



# Recruitment Section

University of Kashmir

NAAC Accredited Grade A++

## NOTICE

It is hereby notified for the information of all the concerned candidates who have applied for the post of **Assistant Professor (Nursing) (SCU-INP-01)** advertised vide Advertisement Notice No. 04 of 2025, dated 22.05.2025, that the scheme and syllabus for the aforementioned post shall be as under:

### **Scheme/Selection Criteria:**

#### **1. OMR based Written Test:**

- There will be 80 MCQs (Multiple Choice Questions) and each correct answer will carry 1 mark.
- There will be negative marking of 0.25 for each wrong answer.
- The time allotted to the test will be 90 minutes.
- The candidates must secure at least 40% marks to qualify the OMR based Written Test.
- Appearance in the OMR based Written Test is purely provisional and does not confer any right for selection/appointment.
- The candidates shall ensure that they fulfill all the eligibility conditions for the post before appearing in the OMR based Written Test.
- The final eligibility of the candidates shall be determined strictly at the time of Document verification.
- Candidates will be called for Document verification in the ratio of 1:20 of the posts advertised and for every additional post, five more candidates will be short-listed.

#### **2. Interview:**

- The merit of the candidates in the OMR based written test shall be considered for short listing of the candidates for interview only, and the selection shall be based only in the performance in the interview.
- The decision of the Competent Authority on all matters, including eligibility and selection, shall be final and binding.

**The syllabus for the above said post is given in Annexure I to this Notice.**

**By order,**

**Sd/-  
Deputy Registrar  
Recruitment**

No. F/NT-Scheme-Tutor/KU/26

Dated: 12.06.2026

# DETAILED SYLLABUS FOR THE POST OF ASSISTANT PROFESSOR IN INSTITUTE OF NURSING, SOUTH CAMPUS, UNIVERSITY OF KASHMIR

## 1. ADVANCE NURSING PRACTICE

**Nursing as a Profession:** History of development of nursing profession, ethical considerations, code of professional conduct, accountability, legal considerations, role of regulatory bodies & professional organizations. Educational preparations, continuing education, career opportunities, professional advancement & role and scope of nursing education. Role of research, leadership and management. Quality assurance in nursing.

### **Basic and Advanced Nursing procedures:**

Vital signs, Equipment and Linen, Infection control, Comfort rest sleep and pain, Safety in healthcare, Admission discharge transfer, Mobility and immobility, Patient Education, First Aid, Nutritional Needs, Hygiene and elimination needs, Diagnostic testing, Oxygenation, Fluid electrolyte balance, Medication administration, Sensory needs, Terminally ill, death and dying, Psychosocial needs

**Economic and Political aspects of Health care delivery:** Health care environment, finance and control, political process and nursing profession. Health care delivery system and patterns of nursing care delivery in India at national, state, district and local level. Health care delivery concerns, programs of government & role of non-government agencies.

**Genetics:** Review of cellular division, mutation and patterns of inheritance. Common genetic disorders, genetic testing, prevention of genetic disorders and prenatal diagnosis, genetic counselling. Practical application of genetics in nursing.

**Epidemiology:** Scope, epidemiological approach and methods. Morbidity, mortality, rates and ratios. Concepts of causation of diseases and their screening. Application of epidemiology in health care delivery.

**Bio-Psycho pathology:** Patho-physiology and Psychodynamics of disease causation: Life processes, homeostatic mechanism, biological and psycho-social dynamics in causation of disease. Common problems: Oxygen insufficiency, fluid and electrolyte imbalance, nutritional problems, hemorrhage and shock, altered body temperature, unconsciousness, sleep pattern and its disturbances, pain, sensory deprivation. Cardio pulmonary resuscitation. Infection prevention (including HIV) and standard safety measures. Treatment aspects: pharmacological and pre- post operative care aspects. Care of dying and dead.

**Philosophy and Theories of Nursing:** Values, Conceptual models, approaches. Nursing theories: Handerson's, Roger's, Paplau's, Abdella's, Lewine's, Orem's, Jonson's, King's, Newman's, Roy's, and their applications.

Scope of nursing practice: Alternative modalities of care, extended role of the nurse, in promotive, preventive, curative and restorative health care delivery system in community and institutions.

