



Faculty Training Programme (FTP 2024)

FTP Batch No. 18

About Faculty Training Program (FTP):

- To establish a systematic and rigorous training program for teachers' that attracts the best talent and produces the best professional teachers in the country.
- Vision of FTP : Continuation of the great lineage of world class teachers committed for the excellence in education.

General Guidelines:

- **Programme:** Faculty Training Programme (FTP); Batch-2024
- **Programme Duration:** 3 Months
- **Programme Commencement:** 16.12.2024 (Monday)
- **Batch Size:** 20-25 Per Subject
- **Programme Ends:** 15.03.2025 (Saturday)
- Candidates to be selected on the basis of All India Level Written Test.

Scope of FTP :

S.No.	Division	Subject	Target Examinations
1.	JEE (Main+Advanced)	Physics, Chemistry, Mathematics	JEE (Main), JEE (Advanced), School/Board Examinations (V to XII), Olympiad Jr. & Sr. (PCM), Other Engineering Entrance Examinations
2.	NEET (UG)	Physics, Chemistry, Biology (Botany+Zoology)	NEET (UG), School/Board Examinations (V to XII), Olympiad Jr. & Sr. (Biology)

Recruitment, Written Test & Selection Process:

The Recruitment Process is divided in to two levels:

Level	Description	Date & Day	Time	Reporting Time
Level-1	Written Test	01.12.2024 (Sunday)	10:00 AM to 12:00 NOON	9:45 AM
Level-2	Demo Lecture, Technical/ HR Interview	02.12.2024 (Monday) & 03.12.2024 (Tuesday)	10:00 AM to 08:00 PM	9:45 AM

How to apply for FTP :

Process	Details	Remarks
How to Apply	Apply online at https://www.resonance.ac.in/hrd/applyonline-info.aspx .)	Only Online Applications will be accepted
Minimum Qualification	Engineering/Technology Graduate (B.E./B.Tech.), MBBS/BDS, MD, Science Post Graduate (M.Sc. in respective subject with PCM/B upto 10+2 level) as per Target Exam and Subject	Having excellent Academic record throughout the career
Work Experience	Not essential	Fresher can apply
Age	Not more than 30 Years	as on 01.12.2024

Schedule for the Recruitment Process will be as follows:

S.No.	Particular	Date /Day/Time
1.	Last Date to Apply	16.11.2024
2.	Short listing of Candidates from the List of Total Applicants	18.11.2024
3.	e-mail/SMS to the short-listed candidates	18.11.2024
4.	Reporting for the Written Test	01.12.2024
5.	All India Level Written Test to be held at Kota only	01.12.2024
6.	List of short-listed Candidates for Level-II (Demo Lecture, Technical/HR Interview), based on performance in the Written Test.	01.12.2024
7.	Demo Lecture and Technical/HR Interview (T/HRI)	02.12.2024 & 03.12.2024
8.	Final Result to be communicated to the candidates individually	07.12.2024
9.	Faculty Training Programme Starts	16.12.2024
10.	Faculty Training Programme Ends	15.03.2025
11.	Absorption in the System, based on Performance during FTP	16.03.2025

Level-1 Written Test Paper Pattern :

Subjects/Department	Duration	Time	Pattern	No. Of Questions	Syllabus
Physics, Chemistry & Mathematics	02 Hrs.	10:00 AM to 12:00 Noon	Objective	1 Hr: 25 Que (JEE Main Level) 1 Hr: 18 Que (JEE Advanced Level)	Subject Knowledge 120 Min XI & XII Based on Competitive Exam Syllabus)
Biology (Botany+Zoology)	02 Hrs.	10:00 AM to 12:00 Noon	Objective	1 Hour: 100 Que (Botany) 1 Hour: 100 Que (Zoology)	Subject Knowledge (Botany+Zoology) 120 Min XI & XII Based on Competitive Exam Syllabus)

The performance in Written Test will be considered for short-listing the candidates for Demo Lecture, Technical /HR Interview.

