DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY, CHHATRAPATI SAMBHAJINAGAR.

CIRCULAR NO./SYLL./MSW/SEMESTER-I to IV/NEP-2020/31/2024.

It is hereby inform to all concerned that, on the recommendation of the Ad-hoc Board & Dean, Faculty of Interdisciplinary Studies the Hon'ble Vice-Chancellor has **accepted revised curriculum with minor changes in the M.S.W. First & Second Year, [Semester - I to IV] as per normes NEP-2020 under Choice Based Credit and Grading System** in his emergency powers under Section-12[7] of the Maharashtra Public Universities Act, 2016 on behalf of the Academic Council as appended herewith.

Earlier Published Syllabus vide circular dt. 08.08.2023 is stand cancelled.

This is effective from the Academic Year 2024-2025 and Onwards. as appended herewith under the Faculty of Interdisciplinary Studies.

This syllabus is also available on the University website www.bamu.ac.in.

All concerned are requested to note the contents of the circular and bring notice to the students, teachers and staff for their information and necessary action.

University campus,
Chhatrapati Sambhajinagar -431 004.
Ref. No. SU/MSW/Ist & IInd yr./6005-15
Curri./2024/
Date: 21.08.2024.

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Deputy Registrar,
Academic [Syllabus]
Section.

Copy forwarded with compliments to :-

1] **The Principals, affiliated concerned Colleges, Dr. Babasaheb Ambedkar Marathwada University, Chhatrapati Sambhajinagar**

2] **The Director,** University Network & Information Centre, UNIC, with **a request to upload this Circular on University Website.**

Copy to :-

1] The Director, Board of Examinations & Evaluation,
2] The Section Officer, [PG Unit] Examination Branch,
3] The Section Officer, [Eligibility Unit],
4] The Programmer [Computer Unit-1] Examinations,
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Dr. Babasaheb Ambedkar Marathwada University
Chh. Sambhajinagar

MASTER OF SOCIAL WORK
M. S. W.

MSW Programme Structure and Syllabus
as per NEP Guidelines
with effect from the
Year
2023-24

Dr. P. M. Shahapurkar
Chairman , Ad hoc Committee
Social work

Ad hoc Committee

1. Dr. P. M. Shahapurkar Chairman
Dr. Babasaheb Ambedkar Marathwada University's
College of Social Work,
Chh. Sambhajinagar

2. Dr. Ambadas Mohite Member
College of Social Work , Amaravati
Member of Other Backward Class Commission,
Maharashtra State

3 Dr. Prashantkumar Wananje Member
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4 Dr. Najir Shaikh Member
Manavlok College of Social Sciences ,
Ambejogai

5. Dr. Arvind Lonkar Member
Akhil Sir College of Social Work,
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Invited Members

1. Dr. Balaji Munde Member
Jalna College of Social Work,
Jalna

2. Dr. Madhu Khobragade Member
Jalna College of Social Work,
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Ambejogai

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Mahatma Phule College of Social Work,
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Dr. Babasaheb Ambedkar Marathwada University
Chh. Sambhajinagar

MASTER OF SOCIAL WORK
M. S. W.

1. Vision -

To impart Social Work Education with commitment by imbibing democratic values and ethics for social development.

2. Mission-

The mission is to create outstanding professionals with skills and abilities to accept the social challenges by providing social work training that upholds social work values and the nobility of the profession.

3. Introduction:

Dr. Babasaheb Ambedkar Marathwada University has been offering Social Work Education since 1980. Social Work is a dynamic profession and always endeavors to respond to fresh challenges. It addresses the concerns of society and develops young social work professionals with the best of knowledge, skills and attitudes. The stakeholders of this program have achieved well in the Government, Corporate and NGO Sector. The program has been training social work personnel to enhance service delivery through technical assistance, policy formulation, programme implementation and outreach services. This training has proved its relevance to create job opportunities and to prepare students well equipped for interactions and interventions with individuals, families, groups, communities. Professionals of this program show always competence to render services available to meet needs and problems of people.

The social work training given in the colleges under this university has established reputation in society. The M.S.W. Program of this university is in accordance with the changing demands and pressures on social work.

A semester system of two years has been adopted for the M.S.W. program. The professional education of social work does not depend solely upon formal teaching, but emphasizes on discussion, seminar, workshop, individual & group conferences, communication skill activities concurrent field work to make student self confident. It helps students to identify and draw upon the knowledge, skills, experience and resources available within themselves.

