

स्वास्थ्य निर्देशनालय  
कोशी प्रदेश, धनकुटा  
नेपाल शिक्षा सेवा, परीक्षण तथा मूल्यांकन समूह, सातौं तह, मनोविद/ मनोविज्ञानवेत्ता पदको  
प्रतियोगितात्मक लिखित परीक्षाको पाठ्यक्रम

परीक्षा योजना (Examination Scheme)

विषय	पूर्णाङ्क	उत्तीर्णाङ्क	परीक्षा प्रणाली	प्रश्न संख्या x अङ्क	समय
Technical Subject	५०	२०	विषयगत (Subjective)	१० x ५ अङ्क	१ घण्टा ३० मिनेट

द्वितीय पत्र (Paper II) : Technical Subject

**Section A - 10 Marks**

**1. Human Resource Practices**

**10%**

**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**

**10%**

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 - 15 Marks**

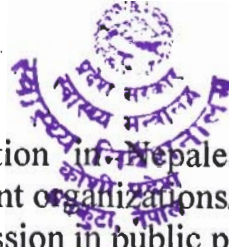
**3. Personnel Selection**

**20%**

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.

3.2. **Personnel Selection:** Recruitment, selection and placement. Basis of selection, screening and cultural context, Major areas of individual differences and manpower requirement. Internal and external recruitment Ethical issues in personnel selection and practices. Socio-cultural trends in Personnel Selection. Personnel Selection Approaches:

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- 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.

#### **4. Curriculum Development**

**10%**

- 4.1. Concept, need and purpose of curriculum in personnel selection
- 4.2. Theories of curriculum development and the factors influencing curriculum development
- 4.3. Curriculum construction process: goal setting, content selection, organization and implementation. Follow-up and feedback for curriculum revision and refinement.
- 4.4. Current trends in curriculum organization and development.

#### **Section C - 15 Marks**

#### **5. Psychological measurement**

**30%**

- 5.1. 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.
- 5.2 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.
- 5.3. Major tests of personnel selection: General and Specific ability tests, intelligence tests, personality tests, aptitude tests, vocational tests, interest inventories, attitude scales.
- 5.4. Basic statistics: Frequency Distribution, central Tendencies, measures of Variation, probability, sampling, correlation, reliability and validity, item Analysis and inferential statistics

#### **Section D - 10 Marks**

#### **6. Research activities**

**20%**

- 6.1. Concept, nature, importance and goals of research in organization and management.  
Use of research findings in selection and evaluation.
- 6.2. Types of Research: Qualitative and Quantitative, descriptive, explanatory, theory testing/building, advocacy, and cross-cultural research.  
Methods and tools for data collection.
- 6.3. 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.).
- 6.4. Report Writing: Presentation of data and interpretation of the result. Dissemination and application of the findings.

द्रष्टव्यः लिखित परीक्षाको माध्यम भाषा नेपाली वा अंग्रेजी वा नेपाली र अंग्रेजी दुवै हुनेछ ।

निर्देशक