**/fli6«o ;"rgf cfof]u**

**sf7df8f}+, g]kfn**

**;"rgfsf] xssf If]qdf pTs[i6 of]ubfg k'¥ofpg] gful/snfO{ k'/:s[t ug{ k|of]u x'g] d"Nofª\sg kmf/d**

**JolQm tyf ;+:yfn] l;kmfl/; u/]sf dgf]gogsf] d"Nofª\sg u/L 5gf]6 ug]{ cfwf/x? @)\*)**

**-l;kmfl/; ug{ k|of]u ePsf] kmf/d g+= ! / @ df plNnlvt a'Fbfx?sf] cfwf/df tof/ ul/Psf]\_**

;"rgfsf] xs ;DjGwL P]g, lgodsf] k|efjsf/L sfof{Gjog u/L pTs[i6 of]ubfg u/]sf ;"rgfsf cleoGtf gful/snfO{ ljgo s;h" k'/:sf/af6 k'/is[t ug{sf nflu JolQm tyf cGo ;+:yfaf6 dgf]gog u/L k|fKt ePsf l;kmfl/;x?sfd"Nofª\sgug{ dfkb08 tof/ u/L d"Nofª\sgsfcfwf/x? lgwf{l/t ug{ jf~5gLo ePsf]n] k|:t't 5gf}6sf cfwf/x? nfu" ul/Psf] 5 . 5gf}6sf cfwf/x? o; cfof]uaf6 :jLs[t eO{ kqfrf/ ePsf] kmf/fdaf6 lnOPsf] 5 .

**d"Nofª\sg x'g]sf] gfdM
kbM
lgsfoM**

**-s\_ sfof{g'ej**

 != ;"rgfsf] xs k|of]u u/L ;"rgf dfu ug]{ sfo{ z'? u/]sf] ldltM

 @= ;"rgf dfu ug]{ u/]sf] cjlw slt ePsf] 5 <

 JofVof M– pNn]lvt b'j} cfwf/x? ;"rgfsf] xssf] k|of]u ug]{ sfo{ ;'? u/]sf] cjlw;Fu ;DjlGwt /x]sf 5g\ . o; cfwf/df d"Nofª\sgubf{ sfo{ cg'ej / Ho]i7tf b'j}nfO{ ;d]6\g] cj:yf x'G5 / ;f]xL sfo{ cjlw tyf cg'ejsf cfwf/df d"Nofª\sg ul/g' pko'Qm x'G5 . t;y{ of] cfwf/df d"Nofª\sgubf{ s"n k"0ff{ª\s !) cª\sef/df sfod u/L b]xfosf cfwf/df cª\s k|bfg ul/g]5 .

 cjlw k"0ff{ª\s k|fKtfª\s s}lkmot

! b]lv @ jif{;Dd $

 @ b]lv % jif{ ;Dd \*

 % jif{ eGbf a9L hlt eP klg !)

 k"0ff{ª\s !)

**-v\_ 1fg / ;Lk**

 != ;"rgfsf] xs ;DaGwL tflnd÷k|lzIf0f÷cGtlq{mof÷ uf]i7Ldf efu lnPsf] 5÷5}g <

 JofVof M– /fli6«o ;"rgf cfof]u, ;"rgfsf] xs ;DjGwL sfo{ ug]{ ljleGg ;/sf/L tyf u}/;/sf/L ;+3 ;+:yf, JolQm / cleoGtfx?n] d'n"ssf ljleGg efudf ljleGg ;dodf ;"rgfsf] xs ;DjGwL tfnLd, k|lzIf0f, cGt/lqmof uf]i7L ;+rfng ul//x]sf 5g\ . o:tf sfo{s|dx?af6 pNn]lvt lgsfo / cGo s'g} cGt/fli{6«o ;+:yf ;d]tn] ;}4flGts 1fg tyf k|of]udf ;Lk tyf bIftf xFfl;n ug]{ cj;/ k|fKt u/]sf x'G5g\ . k|fKt 1fg, ;Lk / dgf]j[lQaf6 (Knowledge, Skill, Attitude) af6 ;"rgfsf] xssf] k|of]usf nflu sfo{ ug{ pTk|]l/t x'g] JolQmnfO{ plrt d"Nofª\sgu/L c+s k|bfg ug'{ pko'Qm x'g] xF'bf ;f] cfwf/nfO{ !) c+sef/ lbO d"Nofª\sgul/g]5 .