Dr. Babasaheb Ambedkar Marathwada University, Chh. Sambhajinagar has introduced new syllabus based on New Education Policy - 2020 from academic year 2022-23. The University is offering PG level educational program in Social Work based on NEP - 2020. The students who complete one year (2 Semesters) curriculum in social work with 44 credits

may get PG Diploma in social work and the students who complete 2 years (4 Semesters) curriculum in social work with 88 credits may get PG Degree in Social Work.

4. Program Educational Objectives (PEOs) of M.S.W.

MSW Program is well-equipped to-

i engage ***students*** as competent professionals in various fields of Social Work to achieve wellbeing of socially disadvantaged.
ii make ***students*** well equipped professionals in NGOs & GOs.
iii prepare ***students*** s as mediators between stakeholders and resources available.
iv assist ***students*** in conducting Social Work Research for putting forth realities of social needs and problems.
v involve ***students*** in integrated Social Work Practice to achieve social development goals.
vi engage ***students*** with the help of government machineries to make stakeholders self dependent and self reliant.
vii develop ***students*** to handle social situations .
viii produce ***students*** social responsible.
ix help ***students*** to plan and implement effective activities consciously .
x build ***students*** to take initiative in inculcating democratic values in people.
xi develop ***students*** facilitator of services .
xii achieve higher emotional intelligence among ***students*** for self awareness maturity .

5. Program Outcomes:

PO_1. Acquisition of post graduate attributes and descriptors with demonstrated abilities through Field work training.
PO_2. To enable students to understand history, philosophy, values, ethics and functions of social work profession and its linkages with other social science disciplines.
PO_3. To equip students with knowledge on core and ancillary methods of professional social Work and its practice base.
PO_4. Skill development and Entrepreneurship abilities to be taught at postgraduate levels.
PO5. Development of research and analytical abilities through dissertation as a separate paper.
PO_6. Responding to dynamic socio-cultural milieu, restructuring of discipline specific papers for students.
PO_7. Field work has been made an integral part of the syllabus, giving an opportunity to the Students for practice in diverse settings.
PO_8. To develop young professionals with good communication skills and quest for a self-motivated life-long learning, focusing on skilling and re-skilling in their respective field of social work.

6. Abbreviations:

CC: Core Course
OEC: Open Elective Courses
E/OE: Generic Open Electives

OJT: On Job Training, Internship / Apprenticeship
FP: Field Project
CEP: Community Engagement Project/Service
REP: Rural Educational Camp
RM: Research Methodology
RP : Research Project
MOOC: Massive Open Online Courses (Available on SWAYAM Portal)

7. a) Specific Outcomes of M. S. W. Program

With the help of this program , ***students*** will-

I.	**Domain Knowledge:** apply the knowledge of Social Work methods for fulfillment of social needs and in solutions of social problems by promoting conducive social environment and by restructuring , activating socio economic political systems for achieving human wellbeing.
II.	**Problem Analysis :** develop ability to identify, formulate and analyze complex social problems by using Social Work knowledge through placements in service organizations and in open community.
III.	**Conduct Investigations of Complex Problems:** conduct investigations of complex problems by applying knowledge of social work methods, research based activities, research method, which facilitate comprehensive and realistic understanding of the complex socio economic problems .
IV.	**Modern tool Usage:** develop indigenous learning material, appropriate resources and use technology and innovative methods to enhance theoretical knowledge and practical wisdom with regard to professional social work. And interpret of data by using advanced technology in social data analysis .

7. b) Generic Outcomes of M. S. W. Program

Students will-

v. Citizenship and Society:
develop the social work personnel to fulfill the requirements of service organizations catering to the socio economic needs of society.

vi. Environment and Sustainability:
conduct appropriate programs for sustainable development by giving orientation about the environmental transformation and developing knowledge about sustainable development .

vii. Ethics:
follow ethical principles and develop commitment towards the roles and responsibilities of social work profession, as code of ethics is part of social work profession.

viii. Individual and Team Work:
enhance intrapersonal and interpersonal skills for the efficient and competent personal and professional role performance with various groups of professional and para-professional teams.

ix Communication:
develop communication with self, with client and client systems and with society at large by way of interactions and by way of recording and presenting field work experiences while complying with guidance / the instructions given by social work educators.

x. Life-long learning:
inculcate continuous consciousness about the conducive, positive social processes as well as vigilance against the destructive, negative social processes. And
recognize the need of program and engage in programs and projects as a professionally trained social worker. Inclination and readiness to act accordingly in personal and professional situations with sustaining self consciousness

8. Social Work Practicum:

a Components of Social Work Practicum:
b Orientation Visits (Visits to Social Work Welfare agencies, NGO's & Community)
c Concurrent Field Work Practice (Practice of Social Work methods)
d Individual and Group Conference
e Viva-Voce on Field Work
f Summer Camp
g Rural Camp
h Study Tour
i Internship
j Activities for enhancing skills

For Competency

a Seminar (Social Issues)
b Seminar (Field Work, Success Stories and Field Experiments etc.)
c Skill Presentations: (Role Plays, Street Plays, Drama, Storytelling etc.) .

d Research Project, MOOC courses from SWAYAM portal

e Communication Skills

9. **Rules :**

9.1 Admission - As per the University Rule, Reservation rules of Govt. of India shall be followed while selection of the candidates.