Shortlisting Criterion for FTP :

Written Test



Demo Lecture



Technical/
HR Interview



Final Absorption
in FTP

Reporting for the Faculty Training Programme (FTP):

The reporting for the Faculty Training Programme (FTP) will be on 16th December, 2024 (Monday), although the complete schedule from the Selection till reporting day will be as follows:

S.No.	Particular	Date /Day/Time
1.	E-mail/SMS of Selection Information	07.12.2024
2.	Registration of Selected Trainee sat HR Department, CG Tower, A46 & 52, IPIA, Near City Mall, Jhalawar Road, Kota (Rajasthan)-324005	16.12.2024/ 10:00 AM
3.	Submission of photocopies & Checking of original documents	16.12.2024/ 11:30 AM
4.	Corporate Presentation & Institute Orientation by Business Development Person	16.12.2024/ 12:00 NOON
5.	Distribution of Training Schedule & Initial Study Material Package	16.12.2024/ 01:00 PM
6.	Signing Service Bond	16.12.2024/ 03:00 PM
7.	FTP Ends	15.03.2025
8.	Absorption in the System, Probation Starts	16.03.2025

** The accommodation and fooding arrangements during the entire training period would be done by the candidates only. Institute will not provide any loading & boarding arrangements during FTP.

Training Methodology & Job Description :

During FTP (From 16.12.2024 to 15.03.2025): Core Training:

- To be trained by the eminent faculty members (HODs/Sr. Faculty) of Resonance.
- Most of the class XI & XII syllabus taught for Pre-Engineering Division JEE (Main & Advanced)/NEET will be covered during the 03 months rigorous training schedule of Faculty Training Programme - (FTP) at KOTA study center.
- Minimum 02 Classes per Subject per Day. Each class will be of 90 Minutes, in the classroom with students aspiring for Pre-Engineering Division JEE (Main & Advance)/NEET.
- Theory to be given in the form of Classroom Notes. The Classes will have more focus on problem solving & interactive discussion. However, important theoretical concepts will also be explained.
- Candidate have to purchase their Tablet for digital study material.
- Candidate has to bring solved daily practice problems (DPP) and sheets of the respective topics taught on each day.
- Periodic Assessment Tests: Once in a Week on Sundays (Objective/Subjective).
- Weekly Demonstration Lectures.
- Involvement in Co-academic Work like Study Material Development, Copy Checking, Translation, Test Paper Preparation, Solutions Preparation, Question Bank Development and Student Performance Analysis etc. (if required).

Performance Appraisal of FTPs:

- The FTPs should be assessed based on their performance during Training Period.
- The Weightage Criteria for FTP Performance could be developed by HR/Academic Departments.

Broad Parameters for Performance Appraisal:

- Testing and Assessment during FTP Period
 - Performance in Tests
 - Score in Demonstration Lectures
- Regularity & Punctuality
- Sincerity and Behaviour
- Subject Trainer's Feedback
- HR Feedback

During Probation to Placement at Any Study Centers/NPs: Job Description (JD):

S.No.	Work	Work Nature	Remarks
1.	FTP	Attending Classes of Senior Faculty Members	As allotted
2.		Periodic Assessment Tests	Appearance As Per FTP Needs
3.	Teaching	Learning & Practicing Study Material/ Academic Content	Regularly Attempting Questions from DPPs & Sheets as per FTP Needs
4.		Special Classes	Taking Clinic, Back Up, Make Up, Discussion Classes as required/allotted
5.		Doubt Classes (DCs)	Taking DCs as assigned
6.		Regular Classes	As & when Required
7.		Periodic Test Paper Work	Translation, Error Check, Answer Key (AK), Standard Hints (SH), Text Solutions (TS) & Video Solutions (VS), Test Paper Discussion
8.	Co-Academic Works	Mock Test Papers (MTPs)	Paper Making, AK, SH, TS & VS, Discussion
9.		Academic Support Tools	PPTs, Handouts, Data etc
10.		Students' Performance Analysis	Periodic Assessment Tests
11.		Students' Mentoring	Personal Focus on Weak Students
12.		Academic Counselling	New & Existing Students
13.		Career Counselling through Seminars/ Webinars/ Workshops	As required by Business Development & Operations Departments
14.		PTMs	Part of Planning & Conduction
15.		Academic Administration Work	As assigned by Competent Authority
16.	Digital	Video/On-demand Doubts	For DLP Department
17.		Video Content Preparation	For Various Academic Needs

