROCEDURE:**

- (i) Eligible candidates will have to appear for an Objective Type Competitive Online Test at their own expense, on the date, time and venue, which will be mentioned in the Admit Card.
- (ii) The test will be of 2 ½ hours duration. The test will be in three parts. Part – I will consist of 20 questions on general awareness. Part – II will consist of 40 questions on English & Reasoning. Part – III will consist of 100 questions on the concerned discipline of Engineering / Finance / HR. The test can be taken in Hindi or English. Candidates will have to give their choice for appearing in Hindi or English at the time of applying for the post which can not be changed subsequently.
- (iii) The Online Test will be held at Ahmedabad, Bangalore, Bhopal, Bhubaneswar, Chandigarh, Chennai, Coimbatore, Delhi, Guwahati, Hyderabad, Jaipur, Kochi, Kolkata, Lucknow, Mumbai, Nagpur, Noida, Pune & Vijayawada. Candidates are required to choose any two cities as preference – 1 & 2 for Test Center and no change in any circumstance will be considered subsequently. However, HAL reserves the right to add / cancel any centre and allocate appropriate centre to the candidates.

- (iv) The candidate has to download his Admit card from HAL website. Admit cards will not be sent either by post or by e-mail.

### **PRE-EMPLOYMENT MEDICAL STANDARDS:**

Candidates provisionally selected by HAL will have to undergo a pre-employment Medical Exam before joining HAL. Applicants should have sound health and should meet the medical standards prescribed by the Company. Appointment of selected candidates will be subject to receipt of satisfactory medical report from the Company's Doctor as per the Medical Standards of the Company. No relaxation in health standards will be allowed. [Click here](#) for viewing the Pre-employment Medical Standards, prescribed by HAL.

Person With Disabilities are required to furnish duly stamped Medical Certificate in relation to their disability from a Government Hospital or Medical Board attached to Special Employment Exchange for the Handicapped.

### **PLACEMENT & COMPENSATION PACKAGE:**

Selected candidates would be posted as Management Trainees in any of the Production, Overhaul or Services Divisions / Research & Design Centres / Offices, based on the requirements of the Company. They will undergo 52 weeks of training programme, comprising of various training modules including theoretical & on-the-job training at various places. The location where the selected candidates will be posted will be decided before joining HAL.

During the training period, the Trainees shall draw a Stipend comprising of Basic Pay, Variable Dearness Allowance & Canteen Allowance. Besides, bachelor accommodation or House Rent Allowance is also admissible during the training period, depending upon the place of posting, as per company rules. The approximate Cost to Company (CTC) per annum during training is Rs. 4 to Rs. 4.5 lakhs.

On successful completion of the training, the Trainees would be absorbed as Engineers / Officers with a Basic Pay of Rs. 16,400/- in the Grade-II Scale of Pay of Rs. 16,400-40,500/-. On absorption, the candidate will be eligible for Basic Pay, Variable Dearness Allowance, other Perks & Allowances, Company Accommodation / House Rent Allowance, Performance Related Pay, Leave, Medical Facilities, Provident Fund, Gratuity etc as per company rules. The approximate CTC per annum after absorption as Engineer / Officer is Rs. 6 to Rs. 6.5 lakhs, depending on the location of the posting.

## **SERVICE AGREEMENT BOND:**

Selected candidates shall execute a Service Agreement Bond to serve HAL for a period of 5 years (excluding the training period). In case of breach of the Service Agreement during the training period or after absorption as Engineer / Officer, the candidate is liable to reimburse the actual training expenses (including recruitment expenses, all the remuneration paid and expenses incurred during the training period), subject to a maximum of Rs. 5,00,000/- (Rupees Five Lakhs only).

## **MODE OF PAYMENT OF APPLICATION FEE:**

- Rs.400/- (Rupees Four Hundred only), which is non-refundable (exempted in the case of SC / ST / PWD candidates).
- All core banking branches of State Bank of India (SBI) has been authorized to collect the Registration Fee in specially opened Account No. 30969511830, on behalf of HAL.
- Application Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the Application Fee.

## **HOW TO APPLY? (REGISTRATION PROCESS):**

- Eligible and interested candidates are required to apply Online only through HAL Website (Careers section): [www.hal-india.com](http://www.hal-india.com). No other means / mode of application will be accepted. The Website is functional **from 1200 hours on 3.10.2012 to 1200 hours on 19.10.2012** for registration.
- Before registering the applications at HAL website the candidates should possess the following:
  - Valid E-mail ID, which should remain valid & active till the completion of selection procedure.
  - Scanned copy of latest passport size colour photograph (in jpg file only & less than 180 KB size) for uploading with the application form.
  - Educational details like semester-wise marks etc

- The steps for depositing the Application Fee & submitting the Application Online are as follows:

**Step – 1:** Candidate is required to click the link given in career section of HAL website for the Registration & select the name of the post wanted to apply.

**Step – 2:** The Personal & Educational details are required to be filled up and photograph to be uploaded. Before finally submitting the details entered, an editing option will be given to the candidate for editing any details already entered, if required.

- In case of the candidates belonging to SC/ST/PWD/Internal categories, on submission of personal & educational details, the registration process will be completed by generating a unique Application Number in the Application Confirmation page. They are required to print the system generated Application confirmation page for future reference.
- In case of candidates belonging to General & OBC categories, on submission of personal & educational details, they are required to print the Bank Challan (Pay-in-Slip) for depositing the Application Fee in the Bank.