**Nursing process approach:** Assessment of health- illness status of patients/clients (Individuals, family, community), Identification of health- illness problems, health behaviors, signs and symptoms of clients. Methods of collection, analysis and utilization of data relevant to nursing process. Formulation of nursing care plans, health goals, implementation, modification and evaluation of care.

**Psychological aspects and Human relations:** Human behavior, Life processes & growth and development, personality development, defense mechanisms. Communication, interpersonal relationships, individual and group, group dynamics, and organizational behavior. Basic human needs, Growth and development (Conception through preschool, School age through adolescence, Young & middle adult, and Older adult). Sexuality and sexual health. Stress and adaptation, crisis and its intervention. Coping with loss, death and grieving. Principles and techniques of Counseling.

**Trends in nursing and the basis of current nursing practices:** Models of Prevention, Mass communication. Health promotion and primary health care, Family nursing, Home nursing. Extended role, NGOs & govt. organizations. Independent practice issues, collaboration issues, gender issues in health, issues in care of elderly, leadership and management.

**Computer applications for patient care delivery system and nursing practice:** MS DOS, Windows, MS word, power point. Internet, literature search. Excel, statistical packages. Health care delivery computer programs. Use of computers in teaching, learning, research and nursing practice.

## 2. NURSING EDUCATION

**Meaning of education:** Aims of education, major philosophies, traditions and their educational implications, nature and problems of general education, women education, adult education, technical and professional education. Current trends and issues in education. Educational reforms and policies. Report of education Commissions in India. Impact of social and technological changes on education.

**Teaching – Learning Process:** Definition and Concepts of teaching, theories of teaching, relationship between teaching and learning. Strategies of teaching: Lecture, discussion, demonstration, seminar, problem solving, projects, workshop, laboratory, clinical, team teaching, programmed instruction, micro-teaching, simulation. Planning and organizing teaching: Educational objectives, writing objectives, selecting appropriate teaching strategies & teaching aids. Lesson planning.

**Instructional media & A. V. Aids:** Key concepts in the use of media in education. Developing learning resource material using different media. Teacher's role in procuring and managing A. V. Aids. Projected and non projected aids, multimedia. Computer assisted learning.

**Development and trends in nursing education:** Historical development of nursing education in India. Overview of nursing education in the world, review of the pattern of nursing education in U.K., USA and India. Impact of social changes in nursing education.

**Overview of nursing educational programs in India:** Basic courses - ANM-MPHW(F), Diploma in General Nursing & midwifery, B. Sc. Nursing. Post-certificate and advanced programs – post basic B. Sc., Specialty programs, Masters and Advanced nursing programs. Nurse practitioner programs.

**Continuing education in Nursing:** Importance, need, and strategies to meet the needs. Planning for continuing & in-service programs. Concepts of correspondence and distance education in Nursing.

**Curriculum development:** Meaning of curriculum. Curriculum determinants- societal, educational, learner, and fields of study. Curriculum development and steps- Formulation of philosophy, identification of objectives, selection and planning of learning experience, organization of learning experiences. Curriculum change: Need, process, and problems of change. Role of students, faculty, administrators and other agencies.

**Teacher education for nursing profession:** Preparation of professional teachers, organizing the professional aspects of teacher preparation program.

**Evaluation & Assessment:** Concepts of evaluation & measurement. Formative & summative assessments - Internal assessment & external examinations. Advantages and disadvantages. Problems in evaluation and measurement. Principles of assessment. Tools and techniques of assessment, item analysis, scoring and grading of tests. Steps in preparation of test developing & printing. Question bank. Standardization of tests.

**Guidance and counseling:** Different approaches to counseling, counseling process, guidance & counseling in educational settings, trends & issues in educational counseling. Professional preparation & training for counseling.

**Administration of nursing curriculum:** Role of curriculum coordinator in planning, implementation, and evaluation of educational programs in nursing.

**Development of standards and accreditation in nursing education programs:** Role of Indian Nursing Council, State Nursing Councils and University.

### 3. RESEARCH AND STATISTICS

**Introduction:** Need for research in nursing, problem solving and scientific method, terminology used in research. Scope of nursing research: Areas, types, problems. Elements and ethics in research.