S.No.	Work	Work Nature	Remarks
18.	Research & Development (R&D)	Content Development	Study Material (Sheets/Modules)
19.		Question Bank Enrichment	Assorting Qs, Segregation, Tagging, Numbering/Marking, MIS
20.		Previous Years' Papers (PYPs)	Analysis, SH, TS & VS, Discussion
21.		Improvement in Existing Products	DLP Department
22.		New Product Development	DLP Department
23.		Course Planner Preparation	Classroom Programs
24.		Academic Research	New Content, Methodologies & Tools
25.		Market Research	Competitors' Comparative Study
26.		Miscellaneous Exams	Academic Work Related to various Exams
27.		Miscellaneous	Demonstration Lectures
28.	Impact Study & Analysis		ResoMATCH
29.	Movement to NPs/SCs		As & When Required (Temporary)
30.	Other	Talent Nurturing	Personal Focus on Talented Students

Note: The above JD is for initial orientation/understanding of the job requirement. This is not exhaustive list. Any new work may be added in the future as per the needs of the organization.

Leave Policy during FTP:

- During the Training Period, the candidate shall be entitled to 3 to 3.5 Paid Leaves ONLY, with the prior permission of the concerned HOD/Subject Head / Reporting.
- FTPs will need to apply for any leave at least 10 days before the desired date.
- Sanctioning authority: FTP Subject coordinators.
- Sanctioned leaves cannot be extended on phone / email etc., strictly restricted.
- Unsanctioned leaves/absenteeism is likely to attract heavy penalty / termination.
- Continuous leave of more than three days is not permissible during training period. Only those FTPs can apply for leaves who have good performance record (w.r.t. test, demo, written work & sincerity)

Stipend during FTP, Remunerations/Career after FTP @ Resonance:

Division	Degree & Colleges	Departments	During FTP Stipend (INR)
JEE (Main & Advanced)	Graduates from IITs (B.Tech, B.Tech.+M.Tech. Dual Degree) (Through JEE-Advanced)	Physics, Chemistry & Mathematics	₹55000/-
JEE (Main & Advanced)	Graduates from NITs (B.Tech., B.Tech.+M.Tech. Dual Degree) (Through JEE-Main)	Physics, Chemistry & Mathematics	₹45000/-
JEE (Main & Advanced)	M.Tech./ M.Sc. from IITs (Through JAM)	Physics, Chemistry & Mathematics	₹35000/-
JEE (Main & Advanced)	Graduates/Post Graduates from any other college (B.Tech./M.Tech./B.Sc./M.Sc. etc.)	Physics, Chemistry & Mathematics	₹35000/-
Pre-Medical Division (NEET-UG)	Graduates/Post Graduates from Govt. Medical/Dental Colleges (MD/MBBS/MDS/BDS)	Biology (Botany+Zoology)	₹50000/-
Pre-Medical Division (NEET-UG)	Graduates/Post Graduates from any other college (Ph.D./M.Sc./B.Sc.) & (MD/MBBS/MDS/BDS) Private Colleges	Biology (Botany+Zoology)	₹35000/-

* The remuneration shall be paid to the FTP candidates after deduction of income tax at source (TDS) in accordance with income Tax act, 1961/Income Tax Rule 1962 and other relevant notifications/ circulars etc. of the Government.

* Candidate have to be submit their final degree/mark sheets for eligibility for above mentioned salary range/slab.