9.2 Eligibility for admission - The candidates who have passed the Bachelors Degree Examination in any faculty from the recognized University with at least 40% marks, shall be considered eligible for admission to first year of Master of Social Work Program.

9.3 Registration for Examinations :

To be eligible to appear for M.S.W. examination, the candidate must have fulfilled 75% classroom attendance in each core and elective course and 90% attendance in social work practicum.

9.4 Assessment Criteria

Theory Course : Each theory course shall be of 100 marks, divided into Internal Examination of 40 Marks and semester end examination of 60 Marks . Separate passing Criteria is there for internal and external examination. The student shall be declared as passed one if he / she secures minimum 40 % marks in each theory courses and 50 % marks in practicum and research and if candidates get 50% in average.

9.5 If the candidate secures more than 80 % of the marks in internal assessment (Field Work and Research) , The work shall be reassessed by the external panel given by the university

9.6 **Research Assessment**:- The student has to submit rough work at the time of assessment which includes topic selection, tool designing, review of literature, set of interview schedule etc.

9.7 As need of time , teachers and supervisors should motivate students to write reports in ***English***

9.8 Documentation of every internal activity, collected from students shall be maintained by the college during assessment years.

10. **There are 05 specializations, introduced to fulfil demand of time ,** If students will not choose electives from relevant groups of specializations **, student will be treated as PG with Generic**

These Specializations are --

i **Human Resource Management**

ii **Community Development**

iii **Medical and Psychiatric Social Work**

iv **Family and Child Development**

v **Corporate Social Responsibility**

MSW- I **Semester – I**

S.N.	Course	Type of Course	Credits	Marks	Internal	External
1.1	Foundation of Professional Social Work	Core	4	100	40	60
1.2	Social Science Concepts for Social Work	**Major M_1**	2	50	20	30
1.3	Social Work Practice with Individuals and Groups	Core	4	100	40	60
1.4	Social Work Research	**RM**	4	100	40	60
1.5	**OE_1:** Human Rights and Social Work **OR** **OE_2 :** Social Problems in India OR **OE_3:** Environmental Social Work	Elective **OE-I**	4	100	40	60
1.6	Social Work Practicum **SWP-I**	Core	4	100	80	20
		Total	22	550	260	290

SEM-II

S.N.	Course	Type of Course	Credits	Marks	Internal	External
2.1	Community Organization and Social Action	Core	4	100	40	60
2.2	School Social Work	**Major M2**	2	50	20	30
2.3	Social Welfare Administration	Core	4	100	40	60
2.4	Social and Behavioral Change Communication	Major	4	100	40	60
2.5	**OE_1:** Corporate Social Responsibility and Social Work **OR** **OE_2 :** Skills for Social Work Practice **OR** **OE_3:**Disaster Management	Elective **OE-II**	4	100	40	60
2.6	OJT / Field Work : Social Work Practicum with Summer Camp **SWP-II**	Core	4	100	80	20

Total	22	550	260	290
Summer Placement for one week				

SEM-III

S.N.	Course	Type of Course	Credits	Marks	External	Internal
3.1	Counseling: Theory and Practice	Core	4	100	60	40
3.2	Indian Constitution	Core	2	50	30	20
3.3	**Specialization** Major Course M_3 *	**Major**	4	100	60	40
3.4	Choose Any **ONE** from Electives #	Elective **OE-III**	4	100	60	40
3.5	Research Project –I, **RP-I**	Core	4	100	40	60
3.6	Social Work Practicum **SWP-III**	Core	4	100	20	80
		Total	22	550	270	280

* 3.3 Specialization Major Course- M_3

S.N.	Major Course of Specialization	Specialization
i	Human Resource Management	HRM
ii	Rural Community Development	CD
iii	Medical Social Work	MPSW
iv	Child Rights and Child Development	FCD
v	Fundamentals of CSR	CSR

