



## HMT LIMITED

(A Govt. of India Undertaking)

Regd. Office: HMT Bhawan, No.59, Bellary Road, Bangalore – 560 032.

**Requires**

### HR Professionals (2 posts)

HMT Limited, a major engineering conglomerate, manufacturing various Engineering products offers challenging career opportunity to dynamic professionals on permanent basis, as detailed below:

#### 1. Post Details:

Sl. No	Position	Pay Scale	Post Qualification Experience*	Upper age limit (as on 01.01.2016)	Qualification	No. of posts / Placement
1	Officer(Personnel / HR )	Rs.8600 - 250 - 14600 (PS-III)	3 Yrs	28 Yrs	2 Yrs Full-time MBA from Recognized Institute with specialization in Personnel/HRM OR 2 Yrs Full-time PG Degree/Diploma in Social Work/PM / IR / HRD OR 2 Yrs Full – time PG Degree / Diploma from Recognized Institute viz., XLRI, TISS etc., in PM/IR/HRD with good academic record. Degree in Law is desirable.	2 posts for HMT Limited, Bangalore-560 032.

#### \* Experience:

Post Qualification Experience in Listed Companies (medium and large scale industries)/PSUs in the areas of Personnel/HR is preferred.

## 2. REMUNERATION:

In addition to the Basic Pay & DA, the compensation package includes Provident Fund, Company Accommodation/HRA, CCA, Canteen subsidy, Washing Allowance, Gratuity, Medical facility, Conveyance Reimbursement, Performance Payment, Monthly Incentives, Leave Encashment etc., as per Company Rules. (Approximate emoluments as on date in the minimum of the scale comprising of Basic, DA, HRA & CCA in the grade Officer/PS III is Rs.33,720/- (subject to variable Dearness Allowance). In case Company quarter is availed, no HRA is payable.

## 3. ADDITIONAL INCREMENTS:

In deserving cases up to a maximum of 5 additional increments in the grade could be considered by the Selection Committee for candidates with additional qualification/experience.

## 4. GENERAL CONDITIONS:

- (a) Only Indian Nationals need apply.
- (b) The placement will be on permanent basis depending on the need of the organization as decided by the Selection Committee.
- (c) Minimum post qualification experience as indicated against the post is essential.
- (d) The minimum qualifications indicated shall be FIRST CLASS (60%) / (50% Marks in case of SC/ST candidates) in Graduation from a recognized University. Professional qualification shall be from a recognized University/Institution with Pass Class.
- (e) Mere conformity to the job requirements will not entitle a candidate to be called for interview. Management reserves the right to reject the application without assigning any reason, to increase/decrease the number of posts depending on the requirement, raise the Standard of Specifications to restrict the number of candidates to be called for interview.
- (f) A non-refundable account payee Demand Draft for Rs.200/- drawn in favour of HMT Limited, on any Scheduled Bank payable at Bangalore is to be enclosed along with the prescribed application. No other mode of payment is acceptable. Candidates are advised to write their name and address on reverse side of DD. No fee is to be paid by SC/ST and Persons with Disability (PWD).
- (g) Applicants serving in Govt./Public Sector Enterprises/Semi-Govt. Organizations should apply through proper channel or produce 'No Objection Certificate' at the time of interview failing which they will not be permitted to appear for the interview.

- (h) The original documents/certificates/testimonials in proof of Age (Only SSLC/SSC/ 10<sup>th</sup> Standard Board Certificate will be admitted as proof of age), qualification, experience, caste/category as mentioned/enclosed in the application shall be produced at the time of interview for verification. In case of failure to produce the original testimonials/certificates as mentioned in the application for verification while attending the interview, the candidate will not be allowed to appear for interview and no TA shall be payable.
- (i) Appointment of selected candidates is subject to verification of Caste and Character and Antecedents, as the case may be, from the concerned authorities as per the rules of the Company.
- (j) Reservations and Age relaxation for different categories viz., SC / ST / OBC / PWD / Ex-Servicemen / Minority etc., are as per Govt. of India Directives.
- (k) Candidates belonging to SC/ST/OBC/PWD/Minority/Ex-Servicemen category should enclose copy of the certificate issued by the Competent Authority to that effect.
- (l) Candidates belonging to OBC category are required to produce the recently obtained OBC Certificate (Non-creamy layer) (not older than 6 months as on the date of advertisement) in the format prescribed by Govt. of India, issued by Competent Authority.
- (m) Candidates belonging to PWD/Ex-Servicemen are required to furnish attested copies of certificates in support of their claim.
- (n) Candidates shall be subjected to medical examination by the Company's Medical Officer prior to their appointment after due selection.
- (o) Age (the upper age limit upto a maximum of 5 years) and Experience criteria can be relaxed in deserving cases.
- (p) No correspondence will be entertained with the candidates not selected for interview.
- (q) Incomplete application or applications not in the prescribed format will be rejected and no correspondence in this regard will be entertained.
- (r) Management reserves the right to call or not to call any/all of the candidates who have responded against this advertisement.
- (s) Management will not be responsible for delayed receipt/non-receipt of applications.