 ljifo tflnd÷k|lzIf0f÷cGt/lqmof k"0ff{ª\s k|fKtfÍ s}lkmot

uf]i7Ldf efu lnPsf] ;+Vof -tflnd, k|lzIf0f, cGt/lqmof, uf]i7L s] xf] v'nfpg]\_

 ! k6s %

 @ k6s ^

 # k6s &

 $ k6s \*

 % k6s b]lv dfly hlt;'s} !)

 k"0ff{ª\s !)

**-Uf\_ ;lqmotf**

 != ;"rgfsf] xs sfo{qmd cfkm}÷cfkm\gf] ;+:yfaf6 ;+rfng u/]sf] eP To;sf] ljj/0f

 JofVof M– ;"rgfsf] xs ;DaGwL sfo{qmd eGgfn] ;"rgfsf] xssf] ;+/If0f, ;Dj4{g / k|rng ug]{ u/fpg] tyf k|of]u u/L sfo{qmd ;~rfng ug]{ ;+:yf, tfnLd, k|lzIf0f, cGtlq{mof, uf]i7L, 5nkmn rnfpg] ;+:yfaf6 ;~rflnt sfo{qmd eGg] a'em\g' kb{5 . JolQm cfkm+} jf cfkm" ;+nUg ePsf] ;+:yfaf6 ;"rgfsf] xssf] ;+/If0f, ;+j4{g / k|rng u/fPsf] eP To; cfwf/df d"Nofª\sgug'{ pko'Qm x'g] x'Fbf b]xfo adf]lhd s'n c+s ef/ !) sfod u/L d"Nofª\sgul/g]5 .

 ljifo tflnd, k|lzIf0f,cGt/lqmof k"0ff{ª\s k|fKtfª\s s}lkmot

uf]i7Ldf efu lnPsf] ;+Vof -tflnd, k|lzIf0f, cGt/lqmof, uf]i7L s] xf] v'nfpg]\_

 ! k6s;Dd %

 @–# k6s;Dd &

 #–eGbf a9L !)

 hlt;'s} eP klg

 k"0ff{ª\s !)

**-3\_ dfGotf**

 ;"rgfsf] xssf] If]qdf s'g} k'/:sf/÷k|z+;fkq÷sb/kq kfPsf] eP ljj/0f v'nfpg] M–

 JofVof M– ;"rgf xssf] k|of]usf nflu lg/Gt/ ?kdf vl6g' ;lhnf] sfo{ xf]O{g . o;sf] nflu lg/Gt/ vf]h / ;dk{0f -Dedication) cfjZos x'G5 . ;fj{hlgs dxTjsf] ljifodf ;"rgfsf] xs k|of]u u/L Voflt sdfpg' s'g} lgsfoaf6 k'/:s[t x'g', k|z+;fkq tyf sb/ kq k|fKt u/]df o; If]qdf nfUg clek]|l/t x'gsf] ;fy} o; sl7g sfo{df vl6O{ /xg] JolQmnfO{ ;fdflhs dfGotf (Recognition) ;d]t k|fKt x'g] ePsf]n] o; cfwf/df d"Nofª\sgug{ Gofof]lrt x'g] x'Fbf b]xfosf cfwf/df % cª\s ef/ lbO{ d"Nofª\sgul/Psf] 5 .

