

लोक सेवा आयोग  
नेपाल स्वास्थ्य सेवा, सबै समूह, सबै उपसमूह, एघारौं (११) तहको खुला र आन्तरिक प्रतियोगितात्मक परीक्षाको  
लागि पाठ्यक्रम

एवं परीक्षा योजना

यस पाठ्यक्रम योजनालाई दुई चरणमा विभाजन गरिएको छ :

प्रथम चरण :- लिखित परीक्षा (Written Examination)

पूर्णाङ्क :- २००

द्वितीय चरण :- अन्तर्वार्ता (Interview)

पूर्णाङ्क :- ३०

प्रथम चरण(First Phase) : **लिखित परीक्षा योजना (Written Examination Scheme)**

Paper	Subject		Marks	Full Marks	Pass Marks	No. Questions & Weightage	Time Allowed
I	General Subject	Part I: Management	50	100	40	6×5 = 30 (Short answer) 2× 10 = 20 (Long answer)	3.00 hrs
		Part II: General Health Issues	50			4×5 = 20 (Short answer) 3× 10 = 30 (Long answer)	
II	Technical Subject			100	40	4× 15 = 60 (Critical Analysis) 2×20 = 40 (Problem Solving)	3.00 hrs

द्वितीय चरण(Second Phase)

Paper	Subject	Full Marks	Time Allowed
	Interview	30	Oral

द्रष्टव्य :

- लिखित परीक्षाको माध्यम भाषा नेपाली वा अंग्रेजी अथवा नेपाली र अंग्रेजी दुवै हुन सक्नेछ ।
- नेपाल स्वास्थ्य सेवा अन्तर्गतका सबै समूह/सबै उपसमूहहरूको लागि प्रथम पत्रको पाठ्यक्रमको विषयवस्तु एउटै हुनेछ । तर द्वितीय पत्र Technical Subjectको पाठ्यक्रमसमूह/उपसमूहअनुरूप फरक फरक हुनेछ ।
- प्रथमपत्र को लिखित परीक्षा समूह/उपसमूहका लागि संयुक्त रूपमा एउटै प्रश्नपत्रबाट एकैदिन वा छुट्टाछुट्टै प्रश्नपत्रबाटछुट्टाछुट्टै दिन पनि हुन सक्नेछ । यसैगरी द्वितीय पत्रको परीक्षा पनि समूह/उपसमूह अनुसारअलग अलग दिन छुट्टाछुट्टै प्रश्नपत्रबाट हुनेछ ।
- प्रथम पत्रको Part I र Part II को लागि छुट्टाछुट्टै (Part I को लागि एउटा र Part II को लागि एउटा) उत्तरपुस्तिका हुनेछ भने द्वितीय पत्रको लागि प्रत्येक प्रश्नका उत्तरपुस्तिकाहरू छुट्टाछुट्टै हुनेछन् ।
- यस पाठ्यक्रममा जे सुकै लेखिएको भएतापनि पाठ्यक्रममा परेका ऐन, नियमहरू, परीक्षाको मिति भन्दा ३ महिना अगाडी (संशोधन भएका वा संशोधित भई हटाईएका वा थप गरी संशोधित भई कायम रहेका) लाई यस पाठ्यक्रममा परेको सम्झनु पर्दछ ।
- पाठ्यक्रम लागु मिति: २०७४/१२/१९

**Paper I: General Subject**  
**(Management and General Health Issues)**  
**Part I: Management**

1. Management: - concept, principles, functions, scope, role, level and skills of managers
2. Hospital management
3. Primary health care service management
4. Private sector health institution its regulation and management
5. Health institution development and management
6. Health manpower recruitment and development
7. National health training system management
8. Participative management: concept, advantages and disadvantages, techniques of participation
9. Time management: concept, advantages, and disadvantages
10. Conflict management: concept, approaches to conflict, levels of conflict, causes of conflict and strategies for conflict management
11. Stress management: concept, causes and sources of stress, techniques of stress management
12. Change management: concept, sources of organizational changes, resistance to change, management of resistance to change
13. Appreciative inquiry: concept, basic principles and management
14. Financial management: concept, approaches, budget formulation and implementation, auditing and topics related to fiscal management
15. Human resource management: concept, functions and different aspects
16. Project management: concept, process, techniques and approaches
17. Planning: concept, principles, nature, types, instrument and steps; National planning system; MOH/DoHS planning system; Health planning at District level
18. Motivation: concept, theories of motivation, reason for low productivity, techniques of employee motivation

19. Leadership: concept, functions, leadership styles, leadership and management effectiveness
20. Coordination: concept, need, types, techniques, and approaches of effective coordination
21. Communication: concept, communication process and barrier to effective communication, techniques for improving communication
22. Decision-making: importance, types, rational process of decision-making

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## **Part II: General Health Issues**

1. Present Constitution of Nepal (Health and welfare issues)
2. National Health Policy, 2071
3. Second long term health plan (1997-2017)
4. Health sector reform strategy
5. Health sector in current periodical plan
6. Health services act 2053, health service regulation, 2055
7. Organizational structure of Ministry of Health at National, Regional and District and Below
8. Health and human right including women's right, children's right, professional's right, client right and informed consent
9. Gender issues and its address in overall health planning
10. Local governance and decentralization in health
11. International health agencies: role and responsibilities of WHO, UNICEF, UNFPA and interagency relationships
12. International health and different declarations
13. Professional council and related regulations
14. Medical ethics in general and its application
15. Continuous medical education
16. Indigenous and traditional faith healing and health practices
17. Supervision, types and its usage in health sector

18. Monitoring and evaluation system in health
19. Health management information system
20. Health insurance and financing in health care.
21. Environment and health: air pollution, domestic pollution, noise pollution
22. Importance of water, sanitation and hygiene in public health
23. Effects of Disaster in public health: deforestation, land slide, flood, earthquake and fire
24. Effects of Industrial hazards in health
25. Health Volunteers involvement in health service delivery
26. Community involvement in health service delivery
27. Social inclusion in health planning , human resource and services
28. Counseling: - concept, type, importance and its application in health service delivery