

लोक सेवा आयोग
नेपाल शिक्षा सेवा, परीक्षण तथा मूल्याङ्कन समूह, कर्मचारी परीक्षण तथा मूल्याङ्कन उपसमूह, राजपत्राङ्कित तृतीय श्रेणीका पदको
खुला प्रतियोगितात्मक परीक्षाको पाठ्यक्रम

यस पाठ्यक्रम योजनालाई दुई चरणमा विभाजन गरिएको छ :

प्रथम चरण :-	लिखित परीक्षा (Written Examination)	पूर्णाङ्क :- २००
द्वितीय चरण :-	(क) सामूहिक परीक्षण (Group Test)	पूर्णाङ्क :- १०
	(ख) अन्तर्वार्ता (Interview)	पूर्णाङ्क :- ३०

परीक्षा योजना (Examination Scheme)

प्रथम चरण : लिखित परीक्षा(Written Examination)

पूर्णाङ्क :- २००

पत्र	विषय	खण्ड	पूर्णाङ्क	उत्तीर्णाङ्क	परीक्षा प्रणाली		प्रश्नसंख्या × अङ्क	समय
प्रथम	General Subject	Part I: General Awareness & General Ability Test	१००	४०	वस्तुगत (Objective)	बहुवैकल्पिक प्रश्न (MCQs)	५० प्रश्न × १ अङ्क	१ घण्टा ३० मिनेट
		Part II: General Technical Subject					५० प्रश्न × १ अङ्क	
द्वितीय	Technical Subject		१००	४०	विषयगत (Subjective)	छोटो उत्तर लामो उत्तर	४ प्रश्न × ५ अङ्क ८ प्रश्न × १० अङ्क	३ घण्टा

द्वितीय चरण : सामूहिक परीक्षण (Group Test) र अन्तर्वार्ता (Interview)

पूर्णाङ्क :- ४०

पत्र /विषय	पूर्णाङ्क	उत्तीर्णाङ्क	परीक्षा प्रणाली	समय
सामूहिक परीक्षण (Group Test)	१०		सामूहिक छलफल (Group Discussion)	३० मिनेट
अन्तर्वार्ता (Interview)	३०		बोर्ड अन्तर्वार्ता(Board Interview)	-

द्रष्टव्य :

- लिखित परीक्षाको माध्यम भाषा नेपाली वा अंग्रेजी अथवा नेपाली र अंग्रेजी दुवै हुनेछ ।
- प्रथमपत्र र द्वितीयपत्रको लिखित परीक्षा छुट्टाछुट्टै हुनेछ ।
- वस्तुगत बहुवैकल्पिक (Multiple Choice) प्रश्नहरूको गलत उत्तर दिएमा प्रत्येक गलत उत्तर बापत २० प्रतिशत अङ्क कट्टा गरिनेछ । तर उत्तर नदिएमा त्यस बापत अङ्क दिइने छैन र अङ्क कट्टा पनि गरिने छैन ।
- बहुवैकल्पिक प्रश्नहरू हुने परीक्षामा कुनै प्रकारको क्याल्कुलेटर (Calculator) प्रयोग गर्न पाइने छैन ।
- विषयगत प्रश्नहरूको हकमा तोकिएको अंकको एउटा लामो प्रश्न वा एउटै प्रश्नका दुई वा दुई भन्दा बढी भाग (Two or more parts of a single question) वा एउटा प्रश्न अन्तर्गत दुई वा बढी टिप्पणीहरू (Short notes) सोध्न सकिने छ ।
- द्वितीय पत्रमा (विषयगत प्रश्न हुनेका हकमा) प्रत्येक खण्डका लागि छुट्टाछुट्टै उत्तरपुस्तिकाहरू हुनेछन् । परीक्षार्थीले प्रत्येक खण्डका प्रश्नहरूको उत्तर सोहीखण्डको उत्तरपुस्तिकामा लेख्नुपर्नेछ ।
- यस पाठ्यक्रम योजना अन्तर्गतका पत्र/विषयका विषयवस्तुमा जेसुकै लेखिएको भए तापनि पाठ्यक्रममा परेका कानून, ऐन, नियम तथा नीतिहरू परीक्षाको मिति भन्दा ३ महिना अगाडि (संशोधन भएका वा संशोधन भई हटाईएका वा थप गरी संशोधन भई) कायम रहेकालाई यस पाठ्यक्रममा परेको सम्भन्नु पर्दछ ।
- प्रथम चरणको परीक्षाबाट छनौट भएका उम्मेदवारहरूलाई मात्र द्वितीय चरणको परीक्षामा सम्मिलित गराइनेछ ।
- यस भन्दा अगाडि लागू भएका माथि उल्लेखित सेवा, समूहको पाठ्यक्रम खारेज गरिएको छ ।
- पाठ्यक्रम लागू मिति : - २०७६/०७/२५