 ljifo dfGotf k|bfg ug]{ k"0ff{ª\s k|fKtfª\s s}lkmot

 lgsfo÷ldlt %

**-ª\_ ;"rgfsf] xssf] k|of]u M** ;"rgf dfu ;DaGwdf xfn;Ddsf] b]xfosf] ljj/0f pNn]v ug{] M–

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| qm=;+= | ;"rgf dfu u/]sf sfof{no | dfu u/]sf] ;"rgfsf] ;+Vof | slt lbgleq k|fKt u/]sf]  |  sf] af6 k|fKt u/]sf] | s}lkmot |
| gfd  | 7]ufgf  | ;"rgf clwsf/Laf6 | sfof{no k|d'vaf6  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

 plNnlvt cfwf/x? ;"rgfsf] xssf] k|of]u;Fu ;DalGwt /x]sf 5g\ . o;af6 JolQmn] ;"rgfsf] xssf] k|of]u slt k6s s'g lgsfodf u/]sf] xf], slt k6s s'g s'g lgsfodf ;"rgf dfu eof] / k|fKt ePsf] xf], s'g s'g kbflwsf/L;Fu dfu u/]sf] / k|fKt ePsf] xf] eGg] lj:t[t hfgsf/L k|fKt x'G5 . o;y{ ;"rgfsf] xssf] k|of]u jf:tljs ?kdf u/]sf] xf] eGg] Plsg ug{ JolQm :Jf+onfO{ ljj/0f lbg nufO{ ;"rgf k|fKt ug]{ k|of; ePsf] x'Fbf oL cfwf/x?df d"Nofª\sgu/L cª\sef/ lbg Gofof]lrt / pko'Qm x'g] ePsf]n] !) cª\sef/ lbO d"Nofª\sgul/g]5 .

 ;"rgf dfu / k6s k"0ff{ª\s k|fKtfª\s s}lkmot

 k|fKt u/]sf] ljifo

 ;'rgf clwsf/L ;dIf dfu ul/ k|fKt u/]sf] $

 -k|lt ;"rgf @ cª\ssf b/n] al9df $ cª\s;Dd\_

 sfof{no k|d'v ;dIf ph'/L ul/ k|fKt u/]sf] ^

 -k|lt ph'/L # cª\ssf b/n] a9Ldf ^ cª\s;Dd\_ hDdf – !)

**-r\_ bIftf**

 != dfFu u/]sf] ;"rgf dWo] cfkm"nfO{ pTs[i6 nfu]sf] %.% j6f ;"rgfsf] ljj/0f / sfof{no v'nfpg] M

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| qm=;+=  | ;"rgf dfusf] ljifo  | dfu u/]sf] lgsfo  | pTs[i6 nfUg'sf] sf/0f  | s}lkmot  |
| != |  |  |  |  |
| @= |  |  |  |  |
| #= |  |  |  |  |
| $= |  |  |  |  |
| %= |  |  |  |  |

 @= k|fKt u/]sf] ;"rgf dWo] cfkm"nfO{ pTs[i6 nfu]sf] %.% j6f ;"rgfsf] ljj/0f / sfof{no v'nfpg] M

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| qm=;+=  | k|fKt ;"rgfsf] ljifo  | ;"rgf pknAw u/fpg] lgsfo  | pTs[i6 nfUg'sf] sf/0f  | s}lkmot  |
| != |  |  |  |  |
| @= |  |  |  |  |
| #= |  |  |  |  |
| $= |  |  |  |  |
| % |  |  |  |  |