**Research Approaches:** Types: Qualitative and Quantitative. Historical, Descriptive, Experimental.

**Research Designs:** Research process – steps, concepts and constructs. Research problems and statements, review of literature, definition of terms. Assumptions, Limitations, Hypothesis and variables.

**Sampling:** Population and sample, sample size, sampling technique, problems of sampling.

**Theoretical Context:** Purpose and use of theories. Nature and characteristics. Using, testing, and developing conceptual framework, models, & theories.

**Tools and methods of data collection: Methods of data collection:** quantitative and qualitative. Tools for data collection and their development. Validity and reliability of tools. Feasibility of study. Conduct of research.

**Analysis and interpretation of data:** Qualitative and quantitative analysis. Interpretation of data. Conclusion and generalizations. Summary and discussion.

**Reporting and utilizing results:** Communication of research results. Writing research report, methods and style. Writing style for scientific articles for publication. Analysis and critiquing of research reports and articles. Developing research proposal.

**Basic concepts related to statistics:** Significance & Scope of statistics. Levels of measurement.

**Organization and presentation of data:** Graphic & tabular presentations.

**Measures of central tendency:** Mean, mode, median, quartile deviation, percentile, range.

**Measures of variability:** Need and meaning. Range, Mean deviation, Standard deviation, Normal distribution, Skewness, Kurtosis.

**Measures of relationship:** Correlation: Need and meaning. Scatter diagram method. Karl Pearson's coefficient of correlation. Rank order correlation, Simple linear regression analysis.

**Theoretical frequency distributions:** Need & meaning. Probability, Binomial distribution, Poisson distribution, Normal distribution.

**Testing Hypotheses:** Non parametric tests - Chi-square, Median test, Mann Whitney U test. Parametric tests – t test, ANOVA, Test of independence, goodness of fit.

**Use of computers in data analysis:** Use of statistical packages.

**Use of statistical methods in psychology and education:** Scaling - Z score and Z scaling, Standard score and T scores. Reliability of test scores: test-retest method, parallel forms, split half method.

**Designs and meaning:** Experimental designs. Comparison in pairs, randomized block designs, Latin squares.

**Introduction to multivariate statistical technique:** Multiple regression, discriminant canonical correlation, principle component and factor analysis.

**Application of statistics in health:** Vital and health statistics. Registration of Birth and Death, measures related to fertility, morbidity, mortality.

## 4. NURSING MANAGEMENT

**Introduction to management:** Meaning, concept, purpose and significance of management. Scope of nursing management. Management theories. Philosophy, objectives, and principles of management. Management functions and attributes necessary for effective management. Management of government & public sector organizations. Principles and theories of management applied to nursing services and nursing education.

**Organization of nursing and health delivery system:** Organization of nursing and health management at village, district, state and national level. Development of hospitals, regionalization, types, structure, layout, & functions of hospitals. Development of community health services, regionalization, types, structure, layout, & functions of CHC, PHC, SC. Government & Private hospitals. Role of NGO's in health delivery system. Organizing emergency & support services - blood bank, CSSD, laundry, laboratory, Bio medical waste management.

**Roles and functions of nurse manager in planning:** Introduction to planning – Meaning, concept, definition, purpose, significance, and nature of planning. Types of planning. Decision making and problem solving approach. Planning process- purpose (mission), philosophy, goals, objectives, policies and procedures. Planning process applied to nursing services and education.

**Roles and functions of nurse manager in organizing:** Introduction to organizing—meaning, concept, definition, purpose, significance, nature. Organizational theories, process, & principles. Organizational structure. Application of organization process in nursing services and education.

**Roles and functions of nurse manager in personnel management:** Introduction, meaning, concept, definition, purpose, significance and principles. Manpower planning, Job analysis, job description, job evaluation, recruitment and selection. Induction, orientation, placement and socialization. Superannuation & termination. Staffing policies and procedures. Performance appraisal. Staff development, guidance & counseling, stress management. Time management. Application of principles of personnel management in nursing services and nursing education.

**Organizational behavior:** Motivation and behavior. Leadership approaches. Organizational and interpersonal communication. Group dynamics, team building & management. Discipline, managing conflicts. Planning and implementing change. Managerial effectiveness: roles & skills, stress and coping, self-development, time management.