प्रथम पत्र (Paper I): General Subject

Part (I) : - General Awareness & General Ability Test (50 Marks)

1. **General Awareness and Contemporary Issues (25 ×1 Mark = 25 Marks)**
 - 1.1 Physical, socio-cultural and economic geography and demography of Nepal
 - 1.2 Major natural resources of Nepal
 - 1.3 Geographical diversity, climatic conditions, and livelihood & lifestyle of people
 - 1.4 Notable events and personalities, social, cultural and economic conditions in modern history of Nepal
 - 1.5 Current periodical plan of Nepal
 - 1.6 Information on sustainable development, environment, pollution, climate change, biodiversity, science and technology
 - 1.7 Nepal's international affairs and general information on the UNO, SAARC & BIMSTEC
 - 1.8 The Constitution of Nepal (From Part 1 to 5 and Schedules)
 - 1.9 Governance system and Government (Federal, Provincial and Local)
 - 1.10 Provisions of civil service act and regulation relating to constitution of civil service, organisational structure, posts of service, fulfillment of vacancy and code of conduct
 - 1.11 Functional scope of public services
 - 1.12 Public Service Charter
 - 1.13 Concept, objective and importance of public policy
 - 1.14 Fundamentals of management : planning, organizing, directing, controlling, coordinating, decision making, motivation and leadership
 - 1.15 Government planning, budgeting and accounting system
 - 1.16 Major events and current affairs of national and international importance
2. **General Ability Test (25 ×1 Mark = 25 Marks)**
 - 2.1 **Verbal Ability Test (8×1 Mark = 8 Marks)**

Jumble words, Series, Analogy, Classification, Coding-Decoding, Matrix, Ranking Order Test, Direction and Distance Sense Test, Common Sense Test, Logical Reasoning, Assertion and Reason, Statement and Conclusions
 - 2.2 **Numerical Ability Test (9×1 Mark = 9Marks)**

Series, Analogy, Classification, Coding, Arithmetical reasoning/operation, Percentage, Ratio, Average, Loss & Profit, Time & Work, Data interpretation & Data verification
 - 2.3 **Non-verbal/Abstract Ability Test (8×1 Mark = 8 Marks)**

Figure Series, Figure Analogy, Figure Classification, Figure Matrix, Pattern Completion/Finding, Analytical Reasoning Test, Figure Formation and Analysis, Rule Detection, Water images, Mirror images, Cubes and Dice & Venn-diagram

Part (II) : - General Technical Subject (50 Marks)