 JofVof M– ;"rgfsf] xs k|of]u ug{ lg/Gt/ nflu/xg' / o;nfO{ g} k]zf Jofj;fosf] ?kdf ckgfpg' g]kfndf w]/} g} s7Lg cj:yf /x]sf] 5 lsgeg] xfn;Dd klg w]/} gful/sx?nfO{ ;"rgfsf] xs / o;sf] k|of]u ug{] af/]df kof{Kt hfgsf/L g} 5}g . hgr]tgf clej[l4 u/fpg] sfo{ klg km';{bdf dfq} ug]{ / ;"rgf dfUg emGem6 dfGg] k|j[lt oqtq b]lvg] u/]sf] 5 . km]/L ;"rgf dfu] kfOG5 eGg] / lbg]n] klg ;"rgf dfu ePdf lbg k5{ eGg] efjgf kl/kSj geO{ ;s]]sf] cj:yf klg ljBdfg 5 . To;}n] ;"rgf dfu u/L k|fKt ug]{ sfo{ r'gf}ltk"0f{ ePsf] / ;"rgfsf] xssf] k|of]u ;DaGwL k|s/0f -ª\_ df pNn]lvt cfwf/sf] k'li6s/0fsf] nflu k|df0f:j?k dfu]sf] / k|fKt u/]sf] %.% j6f ljj/0f v'nfpgnfO{ c? sfo{sf] k|df0fsf] ef/ JolQm :jo+nfO{ agfOg' d"Nofª\sgsf] nflu 7f]; / jf:tljs cfwf/ x'g ;Sg] ePsf]n] ;f] cfwf/nfO{ d"Nofª\sgu/L v'nfpg ;Sg] JolQmnfO{ @) cª\sk|bfg ul/g' pko'Qm x'g] x'Fbf ;f] cfwf/df cª\sef/ sfod u/L d"Nofª\sgul/g]5 .

 ;"rgf dfu / k"0ff{ª\s k|fKtfª\s s}lkmot

 k|fKt u/]sf ljifo

 dfu u/]sf] !)

 -k|lt ;"rgf @ cª\ssf b/n] a9Ldf !) cª\s;Dd\_

 k|fKt u/]sf] !)

 -k|lt ;"rgf @ cª\ssf b/n] al9df !) cª\s;Dd\_ hDdf – @)

**-5\_ ;fj{hlgs dxTj ÷JolQmut ;"rgf dfu u/]sf] v'nfpg]**

 JofVof M–;"rgfsf] xs ;DjGwL P]gn] JolQmn] cfkm\gf] jf ;fj{hlgs dxTj jf ;/f]sf/sf] ljifodf ;fj{hlgs lgsfodf /x]sf] ;"rgfdf ;/n ;xh kx'Fr x'g], ;"rgf dfu ug]{ / k|fKt ug]{ clwsf/ /x]sf] 5 . ctM ;"rgf dfustf{n] o:tf] clwsf/ k|of]u u/L ;fj{hlgs dxTjsf ljljw If]qdf gful/sx?nfO{ ;';"lrt ug]{ tyf k|fKt ;"rgfsf] ;fj{hlgs u/L ;'zf;g sfod u/fpg, /fHosf sfd sf/jfxLnfO{ v'nf / kf/bzL{ agfO{ e|i6frf/, clgoldttf, l9nf;':tL / nfk/jfxL x6fO{ lhDd]jf/ / pQ/bfoL agfpg v]n]sf] e"ldsfn] ubf{ ;fj{hlgs lgsfo hjfkmb]xL x'g] ePsfn] ;"rgf dfusf] If]q cg';f/ ljljlws/0f / ;fj{hlgs dxTjsf cfwf/df b]xfo adf]lhd cª\sef/ lbO{ d"Nofª\sg ul/g]5 .

 ljifo k"0ff{ª\s k|fKtfª\s s}lkmot

 ;fj{hlgs dxTjsf] ;"rgf dfu u/]sf] %=)

 cfkm";+u ;DalGwt ;"rgf dfu u/]sf]] %=)

 ;"rgfsf] k|of]u / k|efj %=)

 hDdf !%

**-h\_ dfu ePsf] ;"rgf k|flKtsf nflu lg/Gt/sf] nugzLntf M**

 !=;"rgf clwsf/L / sfof{no k|d'vaf6 ;"rgf k|fKt geO{ /fli6«o ;"rgf cfof]udf k'g/fj]bg u/L ;"rgf k|fKt u/]sf] eP b]xfosf ljj/0f v'nfpg] M

