

**राष्ट्रिय वाणिज्य बैंक लिमिटेड**  
तह ८, प्रबन्धक (कृषि) (प्रशासन सेवा, कृषि समूह)  
खुला प्रतियोगितात्मक लिखित परिक्षाको पाठ्यक्रम

सेवा :- प्रशासन  
तह :- ८

समूह :- कृषि  
पद :- प्रबन्धक (कृषि)

उपसमूह :-  
किसिम :- खुला

पाठ्यक्रम योजनालाई निम्नानुसारका दुई चरणमा विभाजन गरिएको छ ।

प्रथम चरण :- लिखित परीक्षा

पूर्णाङ्क :- २००

द्वितीय चरण :- अन्तर्वार्ता

पूर्णाङ्क :- ३०

**परीक्षा योजना (Examination Scheme)**

**१. प्रथम चरण : लिखित परीक्षा (Written Examination)**

पत्र	विषय	पूर्णाङ्क	उत्तीर्णाङ्क	परीक्षा प्रणाली		प्रश्नसंख्या x अङ्क	समय
प्रथम	Banking and Organizational Management	१००	४०	विषयगत	विश्लेषणात्मक प्रश्न	१० प्रश्न x १० अङ्क	३ घण्टा
द्वितीय	Agriculture Economy and Management	१००	४०	विषयगत	तर्कयुक्त विश्लेषणात्मक प्रश्न	६ प्रश्न x १० अङ्क	३ घण्टा
					समस्या समाधानमुलक प्रश्न	२ प्रश्न x २० अङ्क	

**२. द्वितीय चरण : अन्तर्वार्ता (Interview)**

विषय	पूर्णाङ्क	परीक्षा प्रणाली
अन्तर्वार्ता	३०	मौखिक

**दृष्टव्य :**

- लिखित परीक्षाको माध्यम भाषा नेपाली वा अंग्रेजी अथवा नेपाली र अंग्रेजी दुवै हुन सक्नेछ ।
- प्रथम र द्वितीय पत्रको लिखित परीक्षा छुट्टाछुट्टै हुनेछ ।
- लिखित परीक्षामा सोधिने प्रश्नसंख्या र अंकभार यथासम्भव सम्बन्धित पत्र/विषयमा दिईए अनुसार हुनेछ ।
- विषयगत प्रश्नहरूको हकमा 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 ।
- विषयगत प्रश्न हुने पत्र/विषयका प्रत्येक भाग/खण्ड/एकाइका प्रश्नका लागि छुट्टाछुट्टै उत्तरपुस्तिका हुनेछन् । परिक्षार्थीले प्रत्येक भाग/खण्ड/एकाइका प्रश्नको उत्तर सोही भाग/खण्ड/एकाइको उत्तरपुस्तिकामा लेख्नुपर्नेछ ।
- यस पाठ्यक्रम योजना अन्तर्गतका पत्र/विषयका विषयवस्तुमा जुन सुकै कुरा लेखिएको भए तापनि पाठ्यक्रममा परेका कानून, ऐन, नियम, विनियम तथा नीतिहरू परीक्षाको मिति भन्दा ३ महिना अगाडि (संशोधन भएका वा संशोधन भई हटाईएका वा थप गरी संशोधन भई) कायम रहेकालाई यस पाठ्यक्रममा परेको सम्झनु पर्दछ ।
- प्रथम चरणको परीक्षाबाट छनौट भएका उम्मेदवारहरूलाई मात्र द्वितीय चरणको परीक्षामा सम्मिलित गराइनेछ ।
- पाठ्यक्रम स्वीकृत मिति: २०८२/०९/१७

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प्रथम पत्र (Paper – I)