- 1. Modern Psychology (18%)**
 - 1.1. Rise of Modern Psychology in nineteenth century (6%)**
 - 1.1.1 Birth of Modern psychology as a scientific discipline.
 - 1.1.2 Contribution of Wilhelm Wundt, William James and Sigmund Freud at the end of nineteenth century.
 - 1.2. Psychology in Twentieth Century (6%)**
 - 1.2.1 Development of positive science of psychology and rise of Behaviorism.
 - 1.2.2 Other perspectives in psychology - Psychoanalysis, Gestalt psychology, Humanistic psychology, and Cognitive psychology.
 - 1.3. New Trends in Psychology from 80s to beginning of 21st century (6%)**
 - 1.3.1 Cultural, Indigenous and Cross-Cultural approaches in psychologies.
 - 1.3.2 Socio-cultural approaches and Post modernism thought in psychology.
 - 1.3.3 Development of scopes of psychology e.g., environmental & ecological psychologies, community psychology, psychobiology, positive psychology etc.
- 2. Concepts, Principles and Practices of Fundamental Psychological Processes (42%)**
 - 2.1 Understanding the world: Cognition (8%)**
 - 2.1.1 Origin and emergence of cognitive approaches in psychology.
 - 2.1.2 **Attention and Sensation:** primary source of cognition.
 - 2.1.3 **Perception:** Perceptual process involved in different sensory modalities and the role of nervous systems.
 - 2.1.4 **Perception of physical objects:** Structural factors involved in perception (perception of object, shape, distance, illusion and hallucination)
 - 2.1.5 **Perception of social objects:** Functional factors involved in perception (e.g., factors determining the perception of self and others: person perception, implicit personality theory, impression formation, and schema). Consequences of social perception, role of attribution.
 - 2.1.6 **Social perception and work organization:** performance appraisal and potential sources of errors i.e., error in attribution, halo effect, leniency error and stereotypes
 - 2.2 Learning (14%)**
 - 2.2.1 Nature, characteristics, and process of learning
 - 2.2.2 **Theories of learning**
 - 2.2.2.1 Behaviorist approaches: Contributions of Pavlov, Skinner, Thorndike, Bandura & social learning theory.
 - 2.2.2.2 Cognitive approaches: Contributions of Tolman, Kohler, Piaget and the impact of computer technology on learning and instruction
 - 2.2.3. Learning theories in explaining the development of attitudes & prejudices
 - 2.2.4. Use of learning theories in work organization: Training and knowledge and skill development in organization, advantages and significance of training, varieties of training (on the job training, off the job training – i.e., apprenticeship training, internship training, etc.)
 - 2.3 Memory: (10%)**
 - 2.3.1 Nature and basic process of memory (coding, storage and retrieval)
 - 2.3.2 **Cognitive theory of memory** (information processing theory/three stages model theory): nature, process and types of Sensory memory

- (echoic and iconic memories), short-term memory (concept of Miller's slots) and long-term memory (declarative memory – semantic and episodic memories, and procedural memory)
- 2.3.3. **Retrieval process:** Remembering and forgetting. Theories that explain Qualitative and quantitative remembering and forgetting.
- 2.3.4. **Amnesia:** Biological & psychological causes of amnesia and their types
- 2.4 Thinking: (10%)**
- 2.4.1 **Basic nature and different forms of thinking:** Thinking and imagination - similarities and difference (e.g., creative thinking and day dreaming).
- 2.4.2 **Tools in thinking:** symbols, images, and concepts.
- 2.4.3 **Major types and stages of thinking:** Creative thinking, Problem solving thinking (decision making), Critical thinking,
- 2.4.4 **Other types of thinking:** Directed thinking, autistic thinking, convergent and divergent thinking etc.
- 2.4.5 **Decision making in management and organization:** Meaning, types, steps, rationality, and common difficulties in decision making.
- 3. Motivation and Emotion (20%)**
- 3.1. Motivation: (10%)**
- 3.1.1 Concept and importance of motivation in academic and professional settings.
- 3.1.2 Views on intrinsic and extrinsic motivation, biological and social needs and their significance in both individual and social life.
- 3.1.3 Psycho-biological, psychoanalytical, humanistic and socio-cultural approaches to motivational study.
- 3.1.4 **Work motivation:** Basic concepts of needs, incentive, reinforcement, feedback, punishment, achievement motivation, Job satisfaction. Some representative theories of work motivation – Expectancy theory, goal setting theory, and equity theory.
- 3.2 Emotion (10%)**
- 3.2.1 Emotion and its importance on individual's subjective well being as well in social settings.
- 3.2.2 Understanding body language and forming impression.
- 3.2.3 Emotional intelligence and its importance in dealing with other people.
- 4. Personality (10%)**
- 4.1. **Meaning and importance of personality** in terms of individual differences.
- 4.2 **Determinants of personality:** Biological and environmental (natural and socio-cultural) determinants of personality
- 4.3 **Theories of Personality:** Descriptive (type and trait theories) and Developmental theories (Sigmund Freud).
- 4.4 **Personality and job:** Selection, screening and training for right person in right job
- 5. Group Psychology and Organization (10%)**
- 5.1. Nature, importance, and goals of group.
- 5.2. **Formation of group:** Stages of group development – five stage model of group development.
- 5.3. Group norms, cohesiveness and morale
- 5.4. **Group functions:** group processes, group task, group decision making and groupthink
- 5.5. **Group conflicts:** in-groups and out-groups, prejudice and conflicts
- 5.6. Leadership and group