**Roles and functions of nurse manager in directing:** Directing—meaning, concepts, definition, purpose, scope, and principles. Potential constraints affecting directing—unions, employment laws. Application of principles of directing in nursing services and nursing education.

**Roles and functions of nurse manager in controlling:** Introduction to controlling—meaning, concept, definition, purpose, scope and principles. Quality assurance in nursing, nursing audit. Controlling and managing employees. Discipline and disciplinary procedure & penalties. Labor relations, labor laws. Tools for control. Principles of control applicable to nursing services & education.

**Roles and functions of nurse manager in financial management:** Introduction to fiscal management – meaning, concept, definition, purpose, significance, scope & principles. Budgeting process, approaches to budgeting. Cost effectiveness & cost containment. Application of budgeting principles in nursing services & education.

**Management information system:** Introduction, meaning, concept, definition, purpose, significance, nature and types. Record keeping, Medico legal records. Use of computers in management information system.

**Material management:** Introduction, meaning, concept, purpose, scope, significance & principles. Process of material management. Inventory check, stock and ledger maintenance. Management of stores in nursing units.

**Legal & ethical issues in nursing management:** Role of nurse manager in policy making. Introduction to ethics and laws relevant to nursing management, patients' rights, nurses rights, Nursing practice Act-role of statutory bodies - INC. Ethical dilemmas in nursing management. Legal responsibility of nurse manages.

## **5. Adult Health Nursing**

Introduction, Intra operative care, Common signs and symptoms care, Nursing Management of Respiratory disorders, Cardiovascular disorders, Blood disorders, Digestive disorders, Endocrine disorders, Urinary disorders, Nephrological disorders, Neurological disorders, Musculoskeletal disorders, Integumentary disorders, Communicable diseases, ENT disorders, eye, Oncology and immunology, Emergency and disaster care, Critical care, Geriatric care, Occupational health.

## **6. Mental Health Nursing**

Mental Health, Principles and concepts, assessment, Treatment modalities and therapies used in mental disorders, Management of schizophrenia and other psychotic disorders, Mood disorders, Neurotic, stress-related and somatization disorders, Substance use disorders, Personality and sexual disorders, Behavioural and emotional disorders in childhood and adolescence, Organic brain disorders, Psychiatric emergencies and crisis intervention, Legal issues in mental health.

## **7. Community Health Nursing**

Concepts of community health and community health nursing, Health care planning and organization at various levels, Environmental science, environmental health and sanitation, Nutrition education and assessment, Community health nursing approaches, roles and responsibilities, Assisting individuals and families to promote and maintain health, Introduction to epidemiology and its approaches, Communicable diseases and national health programs, Non-communicable diseases and national health programs, School health services, Management of common conditions and emergencies including first aid, Reproductive, maternal, newborn, child and adolescent Health, Demography, Population control, Occupational health, Geriatric Health care, Mental Health Care, Health management information system, Management of community health nursing services, Leadership Supervision and Monitoring, Disaster Management, Bio-Medical Waste Management, Health Agencies.

## **8. Midwifery/Obstetrics and Gynecology Nursing**

Intro to midwifery, Reproductive system anatomy & physiology, Embryology & fetal development, Assessment & management of normal pregnancy (antenatal), Care during normal labour, Postnatal (postpartum) care of women, Care of normal neonates, Family welfare services, Management of high-risk pregnancy & complications, Recognition & management problems during pregnancy/abnormal/high-risk labour, Management of postnatal/puerperal problems, Care of high-risk newborns, Management of gynecological disorders.

## **9. Child Health Nursing**

Introduction to Modern concepts of child care, Growth and development, Neonatal care, Childhood diseases, Pediatric emergencies, Cardiovascular System, Orthopedic disorders, Respiratory, Endocrine, Orthopedic, Behavioral and social problems.

## **10. Anatomy and Physiology**

Introduction to anatomical terms & organization of the human body, Musculoskeletal system, Circulatory & lymphatic system, Respiratory system, Digestive system, Excretory system, Renal System, Nervous system, Endocrine system, Sensory organs, Reproductive system.