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  qm=;+=  | lgj]bg÷ph'/L÷k"g/fj]bgsf] ljifo | k"g/fj]bg s:fsf pk/ -;"rgf clwsf/L÷sfof{no k|d'v\_ | /f=;"=cf af6 lbPsf] cfb]z eP ;f] sf] ldlt / cfb]z k|fKt u/]sf] ldlt  | ;"rgf k|fKt u/]sf] ljj/0f / ldlt  | s}lkmot |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |

 JofVof M– ;"rgfsf] xssf] k|of]u ug'{ s7Lg / r'gf}tLk"0f{ sfo{ xf] . sltko ;"rgfx? ;fj{hlgs ePdf Hofb} ;+j]bgzLn / JolQm÷lgsfosf] dfg dof{bf P+j VoftLdf c;/ kg]{ / sltko cj:yfdf sfg"gL sf/jfxLsf] efuLbf/ ;d]t aGg' kg]{ x'G5 . km]l/ sltko ;"rgf ;fj{hlgs ePdf ;fj{hlgs lgsfosf] 5jL pHhjn x'Gf] / lgsfodf sfd ug]{ JolQmx?n] k|z+;f / sb/ ;d]t k|fKt ub{5g\ . ;fj{hlgs xfgL gf]S;fgL x'g ;d]t x'g kfpFb}g . /fli6«o lxtsf] ;+/If0f klg x'G5 . ctM ;"rgf dfu ubf{ ;"rgf clwsf/L / sfof{no k|d'vaf6 ;"rgf k|fKt gePdf /fli6«o ;"rgf cfof]udf k'g/fj]bg÷ ph'/L÷lgj]bg ug{ ;lsg] Joj:yf /x]sf] 5 . of] sfo{ klg lg/Gt/ ?kdf nugzLn eO{ nflu /xg' kg]{ x'G5 . o:tf] sfo{ emGem6k"0f{ / s7Lg ePsf]n] lg/Gt/ ?kdf cfof]udf k'g/fj]bg u/L ;"rgfsf] xs k|rng u/fPdf JolQm cfkm\gf] / ;fj{hlgs lgsfosf] sfo{z}nLdf klg bIftf cfpg] / ;"rgf dfu]df lbg' kb{5 / grflxg], cg'ko'Qm ;"rgf dfUg kfOGg / o:tf] ;"rgf dfu] klg kfO{Gg eGg] k|j[ltsf] ljsf; eO{ ;"rgfsf] b'?kof]u x'g klg kfpFb}g . t;y{ cfof]udf ;"rgf dfu u/L ;"rgf lbg' eGg] cfb]z ePsf]df ;"rgf k|fKt ePdf jf lbg' gkg]{ ;"rgf dfu ubf{ ;"rgf gkfO{g] /x]5 eGg] yfxf kfpg' klg cfjZos ePsf]n] k'g/fj]bg / ;"rgf k|flKtsf cfwf/df d"Nofª\sg ul/g' pko'Qm x'g] x'Fbf !) cª\sef/ lbO{ b]xfo adf]lhd d"Nofª\sg ul/Psf] 5 .

 ljifo k"0ff{ª\s k|fKtfª\s s}lkmot

 cfof]udf k'g/fj]bg ul/Psf] ldlt / ljj/0f %

 ;"rgf lbg' eGg] cfb]z ePsf] ldlt %

 hDdf !)

**-em\_ l;kmfl/;stf{n] l;kmfl/; ug'{kg]{ sf/0f÷cfwf/ / ;f] s'/f k|fKt ug]{ k"0f{ ljj/0f**

 != ;"rgfsf] xssf] k|of]usf] nflu u/]sf] of]ubfgM -a'Fbfut\_

 ==============================================================================================================================

@= ;"rgfsf] xs k|of]usf nflu :jo+ kl/rflnt ÷ lhDd]jf/÷pQ/bfoL eO{ u/]sf] e"ldsf M–

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#= cfkm\g} kxndf u/]sf] l;h{gzLn k|of; .

