

लोक सेवा आयोग

नेपाल प्रशासन सेवा, राजपत्रांकित प्रथम श्रेणी, सहसचिव वा सो सरह पदको खुला र आन्तरिक
प्रतियोगितात्मक परीक्षाको लागि पाठ्यक्रम

द्वितीय पत्र : सार्वजनिक क्षेत्र व्यवस्थापनमा जवाफदेहिता, नैतिकता र व्यवसायिकता (Public Accountability, Ethics and Professionalism in Public Sector Management)

यस पत्रको उद्देश्य आवधिक निर्वाचनको माध्यमबाट सत्तामा पुगेको सरकारका प्रतिबद्धताहरुलाई मूर्तरूप दिने नीति निर्माण र यसको प्रभावकारी कार्यान्वयनमा हर प्रकारले सहयोग पुऱ्याउने उच्च तहका यी कर्मचारीहरु लोकतान्त्रिक निजामती सेवाको अन्तरङ्ग (Core) मूल्यहरु, उच्च व्यवसायिक नैतिकता, इमानदारिता, निष्पक्षता, वस्तुनिष्ठ, न्याययुक्त (Fairness), सदाचारी (भ्रष्ट प्रवृत्ति नभएको), कानुनी राज्य प्रति प्रतिबद्ध, स्पष्टवक्ता, प्रशासनको दिशानिर्देश गर्न सक्ने, मातहतका कर्मचारी तथा सम्पूर्ण सरोकारवालाहरुको यथोचित संलग्नता र सहभागिताबाट लोकतन्त्रको प्रतिफल वितरण गर्न सक्ने व्यक्तिको रूपमा सबैले विश्वास गर्ने जस्ता कौशल/क्षमता/गुणहरुको परिक्षण गर्ने रहेको छ।

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1. Ethics and Morality

- 1.1 Essence, determinants, consequences and dimensions of ethics
- 1.2 Human values - lessons from the lives and teachings of great thinkers, philosophers, reformers and administrators
- 1.3 Role of family, society, educational institutions and other relevant institutions in inculcating moral values and responsibilities
- 1.4 Basic tenets of eastern philosophy and civilization and their impact on Nepalese society, culture, tradition, values and administrative system
- 1.5 Spiritualism in public affairs management
- 1.6 Sources of ethical guidance
- 1.7 Ethics in public service
- 1.8 Principles of public life
- 1.9 Power, ethics and ethical organisation
- 1.10 Ethical issues in public service delivery and utilization of public funds
- 1.11 Challenges of corruption and corruption control strategies

2. Public Accountability

- 2.1 Public accountability, democracy and good governance
- 2.2 Accountability, responsibility and authority
- 2.3 Doctrines and principles of public accountability
- 2.4 Public accountability, transparency and open governance
- 2.5 Changing concept of public accountability
- 2.6 Compliance mechanism of public accountability
- 2.7 Nepal's public accountability system

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3. **Professionalism in Public Management**

- 3.1 The foundational values for public service - integrity, impartiality, non-partisanship, objectivity, dedication, empathy, tolerance and compassion
 - 3.2 Applications of public management for developing professionalism - 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
 - 3.3 Talent management
 - 3.4 Negotiation skills
 - 3.5 Organizational behavior and leadership
 - 3.6 Deprofessionalism tactics
 - 3.7 Attitude and its relation with thought and behaviour; moral and political attitudes; social influence and persuasion
 - 3.8 Emotional intelligence and its relevance in public management and governance
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