

# नेपाल विद्युत प्राधिकरण

प्राविधिक सेवा, सबै समूह/उपसमूहका तह-१० प्रबन्धक पदको  
खुला तथा आन्तरिक प्रतियोगितात्मक लिखित परीक्षाको पाठ्यक्रम

१. लिखित परीक्षाको विषय, पूर्णाङ्क, परीक्षा प्रणाली, प्रश्नसंख्या, अंकभार र समय निम्नानुसार हुनेछ ।

पत्र	विषय	पूर्णाङ्क	उत्तिर्णाङ्क	खण्ड	परीक्षा प्रणाली	प्रश्न संख्या	प्रति प्रश्न अंकभार	समय
प्रथम	शासकीय प्रबन्ध, व्यावसायिकता र सेवा सम्बन्धी सामान्य विषय	१००	४०	(क) शासकीय प्रबन्ध, व्यवस्थापन र व्यावसायिकता	छोटो उत्तर दिने प्रश्न	१०	५	३ घण्टा
				(ख) सेवा सम्बन्धी सामान्य विषय	लामो उत्तर दिने प्रश्न	५	१०	
द्वितीय	सेवा सम्बन्धी (विस्तृत ज्ञान)	१००	४०	विश्लेषणात्मक समीक्षा		४	१५	३ घण्टा
				विश्लेषणात्मक र समाधान मूलक उत्तर		२	२०	

- प्राविधिक सेवा अन्तर्गतका सबै समूह/उपसमूहहरूको प्रथम पत्रको पाठ्यक्रम एउटै हुनेछ । प्रथम पत्रको लिखित परीक्षा सबै समूह/उपसमूहका लागि संयुक्त रूपमा एउटै प्रश्नपत्रबाट एकैदिन वा छुट्टाछुट्टै प्रश्नपत्रबाट छुट्टाछुट्टै दिन हुन सक्नेछ ।
- प्रथमपत्र र द्वितीयपत्रको परीक्षा फरक फरक हुनेछ ।
- दुवै पत्रको प्रत्येक खण्डको लागि फरक फरक उत्तर पुस्तिका प्रयोग गर्नुपर्नेछ ।
- लिखित परीक्षाको माध्यम भाषा नेपाली वा अंग्रेजी वा दुवै हुन सक्नेछ ।
- प्रश्नहरू यथासम्भव सबै इकाईबाट पर्नेगरी र नेपालको सन्दर्भमा सोधिने छन् । लामो उत्तर दिनुपर्ने प्रश्न एकै वा खण्ड खण्ड गरी (दुइ वा सो भन्दा बढी) सोध्न सकिनेछ । यस्तो प्रश्न एक भन्दा बढी इकाईबाट पर्ने गरी सोध्न सकिनेछ ।
- यस पाठ्यक्रममा जेसुकै लेखिएको भएता पनि पाठ्यक्रममा परेका ऐन, नियमहरू परीक्षाको मिति भन्दा ३ महिना अगाडि (संशोधन भएका वा संशोधन भई हटाइएका वा थप गरी संशोधन भई ) कायम रहेकालाई यस पाठ्यक्रममा परेको सम्भन्तु पर्दछ ।
- परीक्षामा कालो मसी भएको कलम वा डटपेन मात्र प्रयोग गर्नुपर्नेछ ।

**प्रथम पत्र:**

**खण्ड (क)**

**शासकीय प्रबन्ध, व्यवस्थापन र व्यावसायिकता  
(Governance, Management and Professionalism)**

**– ( 50 Marks)**

## 1. Governance

- 1.1. Meaning, features and dimensions of governance
- 1.2. Global Governance System
- 1.3. Corporate governance System
- 1.4. The federal, provincial and local level governance

## 2. Public Administration

- 2.1. Concept of Public Administration
- 2.2. Basics elements of Personnel Administration
- 2.3. financial Administration: Budget Preparation, Implementation, Monitoring and Evaluation
- 2.4. Fiscal Federalism: Managing Federal, Provincial and Local Government Revenue and Expenditure
- 2.5. Financial Internal control
- 2.6. Public Policy: Formulation, Implementation, Monitoring and Evaluation

## 3. Management and Financial Analysis

- 3.1. Contemporary issues and Emerging concept of management
- 3.2. Role and Importance of Leadership, Motivation, Team work, Decision making, Control and coordination in Management
- 3.3. Corporate planning and strategic management

