Section A - 20 Marks

1. Human Resource Practices
   1.1 Human Resource Management: Introduction, concept, features and objectives and strategies. Roles of HRM — employment policies, involvement policies, reward policies, work system policies.
   1.2 Human Resource Planning: Concept, importance, approaches, objectives and requirements of effective HRP, methods and techniques of determining HR requirements, analysis of Human Resource Information system, HRP process (analysis, determine objectives and policies, forecast, action plan control and evaluation). Assessing current human resources.
   1.3 Human Resource Development: Concept, need, principles of designing HRD (continuous development, ownership and management), learning for development, needs, serving individual/organization, investment in time/organization

2. Psychological basis of personnel selection
   2.1. Psychology of individual differences, its importance and application in personnel selection
   2.2. Individual differences in physical, mental (cognitive) and personality and their implication in personnel selection

Section B - 30 Marks

3. Personnel Selection
   3.1. Job Analysis and Job Description: Job design, approaches, characteristic, description and job analysis. Methods of job study, purpose of job analysis, job specification and evaluation.
   3.3. Practice of personnel selection in Nepalese context in government, semi-government and non-government organizations/institutions.
   3.4. Role of Public Service Commission in public personnel selection in Nepal.

6. Curriculum Development
   6.1. Concept, need and purpose of curriculum in personnel selection
   6.2. Theories of curriculum development and the factors influencing curriculum development
   6.3. Curriculum construction process: goal setting, content selection, organization and implementation. Follow-up and feedback for curriculum revision and refinement.
Section C - 30 Marks

4. **Psychological measurement**
   4.1. Development of various types of standardized tests in psychology and their application. Importance and contributions of tests in organizations for selection and evaluation of the individuals.
   4.1. Concepts, descriptions, development, measurement, validity and reliability of the psychological tests: Standardized and non-standardized tests, process of test development (item analysis, construction, standardization of tests and adoption of tests in cultural context). Concept and criteria of reliability and validity of tests and the methods of measurement, administration and interpretation of test data.
   4.3. Major tests of personnel selection: General and Specific ability tests, intelligence tests, personality tests, aptitude tests, vocational tests, interest inventories, attitude scales.
   4.4. Basic statistics: Frequency Distribution, central Tendencies, measures of Variation, probability, sampling, correlation, reliability and validity, item Analysis and inferential statistics

Section D - 20 Marks

5. **Research activities**
   5.1. Concept, nature, importance and goals of research in organization and management.
       Use of research findings in selection and evaluation.
   5.2. Types of Research: Qualitative and Quantitative, descriptive, explanatory, theory testing/building, advocacy, and cross-cultural research.
       Methods and tools for data collection.
   5.3. Proposal Writing: Identification of problems, need and rationale of study, review of relevant literature, study objectives (and/or hypothesis), Research design (sample size, sampling method, procedures, selection of tools for data collection, etc.).
   5.4. Report Writing: Presentation of data and interpretation of the result. Dissemination and application of the findings.
लोक सेवा आयोग
नेपाल शिक्षा सेवा, परीक्षण तथा मूल्यांकन समूह, कर्मचारी परीक्षण तथा मूल्यांकन उपसमूहको राजप्राप्त तृतीय बेचारको खुला प्रतियोगितात्मक परीक्षणको सह्यक्रम

प्रथम चरणको लिखित परीक्षावाट ५० सेकेंट भएका उम्मेदवारहरूलाई मात्र लिइन सामूहिक परीक्षण (Group Test) को लागि

सामूहिक छलफल (Group Discussion)

यस प्रयोजनको लागि गरिने परीक्षण ५० पूर्णांक र ३० मिनेट अवधिको हुनेछ जुन नेताविभिन्न सामूहिक छलफल (Leaderless Group Discussion) को रूपमा अवलम्बन गरिने छ। दिदेखिएको प्रश्न वा Topic का विषयमा वेदान्तधारा संबंधमा सम्बन्धित सम्मिलनमा समूह छलफल गर्ने प्रत्येक उम्मेदवारले प्रतिकृत प्रस्तुति (Individual Presentation) गर्नु पनेछ। यस परीक्षणमा मूल्यांकनको लागि देखि अनुसार ३ जना भन्दा बढी को समिल हुनेछ।

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सामूहिक छलफलमा दिइने नमुना प्रश्न वा Topic

उदाहरणको लागि - उर्जा संकट, गरीबी निवारण, स्वास्थ्य बीमा, खाद बुझा, प्रतिभा पनायन जस्ता Topics मध्ये कृपया एक Topic मात्र दिइनेछ।