**Banking and Organizational Management**

**Section – A (50 Marks)**

**1 Banking and Related Institutions**

- 1.1 The Central Bank: Nepal Rastra Bank
- 1.2 Commercial Banking in Nepal: Evolution and Status
- 1.3 Rastriya Banijya Bank: Role, Contribution, Challenges and Prospects
- 1.4 Banks and Financial Institutions in Nepal: Role, Financial Indicators
- 1.5 Non-Banking Financial Institutions in Nepal: Role, Performance
- 1.6 Credit Information Center Ltd (CICL)
- 1.7 Nepal Clearing House Ltd (NCHL)
- 1.8 Credit Rating Agencies

**2 Banking Related Laws and Directives**

- 2.1 Nepal Rastra Bank Act, 2058
- 2.2 Bank and Financial Institution Act, 2073
- 2.3 Payment and Settlement Act, 2075
- 2.4 Money Laundering Prevention Act, 2064
- 2.5 Banking Offence and Punishment Act, 2064
- 2.6 Foreign Exchange (Regulation) Act, 2019
- 2.7 Electronic Transaction Act, 2063
- 2.8 Negotiable Instruments Act, 2034
- 2.9 बैंक तथा वित्तीय संस्थाको ऋण असुली ऐन, २०५८
- 2.10 Unified Directives and Circulars issued by Nepal Rastra Bank for Banks and Financial Institutions in Nepal

**3 Other Related Laws and Bylaws**

- 3.1 Company Act, 2063
- 3.2 Income Tax Act, 2058
- 3.3 Labor Act, 2074
- 3.4 Public Procurement Act, 2063
- 3.5 Bonus Act, 2030
- 3.6 Right to Information Act, 2064
- 3.7 सूचना तथा सञ्चार प्रविधि नीति, २०७२
- 3.8 राष्ट्रिय साइबर सुरक्षा नीति, २०८०
- 3.9 राष्ट्रिय वाणिज्य बैंक, कर्मचारी सेवा विनियमावली, २०७०

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**Section – B (50 Marks)**

- 4 Financial Markets and Banking Operation**
- 4.1 Basic Understanding of Financial Markets
  - 4.2 Interest Rates Determination
  - 4.3 Interest Rates Structures, Yield Curves
  - 4.4 Commercial Banking Operations
    - 4.4.1 Sources and Uses of Funds by Banks
    - 4.4.2 Off-Balance Sheet Activities
    - 4.4.3 Payment, Settlement and Clearing
    - 4.4.4 International Banking
- 5 Organizational Management and Planning**
- 5.1 Human Resource Management, Succession Planning, Knowledge Management
  - 5.2 Stress Management, Conflict Management, Time Management
  - 5.3 Strategic Management
  - 5.4 Risk Management
  - 5.5 Business Intelligence
  - 5.6 Business Continuity Plan (BCP)
  - 5.7 Project Appraisal, Financial Statement Analysis and Break-even Analysis
  - 5.8 Sources and Uses of Funds
  - 5.9 Principles and Utility of Budget
- 6 Organizational Behavior and Development**
- 6.1 Employee Motivation
  - 6.2 Performance Monitoring and Evaluation
  - 6.3 Management Information System
  - 6.4 Communication: Skill, Approach, Issues and Challenges
  - 6.5 Decision Making: Process, Effectiveness and Efficiency
  - 6.6 Managing Organizational Changes and Innovations
  - 6.7 Leadership Development
  - 6.8 Entrepreneurship Skills and Development
  - 6.9 Emotional Intelligence, Empathy
  - 6.10 Grievance Handling

**Syllabus Division**

Subject	Section	Marks	Unit	Question Model
Banking and Organizational Management	A	50	1	5 Question x 10 Marks
			2	
			3	
	B	50	4	5 Question x 10 Marks
			5	
			6	

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**द्वितीय पत्र (Paper – II)**