Specialization Elective Course --- OE-III

3.4 OE-III Sem -III ... Choose Any **ONE** Elective

i) 3.4 Elective for HRM

OE_1	Organizational Behavior and Industrial Relations	OR
OE_2	Business Communication	

ii) 3.4 Elective for CD

OE_1	Decentralization of Power in India	OR
OE_2	Tribal Anthropology and Social Work	

iii) 3.4 Elective for MPSW

OE_1	Health Economics	OR
OE_2	Health Care Administration and Management	

iv) 3.4 Elective for FCD

OE_1	Introduction to Gender studies	OR
OE_2	Youth Development	

v) 3.4 Elective for CSR

OE_1	Indian Economy	OR
OE_2	Human Resource Development	

SEM -IV

S.N.	Course	Type of Course	Credits	Marks	Internal	External
4.1	Social Legislation	Core	4	100	40	60
4.2	Event management in social work	Core	2	50	20	30
4.3	**Major of Specialization M4 ****	**Major**	4	100	40	60
4.4	Choose Any ONE from given Electives **##**	Elective **OE-IV**	4	100	40	60
4.5	Research Project –II , RP-II	Core	4	100	60	40
4.6	Social Work Practicum **SWP-IV**	Core	4	100	80	20
		Total	22	550	280	270
Block Placement for **Four Weeks**						

** Specialization Major Course- M_4

S.N.	Course	Specialization
i	**Employee Welfare and Related Legislation**	**HRM**
ii	**Urban Community Development**	**CD**
iii	**Psychiatric Social Work Practice**	**MPSW**
iv	**Family Social Work**	**FCD**
v	**NGO Management**	**CSR**

Electives of Specialization, Choose **ONE** Elective

4.4 OE-IV

i) 4.4 Elective for HRM:

OE-IV

OE_1	Compensation and Benefits Management	**OR**
OE_2	Entrepreneurship Development	

ii) 4.4 Elective for CD

OE-IV

OE_1	Social Accountability and Social Audit	**OR**
OE_2	Administrative Reforms and New Public Management	

iii) 4.4 Elective for MPSW

OE-IV

OE_1	Women and Health	OR
OE_2	Mental Health & Social Work Intervention	

iv) 4.4 Elective for FCD

OE-IV

OE_1	Women and Health	OR
OE_2	Social Work with Aged	

v) 4.4 Elective for CSR

OE-IV

OE_1	Social Entrepreneurship	OR
OE_2	Co-Operatives in India	

Content of the Courses

Course : 1.1 CC Foundations of Professional Social Work

Learning Objectives:

1 To familiarize students with the concepts of professional social work, its philosophy and the basic concepts.
2 To introduce the students about the historical background of social work .
3 To explore the objectives and characteristics of professional social work.
4 To recognize the prerequisites for becoming a professional social worker
5 To learn the theoretical approach works in different practice settings.

Course Outcomes:

After Completion of this Course, Students will-

1) gain an understanding of the social work philosophy.
2) read and analyze the origin and history of social work.
3) study the major concepts in social work .
4) get information of the rise of Social Work Education
5) get clear insight of professional social work.

Module I: Concept of Professional Social Work

1 Nature of Social Work;
2 Social Work :Interface between Voluntary and Professional Social Work,
3 Profession: Meaning and Components, Social Work as a Profession , Concept of Professional Social Work
4 Characteristics and Functions of Social Work Profession
5 Objectives of Social Work Profession

Module II: History of Social Work Profession

1. Social Work from Charity to Sustainable Development
2. Origin and Growth of Social Work Education and Practice
3. Overview of three Movements Responsible for Profession
4. History of Social Work in India
5. History of Social Work in U.K. and U.S.A , Milestones of History of Social Work Profession

Module III: Social Work Philosophy

1. Social Work : The Art and Science of Problem Solving
2. Levels of Social Work Profession
3. New Tasks of Social Work Profession
4. Lindman's Philosophy of Social Work Profession
5. Bisno's Philosophy and General Philosophy

Module IV: Tenets of a Profession

1. Social Work :The Art and Science of Problem Solving
2. Social Work as a response to concern need or the social problem
3. Three Tenets of Profession :Types of problem, the social worker, the client system
4. Challenges and Opportunities before Social Work Profession in India;
5. Overview of Indian Social Work Education from 1936 to NEP2020.