**Step – 3** (for General / OBC Categories only): Candidate has to approach any of the core banking branches of SBI with the “Pay-in-Slip” and deposit the Application Fee of Rs. 400/- along with the bank charges Rs. 25/- in “Hindustan Aeronautics Limited – Recruitment Account” bearing No. 30969511830, **on or before 18.10.12.** On receipt of the Application Fee, the concerned SBI branch will enter an unique Journal Number in the “Pay-in-Slip”. Candidates should retain original counterfoil of the “Pay-in-Slip” (Candidate’s copy) for future reference.

**Step – 4** (for General / OBC Categories only): After payment of Application Fee in the Bank, candidate is required to log on HAL website **on or before 1200 hrs on 19.10.12.** and fill-up the E-Mail ID & Date of Birth in the link given. Candidate will then be required to enter the details of payment of Application Fee (i.e., Name & Code No. of SBI Branch, SBI Journal No, Date of Deposit of Application Fee in bank). On submission, Application Confirmation page will be displayed. Candidate is required to print the Application confirmation page for future reference.

In case of non payment of Application Fee and not completing the above steps, the Application will be incomplete and the same will be rejected.



## GENERAL INSTRUCTIONS:

- Only Indian Nationals are eligible to apply.
- Candidates who have passed their Qualifying Degree in the specified Branches and obtained the prescribed percentage of Marks as on 1.10.12 need only apply. Candidates who have appeared / appearing in their final year or whose results are awaited are not eligible to apply.
- Candidates possessing BE / B.Tech / AMIE in Electrical / Mechanical / Production Branches of Engineering are required to apply for either the post of Management Trainee (Technical) or Management Trainee (IMM) and not for both. Applying for both the posts will lead to rejection of the candidature.
- Candidates possessing Engineering Degree in the prescribed branches with PG Degree / Diploma in HR can apply for both Management Trainees (Technical) & Management Trainees (HR). They should register separately with separate application fee & E-mail ID.
- All qualifications should be from an Indian Universities / Institutes recognized by appropriate statutory authorities in the country.
- Part Time / Correspondence / Distance Learning courses are not eligible.
- The total maximum marks and total marks obtained for all the Semesters / Years will be summed up to arrive at the aggregate percentage. No rounding off will be done. No weightage will be given to any particular Semester or Year.
- Wherever CGPA or letter grade in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the University / Institute. Candidates are required to submit a Certificate to this effect from the University / Institute at the time Interview.
- Candidates employed in Central / State Government Departments / Public Sector Undertakings / Autonomous Bodies should produce 'No Objection Certificate' at the time of Interview from their employer failing which they will not be permitted to appear for the Interview.
- For getting the reservation benefits under OBC category, the followings are required to be adhered:
  - The candidate must not belong to creamy layer.
  - The name of caste and community of the candidate must appear in the 'Central list of other Backward Classes'.
  - The candidate need to furnish their OBC certificate as per the format prescribed by the Government of India (not older than six months as on 1.10.12), from the Competent Authority, at the time of interview.

- Internal Candidates of HAL are also required to apply online. They are advised to refer to the internal Circular dated 3.10.12 before filling up the application.
- The training for Management Trainees is scheduled to commence on 1<sup>st</sup> January 2013 and the candidates should make necessary arrangements for joining on the specified date.
- Appointment of selected candidates is subject to verification of Caste (wherever applicable) and Character & Antecedents, from the concerned Authorities, as per the rules of the Company.
- Mere submission of application will not entail a right for claiming appointment.
- HAL reserves the right to cancel / restrict / enlarge / modify / alter the advertisement / recruitment process and / or the selection process thereunder, without issuing any further notice or assigning any reason whatsoever.
- If the information furnished by the candidate in any part is found to be false or incomplete, the candidature / appointment will be considered as revoked / terminated without any reference given to the candidate.
- Court of jurisdiction for any dispute will be at Bangalore.
- Canvassing in any manner would be a disqualification.
- [Click here](#) to view the Frequently Asked Questions (FAQs). In case of any further difficulty, please contact us at Email: [halmrecruitment2012@gmail.com](mailto:halmrecruitment2012@gmail.com)

## TENTATIVE SCHEDULE:

|  |  |
|--|--|
| Online Registration  | From 1200 hrs on 3.10.12 to 1200 hrs on 19.10.12 |
| Download of Admit Card for Online Test at HAL Website                        | 26.10.12   |
| <b>Online Test</b>   | <b>20.11.12 onwards</b>                          |
| Declaration of Test results at HAL Website                                   | 4.12.12  |
| Download of Interview Call Letter at HAL Website                             | 6.12.12  |
| <b>Interview for shortlisted candidates at HAL, Bangalore</b>                | <b>10.12.12 – 15.12.12</b>                       |
| Declaration of the list of provisionally selected candidates at HAL Website  | 20.12.12   |
| Download of Provisional Offer of Appointment at HAL Website                  | 20.12.12   |
| <b>Pre-employment Medical Test at HAL Hospitals</b>                          | <b>21.12.12 – 27.12.12</b>                       |
| Pre-employment Document Verification at HAL, Bangalore                       | 29.12.12 & 31.12.12                              |
| <b>Commencement of Training Program at HAL Management Academy, Bangalore</b> | <b>1.1.13</b>                                    |

\* Any change in the above schedule will be notified at HAL Website.



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