**Agriculture Economy and Management**

**Section – A (50 Marks)**

**1. Agriculture in Nepal: Plan, Policy and Environment**

- 1.1 Agriculture Sector in Periodic Plans of Nepal
- 1.2 National Agriculture Policy, Objectives, Importance and Interrelationship of Policy
- 1.3 Agricultural Development Strategy (ADS): Recent status, constraint in program implementation, monitoring and evaluation of ADS efforts and policies
- 1.4 Targets, Achievements and Weaknesses of Agricultural Development
- 1.5 Food and Nutrition Security and Strategy
- 1.6 General Geo-climatic Conditions of Nepal
- 1.7 Climate Change, Environmental Issues and Agriculture Sustainability
- 1.8 Agricultural Cooperatives and Agriculture Development

**2. Agriculture Production and Economics**

- 2.1 Principles, Practices and Economics of Cereals (Rice, Maize, Wheat, Millet), Fruits (Mango, Banana, Citrus, Apple), Vegetable (Potato, Cauliflower, Cabbage, Green Vegetables), Cash Crops (Tea, Coffee, Sugarcane, Mushroom, Cardamom, Ginger, Herbs), and Flowers
- 2.2 Seed Production
- 2.3 Livestock Farming and Animal Husbandry: Cattle, Yak (Chauri), Buffalo, Goat, Sheep, Pig, and Poultry
- 2.4 Aquaculture/ Fishery
- 2.5 Apiculture/ Beekeeping
- 2.6 Forest-based Agriculture
- 2.7 Medicine-based Agriculture
- 2.8 Status and potential of high value agricultural commodities
- 2.9 Comparative advantages of Nepalese agriculture

**3. Agriculture Markets, Marketing and Pricing**

- 3.1 Market Structure and Types
- 3.2 Factors Affecting Agricultural Market
- 3.3 Nature and process of demand and supply of agricultural inputs
- 3.4 Marketing Functions and Functionaries
- 3.5 Marketing Efficiency and Costs
- 3.6 Produces and Marketed Surplus
- 3.7 Pricing Strategies and Policies
- 3.8 Market Integration and Trade
- 3.9 Agricultural Market Information and Dissemination

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**Section – B (50 Marks)**

**4. Agribusiness Management**

- 4.1 Important, scope and process of agribusiness management in Nepal and types of agribusiness enterprises.
- 4.2 Overview of agribusiness sector, the value chain /total value chain approach and sectoral coordination of business activities.
- 4.3 Problem and prospects of agribusiness in Nepal, agribusiness policy and program in Nepal, public private partnership for agribusiness development.
- 4.4 Agriculture Project Formulation and Management
- 4.5 Entrepreneurship and Enterprising
- 4.6 Nepalese Agro-industries, Characters and factors of their sustainability

**5. Agricultural Technology**

- 5.1 Plant nutrients and environment, use and misuse of fertilizer
- 5.2 Concept of soil fertility and productivity, essential plant nutrients
- 5.3 Soil organic matter microorganism and its importance in sustainable soil management
- 5.4 Soil reaction, (pH) and liming, major fertilizers and their nutrient contents
- 5.5 Sanitary & phyto-sanitary hurdles and their mitigation measures
- 5.6 Role of Research and Innovation in technology generation
- 5.7 Sustainable agricultural technologies being adopted in Nepal

**6. Agricultural Diversity and Management**

- 6.1 Scope of plant and animal genetic resources diversity
- 6.2 Species and Ecosystem Diversity
- 6.3 Importance of crop diversification and commercialization in Nepal
- 6.4 Horticultural crops of agroforestry and environmental protection
- 6.5 Role of Agriculture Extension in agriculture diversity and management
- 6.6 Agriculture Insurance in Nepal: Current policies, status, prospects and challenges
- 6.7 Risk Management

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Subject	Section	Marks	Unit	Question Model
Agriculture Economy and Management	A	50	1	3 Question x 10 Marks 1 Question x 20 Marks
			2	
			3	
	B	50	4	3 Question x 10 Marks 1 Question x 20 Marks
			5	
			6	