- 3.4. Corporate social responsibility
- 3.5. Project management: Project Planning and Scheduling: Network models, CPM/PERT, Manpower planning and resource scheduling, Project preparation for implementation and justification, Project monitoring and control: System of control, Project control cycle, Feedback control systems, Cash control, Capital Planning and Budgeting: Capital planning procedures, Preparation of operating budgets, fixed and flexible budget, budgetary control
- 3.6. Management Information system
- 3.7. Issues and Challenges of Human Resource Management in Public Enterprises of Nepal
- 3.8. Financial analysis: Methods of financial analysis such as benefit cost ratio, internal rate of return, net present value, payback period, minimum attractive rate of return and their application; Concept of EIRR and FIRR; tariff structure

#### **4. Ethics, morality and Accountability**

- 4.1. Essence, determinants, consequences and dimensions of ethics
- 4.2. Human values
- 4.3. Ethics in public service
- 4.4. Ethical issues in public service delivery and utilization of public funds
- 4.5. Challenges of corruption and corruption control strategies
- 4.6. Accountability, responsibility and authority
- 4.7. Compliance mechanism of public accountability
- 4.8. Nepal's public accountability system

#### **5. Professionalism**

- 5.1. The foundational values for public service - integrity, impartiality, dedication, empathy, tolerance and compassion
- 5.2. Time management, Resource management, Change management, Technology management, Information management, Performance Management, Grievance management, Team management, Conflict management, Crisis management, Stress management, Risk management, Participative management, Disaster Management and Work culture
- 5.3. Talent management
- 5.4. Negotiation skills

**खण्ड (ख) :**

**सेवा सम्बन्धी सामान्य विषय  
(Service Related General Issues)**

**-50 Marks**

#### **1. Constitution, Policy, Act and Rules**

- 1.1. Present Constitution of Nepal
- 1.2. Nepal Electricity Act, 2041
- 1.3. Nepal Electricity Authority, Present Employee Service by laws
- 1.4. Public Procurement Act, 2063
- 1.5. Nepal Electricity Authority, Present Financial Administration by laws
- 1.6. Electricity Act, 2049 and Electricity Regulation, 2050
- 1.7. Electricity Regulatory Commission Act, 2074
- 1.8. Concept Paper and Action Plan relating to National Energy Crisis control and electricity development decade, 2072
- 1.9. Good Governance ( Management and Operation) Act, 2064
- 1.10. Water Resources Policy, 2058
- 1.11. Corruption Control Act, 2059
- 1.12. Land Acquisition Act, 2034
- 1.13. Environment Protection Act, 2053 and Environment Protection Regulation, 2054

#### **2. Power Sector Development in Nepal**

- 2.1 Energy Supply & Demand - trend and challenges
- 2.2 Power Sector Development - history, generation structure, challenges and prospects
- 2.3 Private sector's participation in hydropower and Solar generation
- 2.4 Power Development Agreement (PDA), Power Purchase Agreement (PPA) , licensing, feasibility study, detail project report

- 2.5 Role of community electrifications and AEPC in public access to electricity
- 2.6 Nepal Electricity Authority: Corporate structure, functions of different business groups, NEA's Subsidiary & Associate Companies, objective, achievement and challenges
- 2.7 Concept of NEA Restructuring in federal context, Operational Performance
- 2.8 Various model of Investment for Hydropower development

### **3. New Trends of Power Sector**

- 3.1 Energy security, present and future energy mix scenario of Nepal, BBIN, SAARC and the world
- 3.2 Trade and supply of energy and International Energy market trends
- 3.3 Global efforts and achievements on Energy efficiency, energy intensity
- 3.4 UN Initiatives on Sustainable and renewable energy promotion
- 3.5 Concept of Energy banking
- 3.6 Cross Border Grid Connectivity
- 3.7 Recent international practices in power sector reform; Energy wheeling charge, Energy pool market, Availability based tariff

### **4. Development**

- 4.1 Concept of development administration
- 4.2 Globalization
- 4.3 Privatization
- 4.4 Planning in Nepal: efforts, achievement and challenges
- 4.5 Peoples participation in development
- 4.6 Sustainable Development
- 4.7 Diversity Management
- 4.8 Public Private Partnership
- 4.9 Development partners in development processes and foreign aid mobilization