Module V: Concepts Related to Social Work

1. Social Service, Social Reform, Social Justice
2. Social Security, Social Legislation
3. Social Welfare, Social Development
4. Empowerment, Sustainable Development , Sustainable Development Goals
5. Methods of Social Work Practice, Fields of Social Work Practice

Module VI: Social Work Foundations

1. Knowledge Values ,Principles and Skills of Social Work Profession
2. Ethics in Social Work
3. Spirituality and Social Work
4. Attributes of a profession and Personal Attributes of a Social Worker.
5. Contemporary ideology for Social Change – Ideology of Action Groups, Social Movements ,NGO, CBOs, Concepts of Neo-Liberalism, Postmodernism, Globalization , Democracy And Utilitarianism, Feminism and Multiculturalism

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12 Jacob, K.K. (Ed.) (1994) Social Work Education in India - Retrospect and Prospect Udaipur, Himansu Publications.
13 Joseph, Sherry (Ed.) (2000) Social Work: In the Third Millennium (Some Concerns and Challenges), Sriniketan, Department of Social Work, Visva-Bharati.
14. National Association of Social Workers. (2008) Code of Ethics of the National Association of Social Workers. Washington, D.C.: NASW Press.
15. O' Hagan, Kieran, Kingsley, Jessica (2003) Competence in Social Work Practice - A Practical Guide for Professionals, London.
16. Reamer and Fredric (2005) Social Work Values and Ethics, New Delhi: Rawat Publication.
17. Singh, D.K. and Bhartiya, A.K. (2010) Social Work: Concept and Methods. Lucknow: New Royal Book Company.

1.2 M1 Social Science Concepts for Social Work

Learning Objectives:-

1. To know the relationship of social work with other disciplines.
2. To study the interrelationship of social sciences with social work.
3. To strengthen knowledge about social life.
4. To understand various aspects of society on human life.
5. To develop insight about social concepts for professional social work practice.

Course Outcomes:-

After completion of this course , students will able to -

1. study the concept s useful in Social Work education
2. understand and develop self-awareness about the concepts.
3. learn social work domain by using social aspects .
4. enrich knowledge about social life for professional social work practice

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Module I .Importance of Social Concepts-

1. Relationship of Social Work with other Social Sciences,
2. Society, Community, Association, organization, Social Structure : Norms, Values, Status and Role ,
3. Socialization: Meaning, types, processes and agencies.
4. Culture: Meaning, characteristics; material and non-material culture; cultural lag; culture and civilization.
5. Social Groups Types: Primary and Secondary; In-Group and Out-Group; Reference Group and Peer Group

Module I . Social Processes:

1. Cooperation, Accommodation, Assimilation
2. Competition and Conflict.
3. Industrialization, Modernization, Globalization and Secularization,
4. Sanskritization, Westernization,
5. Parochiatization and Universatization

Module III. Prominent Social Concepts –

1. Social Stratification: types , theories of stratification and mobility and its types,
2. Social Control: Meaning, Significance and agencies,
3. Social Change and its features, modes , responsible factors
4. Social Development, Developing Economy, Mixed Economy,
5. Sustainable Development and Sustainable Development Goals

Module IV . **Understanding Human Behaviour:**

1. Heredity and Environment , Interplay of Heredity and Environment in shaping human behavior
2. Attitude, Prejudices, Public Opinion,
3. Collective Behavior and Leadership Behaviour.
4. Psychological process: Perception, Learning, Memory, Emotions And Motivation.
5. Concept of Self

Module V. Human Growth and Behaviour:

1. Interface between Growth and Development .
2. Characteristics and Principles of Human Development
3. Stages of human development: Prenatal and Postnatal Development: ,
4. Concepts of Id, Ego, Superego, Libido, Defense Mechanism
5. Development Theories of Freud, Erikson, Piaget

Module VI . Basic Psychological Concepts :

1. Definition, Characteristics and types of Personality
2. Adult Learning and Intelligence
3. Concept of Adjustment and Maladjustment.
4. Factors in adjustment: Frustration, Conflict Coping Devices and Stress.
5. Hierarchy of Needs – Abraham Maslow

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8. Desai S. S. M. and BhaleraoNirmala- Indian Economics, Nirali Publication, Pune.
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10. Government of India – The State of Indian Environment Report, Centre for Social Sciences and Environment, New Delhi.
11. Haralambos, Michael 1980- Sociology, Delhi, Oxford University Press.
12. James D. Page- Abnormal Psychology, Tata McGraw Hill Publishing Company Limited, New Delhi.

1.3 CC Social Work Practice with Individuals and Groups

Learning Objectives:

1. To learn nature of psycho-social problems of individuals .
2. To acquaint the students with the process of social case work and social group work.
3. To develop in students the necessary attitude and skills to practice social case work and social group work.
4. To enhance knowledge and skills of students on social work methods, techniques, tools needed to practice with individuals, groups, families.
5. To enrich understanding of students in theories, principles, approach, communication skills, and group dynamics while working with individuals and groups.