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$= ;fj{hlgs lgsfodf lgj]bssf] k|of;af6 ;'zf;g sfod u/fpg u/]sf] k|of; M

%= cGo yk s]xL eP v'nfpg' x'g M ========================================================================================

 JofVof M–l;kmfl/;stf{sf] dgf]gog l;kmfl/; a:t'lgi7 cfwf/ / sf/0f ;lxt xf];\ eGgsf nflu dfly pNn]lvt a'Fbfx? vf; u/L of]ubfg, ;lqmotf, l;h{gzLntf, ;'zf;g / ;sf/fTds k|efj kfg]{ vfnsf ePsf]n] ;f] cfwf/x?df b]xfo adf]lhd % cª\sef/df d"Nofª\sg ul/g]5 .

 ljifo k"0ff{ª\s k|fKtfª\s s}lkmot

 of]ubfg !=)

 ;lqmotf !=)

 l;h{gzLntf !=)

 ;'zf;g !=)

 cGo !=)

 hDdf %=)

**-`\_ ;sf/fTds lje]b**

 JofVof M–g]kfn ;/sf/n] lk5l8Psf] If]q -x'Dnf, h'Dnf, sflnsf]6, hfh/sf]6, d'u', 8f]Nkf, aemfª, afh'/f / c5fd\_ Pj+ dlxnf, cflbjf;L, hghftL, dw]zL, blnt, ckfË ju{df kg]{ JolQmx?nfO{ ;sf/fTds lje]bsf] gLlt lnO{ cf/If0f k|0ffnL nf"u" u/]sf] 5 . plNnlvt ju{ / If]qdf kg]{ JolQmx?n] ;"rgfsf] xssf] k|of]u u/L cfkm\gf] ju{, If]qsf] pTyfg tyf ;fj{hlgs ;/f]sf/sf] ljifo p7fg u/L sfo{ u/]sf] eP ;f] cfwf/df d"Nofª\sg ul/g' pko'Qm / Gofof]lrt x'g] x'Fbf b]xfosf] % cª\sef/ lbO{ d"Nofª\sg ul/g]5 .

|  |  |  |  |
| --- | --- | --- | --- |
|  **ljifo**  | **k"0ff{ª\s**  | **k|fKtfª\s**  | **s}lkmot**  |
| ju{ - ju{ -dlxnf, cf=h, dw];L,  blnt, ckfª\u s'g xf] v'nfpg]\_ | %=)) |  |  |
| If]q -;"rgf dfustf{ lk5l8Psf] If]qsf] ePdf lhNnfsf] gfd v'nfpg] \_ | %=)) |  |  |
| hDdf  | %=))  |  |  |

gf]6 M ;"rgf dfu ug{] Pp6} JolSt b'O{ ju{df kg{] eP lghn] s'g} Ps ljifo afkt\sf] cª\sdfq kfpg]5 .

**;du| d"Nofª\sg tflnsf**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| qm=;  | d"Nofª\sg cfwf/  | k'0ff{ª\s | k|fKtfª\s | s}lkmot  |
| s | sfof{g'ej  | !) |  |  |
| v | 1fg / ;Lk | !) |  |  |
| u | ;lqmotf  | !) |  |  |
| 3 | dfGotf  | % |  |  |
| ª | ;"rgfsf] xssf] k|of]u  | !) |  |  |
| r | bIftf  | @) |  |  |
| 5 | ;fj{hlgs dxTjsf] ÷JolQmut ;"rgf dfu u/]sf]  | !% |  |  |
| h | dfu ePsf] ;"rgf k|flKtsf nflu lg/Gt/sf] nugzLntf  | !)  |  |  |
| em | l;kmfl/;stf{n] l;kmfl/; ug{kg{] sf/0f cfwf/ / ;f] k|fKt ug]{ k"0f{ ljj/0f  | % |  |  |
| ` | ;sf/fTds lje]b  | % |  |  |
|  | HfDdf | !)) |  |  |

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 b:tvt b:tvt b:tvt

 6]j'n]zg ug]{sf] k'li6 ug]{sf] :jLs[t ug]{sf]

 gfdM gfdM gfdM

 kb kb kb