- During FTP Period there will be refundable deduction from the salary of every month as Security Amount. Deduction shall be in the form of the percentage deduction from the salary.
- One undated A/c payee cheque of amount Rs. 2,00,000/- (Rupees Two Lac Only) will be required to be submitted on joining date. This cheque is required as a security amount towards the training imparted. After successful completion of three year excluding training, this cheque will be given back.
- The first Three months from the start of FTP will be considered as a Training Period.
- On the date of joining of FTP, candidate is required to sign a service agreement & Service Bond of three year and Three Months. The bond period will be considered of three years & Three Months from the start of training period.
- There will be 20% refundable deduction from Starts of FTP to consecutive three years and Three Months from the salary of every month as a Security Amount. It is to be reimbursed at the end of successful completion of three years and Three Months without any interest.
- After FTP, those who will perform better and found suitable may be offered as Associate Lecturer in regular cadre.
- After FTP Period, all the candidates will be on a six months' probation period.
- Those who will be found insincere, non-performing, and/or undisciplined during FTP or probation period, may be excluded from the programme at any time without assigning any reason or serving any notice. Upon termination by any reason the deposited security amount will be forfeited by the company as Training Cost.
- The Career at Resonance will grow according to individual's overall performance and institute's quantitative & qualitative growth in the future. Further, the Annual Salary Package will be as per the succession plan mentioned below:

S.No.	Session	Designation	Remuneration Range*	Salary for Duration
1.	2025-26	Associate Lecturer	FTP Salary + 10-15 % Hike/Increment	01.04.2025 to 31.03.2026
2.	2026-27	Associate Lecturer	FY 2025-26 Salary + 10-15 % Hike/Increment	01.04.2026 to 31.03.2027
3.	2027-28	Lecturer	FY 2026-27 Salary + 10-15 % Hike/Increment	01.04.2027to 31.03.2028
4.	2028-29	Lecturer	FY 2027-28 Salary + 10-15 % Hike/Increment	01.04.2028 to 31.03.2029
5.	2029-30	Lecturer	FY 2028-29 Salary + 10-15 % Hike/Increment	01.04.2029 to 31.03.2030

*As per Company's Increment Cycle and subject to consideration of other valuable aspects and the feedback by the Students.

Very Important: Appointments, Transfers & Posting:

Appointment: This recruitment drive of FTPs is being recommended by Resonance, without getting any liability on it, just to facilitate the new and young talents, to provide them a bridge, for introducing themselves to their prospective employers. These appointments of FTPs are proposed specifically and only for the Associates/Network Partner of Resonance, So the appointed FTPs shall be on the "pay roll" of the respective Associate/Network Partner where he would be suggested to join or be posted as per mutually settled terms and conditions between the candidate/FTP and Associate/Network Partner.

Transfers & Posting: It's Associates/Network Partner may in its absolute discretion transfer and post the FTP candidate at any place in India or abroad as and when the requirement arises:

- Where Resonance or its associate or sister organization has or may form or establish a business setup in future, or
- At any organisation with whom Resonance has some academic collaboration or tie ups.
- During appointment and posting at the Associate/Network Partner, total payable Gross Salary shall be maintained and paid by Associate/Network Partner.
- Candidate shall adhere to the service rules and policies issued by Associate/Network Partner from time to time; and
- On the recommendation of any Associate/Network Partner the Candidate may be asked for relocate to the place of posting as per requirement and he shall not deny to relocate himself based on any reason, failing to report at new place of posting shall amount to breach of Employment Agreement and Associate/Network Partner shall take appropriate action in accordance therewith.

Terms & Conditions:

- Regular Attendance (minimum 90% attendance is compulsory) during FTP.
- 20% refundable deduction for three years and Three Months from the salary of every month from starting of FTP training.
- During FTP and thereafter, the Rules & Regulation of Organization/NPs/Associate shall be applicable. Further, the Organization/ NPs/Associate has all the rights to amend the existing rules & regulations as and when required.
- In case of any dispute, Jurisdiction of Kota City (Rajasthan) shall apply.