Course Outcomes:

At the end, the student will be able to -

1. demonstrate familiarity with processes, tools and techniques of primary methods and their application in professional social work practice.
2. develop skills of social worker to intervene with individuals, groups, families.
3. understand the social case work and group work in various settings.
4. understand the various processes involved on social case work and social group work
5. understand difference between the social case work and group work.

Module I: Social Case Work

1. Social Case Work as Primary method - Definition, Objectives, Purpose, Goals Principles and Characteristics .
2. Case Work and Client Relationship

   Client System in Social Case Work—Who is Case?.... individual, family or other.
3. Basic Assumptions of Social Case Work
4. Values in Social Case Work
5. Conceptual Clarity in Case Work: Empathy – meaning, Transference - meaning, Counter Transference – meaning.

Module II: Social Case Work Process

1. Components of Social Case Work
2. Social Case Work Process, Phase sheet of Social Case Work
3. Tools and Techniques of Social Case Work of Intervention, Presentation of case- Ecomap and Genogram

4. Steps-Intake, study, diagnosis and its types , treatment and treatment process, Evaluation ,Follow up and Termination
5. Theories: psychosocial, Behavior Modification , Crises Intervention, Problem Solving , Models for Social Case Work

Approaches to Case Work: - Psycho- Social approach - Behavioral modification theory. - Crisis intervention - Empowering approach - Eclectic approach

Module III: Social Case Worker

1.Roles ,Skills of Case Worker ,
2.Analysis of Problem with SWOC and Johari Window
3. Recording: Nature, Principles and Types
4. Social Case Work Practice in various Settings **families, school, industry**
5. Difference between Case Study and Social Case Work

Module IV: Social Group Work

1. Social Group Work as Primary Method ,- Definition, Objectives, Purpose, Goals
2. History of Social Group Work
3. General Principles &Douglas l4 Principles of Social Group Work
4. Scope of Social Group Work :Group Work practices with Self Help Groups, Women Group, Cooperative Group, Correctional Setting,
5. Relationship between Social Case Work, Social Group Work and Community Organization

Module V: Social Group Work Process

1. **Social Group Work Process**
2. Planning Phase, Beginning Phase, Middle Phase, Ending Phase
3. **Tools , Techniques and skills**
4. Recording and evaluation in Social Group Work
5 Roles of group worker:
6. Models in Group Work Practice:
7. Group Work – Sociogram, Sociometry

Module VI: Group Dynamics and Group Development

1. Group Dynamics,
2 Power Pattern and process of group interaction Crisis and Conflict in groups.
3. Use of Program Media in Group Work program-Word Play, Games, Role Play, Story Telling, Puppetry, Group Discussion
4. Leadership and Group Behavior
5. Group conflict Theory

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17.Shahapurkar P.M. (2016). Evolution of Social Work Profession , Latur , Vidyabharatee Publication

1.4 CC Social Work Research

Learning Objectives:-

1. To develop an understanding of scientific approach to human inquiry.
2. To acquire required skills and knowledge to use appropriate statistical methods in the Field.
1. To develop ability to conceptualize, formulate and conduct simple research projects/exercises.
2. To understand the importance of Quantitative and Qualitative research in Social Work and application of Statistical Software Packages like SPSS in Social Work Research.
3. To understand the research process.

Course Outcomes:-

After completion of this course , students will be able to -

1. get the basic knowledge of research methodology.
2. understand the requirement of conducting research.
3. conduct the survey.
4. analyse facts scientifically.
5. develop own competence in research area

Module I -Introduction to Social Work Research

1. Characteristics of Scientific method, Nature and Scope of Scientific Enquiry,
2. Definitions and Objectives of Social Research and Social Work Research ,
3. Borderlines between Social Research and Social Work Research, Ethical Considerations in Research
4. Types of the Social research
5. Steps of the Research

Module II -Research Designs and Methods:-

1. Concept and Purpose of Research Design.
2. Types of Research Designs: Exploratory, Descriptive, Analytical, Experimental, Participatory.
3. Methods of Social Research: Survey, Case Study, Content Analysis, Importance of Existing Data Analysis, Ethnography.
4. Action Research
5. Social Work Research Methodology for Qualitative data -
    a. Social construction of knowledge & rationale of qualitative research
    b. Tools and Techniques, including analysis , Writing: Field notes, FGD transcripts, Reports, iterative recording

Module III -Research Process:-

1. Formulation of Research Problem.
2. Concepts and its Operationalization, Constructs and Variables.
3. Review of Literature :Need, Significance, Method to interpret Review
4. Hypothesis: Meaning, Functions and Types, Attributes of Sound Hypothesis, Formulation of Hypothesis.
5. Preparation of Research Design.