: 4 :

- (t) The decision of Management regarding selection will be final.
- (u) Court of jurisdiction for any dispute will be at Bangalore/or at the place of posting.

5. SELECTION PROCEDURE:

Eligible candidates short-listed based on the initial screening will be called for interview. Instructions regarding interview will be intimated to the short-listed candidates individually. The outstation candidates called for interview will be paid the eligible train fare to & fro 3 Tier AC/AC chair car by the shortest route OR actuals whichever is lower, on production of proof of journey subject to point 4 (h) as referred above.

6. HOW TO APPLY:

Application in the prescribed format (indicated in the following pages) duly filled enclosing therewith the Demand Draft and a set of self attested photocopies of the relevant certificates in proof of qualification, age, category, experience etc., (all the relevant original certificates should be produced at the time of interview) and affixing passport size photograph at the space provided should be sent in sealed cover superscribed "APPLICATION FOR THE POST OF Officer (Personnel/HR) " so as to reach the following address within 15 days from the date of advertisement.

The Joint General Manager (BP & HR)  
HMT Limited,  
HMT Bhavan,  
No.59, Bellary Road,  
BANGALORE - 560 032.



# HMT LIMITED

Registered Office: HMT Bhavan,  
#59, Bellary Road, Bangalore-560 032.  
(Please fill boxes in BLOCK LETTERS only)

Affix Passport Size  
Photograph

## APPLICATION FOR THE POST OF :

1	Name Mr. / Ms.													
2	S/o, D/o, W/o													
3	Address for Communication (with Pin code)													
3.1	Telephone Nos. (with STD Code)	Office					Residence							
3.2	Mobile													
3.3	Email IDs	1												
		2												
4	Date Of Birth (as per Matriculation / SSLC / SSC certificate)	D	D	M	M	Y	Y	Y	Y	AGE (as on date of the application)	Y	Y	M	M
5	Caste/Category:	SC	ST	OBC	GEN	PH	MINORITY	(Tick appropriate column)						
6	<b>Educational Qualification (Self attested xerox copies of all Marks cards &amp; Degree Certificates are to be enclosed)</b>													
	Examination Passed	Year of Passing	Full/Part time	Course duration	University / Institution	Aggrt. % Marks	Specialisation							
6.1														
6.2														
6.3														
6.4														
6.5														
6.6														
6.7														
6.8														

7	Post-qualification Experience: (self attested xerox copies of experience certificates are to be enclosed) For experience details, separate sheet may be attached as Annexure)										
	Organisation & Address	Designation	Nature of Duties	Period (Commencing from latest / present)						Turn over of the Company (Rs.Crores)	Basic Pay & Pay scale
				From		To		Duration			
MM	YY	MM	YY	YY	MM						
I											
II											
III											
IV											
V											
VI											
VII											
VIII											
IX											
X											
XI											
XII											
			<b>TOTAL P.Q. EXPERIENCE</b>								
8	Any two references with contact details (other than relatives)										
	Name & designation	Address		Phone No./ Mobile No.			Email IDs				
8.1											
8.2											
9	Details of relatives working in HMT Ltd or its Subsidiary Cos.										
10	Demand draft details	Date		No.		Amount (Rs.)		Bank			
<b>Original testimonials in respect of SI.No.4, 5, 6 &amp; 7 must be produced at the time of interview</b>											
Certified that the Information furnished above are true to the best of my knowledge, information & belief. If, at a later date, the information furnished above are found to be false or inaccurate, the Management is free to take appropriate action as per the extant rules.											
Place:											(Signature)
Date:											

STATEMENT OF DOCUMENTS ENCLOSED TO THE APPLICATION FORMAT

	Documents Enclosed	Status (tick the relevant column)		
		Yes	No	NA
1.	Proof of Date of Birth (only SSLC/SSC/10 <sup>th</sup> Standard Board Marks Card will be admitted as proof of age).			
2.	Proof of Caste - SC/ST in the prescribed format.			
3.	Latest OBC Certificate (Non-creamy layer) in the format as applicable for appointment to posts under Govt. of India to be produced.			
4.	Minority declaration Certificate.			
5.	Ex-Servicemen Certificate.			
6.	PWD certificate issued by the Competent Authority (Govt. Hospital or Medical Board attached to Special Employment Exchange for the handicap) as per the "Persons with Disabilities [Equal opportunities, protection of right and full participation] Act, 1995".			
7.	Qualification Certificates:			
7.1	SSLC/SSC/10 <sup>th</sup> Standard Board Marks Card.			
7.2	Inter/Diploma Marks Card (Semester-wise/Year-wise).			
7.3	Inter/Diploma Certificate.			
7.4	Degree Marks Card (Semester-wise/Year-wise).			
7.5	Degree Certificate.			
7.6	PG Degree/Dip. Marks Card (Semester-wise/Year-wise).			
7.7	PG Degree/Diploma Certificate.			
7.8	Other Qualifications, if any (Pl. specify).			
8.	Post-qualification Experience Certificate(s).			
9.	Demand Draft for the prescribed amount.			

Note: The self attested copies of the documents/certificates (Sl.No.1 to 8) should be enclosed to this format in the same order.