Module IV- Sampling and Data Collection:-

1. Meaning of Sampling and Related Concepts, Types of Sampling.
2. Sampling Methods: Probability and Non-probability.
3. Determining Sample Size.
4. Data Collection: Sources of Data: Primary and Secondary, Tools of data collection.
5. Data Processing: Scrutiny, Editing, Coding, Classification, Tabulation, Analysis , Interpretation, Graphical Presentation.

Module V -Data Analysis Techniques:-

1. Qualitative and Quantitative.
2. Various scales & techniques used for measurement of social data.
3. Statistics in Social Research: Its Scope and limitations.
4. Measures of Central Tendency: mean, mode, median; their computation, its strengths and limitations,
5. Deviation and Correlation. Significance Tests: Pearson's Chi-Square and 't' Test, Use of Software Packages in Data Analysis – SPSS Interpretation and presentation of the statistical findings

Module VI - Research Report:-

1. Structure and Major Components of a Research Report, Formats for Presentation the Report,
2. Essentials of Good Report.
3. Research proposal - a) Research Problem b) Research Plan.
4. **Research Proposal**: Major steps in the Construction of a Research Proposal
5. Proposals for Funded Research, its contents,

References :

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2. Royse D. D. (2011). Research methods in social work. San Diego, CA: Cognella Academic Publishing.
3. Rubin A., & Babbie, E. R. (2010). Essential research methods for social work. Boston, MA: Cengage Learning.

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1.5 Semester- I OE-I

OE_1	Human Rights and Social Work	OR
OE_2	Social Problems in India	OR
OE_3	Environmental Social Work	

1.5 OE_1 Human Rights and Social Work

Learning Objectives:

1. To orient about the origin and development of Human Rights.
2. To develop knowledge about the constitutional provisions relating to Human Rights and Social Justice.
3. To acquire advocacy skills to deal with several matters relating to Human Rights.
4. To develop an integrated approach to Social Work practice to uphold Human Rights and Social Justice.

Course Outcomes:
At the end of this course, the student will-

1. get familiarise about the origin and development of Human Rights.
2. develop knowledge about the constitutional provisions relating to Human Rights and Social Justice.
3. acquire advocacy skills to deal with several matters relating to Human Rights.
4. able to develop an integrated approach to Social Work practice to uphold Human Rights and Social justice.

Module I. Human Rights:

1. Concept, Characteristics,
2. Classification of Rights,
3. Origin of Human Rights: Human Rights – Evolution of human rights, Journey from Magna Carta to Universal Declaration, French Declaration of the Rights of Man and Citizens, Geneva Convention of 1864
4. Universal Declaration of Human Rights 1948.
5. Protection of Human Rights Act,1993 in India,

Module II. Philosophical Values

1. Life and Dignity
2. Freedom & Liberty,
3. Equality and Non-Discrimination ,Justice,
4. Solidarity, Social Responsibility,
5. Peace &Non- Violence

Module III. Human Rights and Social Justice:

1. Human Rights and Social Justice Concerns in Indian society –inequality, injustice and oppression;
2. Social, Economic, Political Structures of Indian Society and Human Rights .
3. Need for and importance of Human Rights Education
4. Human Rights of the Weaker Sections, Excluded and Disadvantaged.
5. Rights of Marginalised Groups – Women, Children, Elderly, Disabled, Migrants, Prisoners

Module IV Indian Constitution and Human Rights:

1. Indian Constitution – Preamble as main tenant of Human Rights,
2. Fundamental Rights and Directive Principles of State Policy.
3. Law as an instrument of achieving Social justice in India.
4. Legal Aid as an instrument of Human Rights – a critical review.
5. Human Rights Commission

Module V. Role of Social Work:

1. Role of Social Work in prevention of Human Rights Violation.
2. Human Rights and Social Justice,
3. Public Interest Litigation.
4. Role of Media, Advocacy and Social Action. Issues -Poverty Gender Discrimination Racism Religion
5. Environment and Development

Module VI. National and International Initiatives:

1. Efforts to prevent Human Rights violation, national and international initiatives.
2. International Convention on the elimination of All forms of racial discrimination(1966)
3. Conventions on the Rights of Children
4. Convention on the elimination of All forms of discrimination against women
5. State Human Rights Commission, National Human Rights Commission, Amnesty International, Civil Liberties.

References:

1 Raj Bala Mathur (2012) NGOs and Human Rights Movements, Jaipur Aadi Publications,

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4 Pandey, S.R. (1991). Community Action for Social Justice, New Delhi: Sage Publications.
5 Yalaja, S.A. (1982). Ethical issues in Social Work, Spring Field, Charles C.Thomas.
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7. Amartya Sen (2009), The Idea Justice, New Delhi: Penguin Books,
8. Michael Freeman(2002) Human Rights: An Interdisciplinary Approach, Oxford: Polity,

OR

1.5 OE_2 Social Problems in India

Learning Objectives :

1. To understand the social problems of contemporary period in India.
2. To know the policies & programmes implemented to ameliorate the social problems
3. To understand preventive and remedial measures for contemporary social problems
4. To understand role of social work in addressing social problems

Course Outcomes:

After completion of this course , students will be able to-

1. describe the concepts of Indian Social Problems and Services
2. analyse social behaviour and determine the effects on society.
3. apply the knowledge of social work methods for intervention
4. develop Independent judgment, intercultural and regional Sensitivity global and national perspectives to solve problems.
5. develop awareness towards different social problems with the capacity to finding solutions for it.

Module-I Social Problems

1. Concept-Meaning-Characteristics of Social Problems. The interconnections and linkages among them
2. General Causes-Effects of Social Problems.
3. Remedial Measures for Social Problems. .
4. Social Disorganization -Family Disorganization- Individual Disorganization.
5. Deviant Behavior-meaning- types.

Module -II Major Social Problems in Society

1. An overview of Major Social Problems,
2. Deepened Poverty, High Unemployment, Corruption, Cyber Security Problems

Post COVID Socio-Economic Implications

3. Juvenile Delinquency, Child Abuse, Crime, Potential Criminals, Prostitution,
4. Alcoholism, Substance and Drug Addition,
5. Overcrowding , Beggary and Slum Growth

Module-III Problems of Vulnerable Groups

1. Vulnerable groups in Society
2. Problems of Children, Youth, Women, Aged, Divyang
3. Problems of Migrants
4. Problems of Weaker section
5. Farmers' Problems, Agricultural Distress and Marginalization

Module-IV Social Conflict

1. Nature of Social Conflict in India,
2. Ethnic, Regional, Linguistic,
3. Caste and Communal,
4. Atrocities on Scheduled Castes and Scheduled Tribes
5. Crisis of Values, Importance of **No justice, No Peace**

Module-V. General Social Problems

1. Divorce and Family Disorganization ,Separation and Desertion, Decline in Community Values and Alienation of the Individual.
2. Suicide
3. Environmental problems :- Pollution and Natural Degradation Scope of Green Social Work.
4. Issues of Communal Harmony and Peace
5. Increasing Health and Mental Health Issues

Module-VI. Strategies for Solution of the Problems and Role of Social Work

1. Role of Social Work in identifying the Social Problem
2. Role of Social Work for developing strategies for help
3. Government and NGO initiatives to solve social problems
4. Role of research to eliminate the social problems.
5. Offering jobs as the best welfare program , importance of starts up and entrepreneurship.

References :

1. Ahuja R 1993 Indian Social System-New Delhi, Rawat Publication
2. Akbar M.J. 1988 Riot After Tiot; Reports on Caste & Communal Violence in India New Delhi : Penguin Books.
3. Bardhan P. 1984 the Political Economy of Development in India, Delhi: Oxford Press.
4. Betelle A. 1966 Caste, Class and Power, Bombay: Oxford Uni, Press.

5. Black C.E. 1966 The Dynamics of Modernization: A study in Comparative History, New York: Harper & Row.
6. Madan G.R. 1985 Indian Social Problems Vol. I and II, Bombay, Allied Pub. Pvt. Ltd
7. आगलावे प्रदीप (२००९) ,भारतीय समाज प्रश्न आणि समस्या, श्री साईनाथ प्रकाशन, नागपूर
8 . मारुलकर विजय (२००८) भारतीय सामाजिक समस्या, फडके प्रकाशन, कोल्हापूर

OR

1.5 OE_3 Environmental Social Work

Learning Objectives:

1. To study interrelatedness between human life and environment .
2. To develop the insight about environmental concerns.
3. to understand emerging environmental issues and new trends to handle the issues.
4. To study scope of social work practice in green social work

Course Outcomes:

After completion of the course, students will be able to:

1. describe concepts such as environmental social work, sustainability, sustainable development, biodiversity, environmental justice, green care, ecological social work and green social work
2. describe basic theories related to environmental social work
3. analyze critically methods and practices for eco-social work and green care with vulnerable groups and communities
4. identify conditions and challenges for green social work and green care

Module – I Environment: Definition and Components

1. Environment: meaning, nature and components. Changing patterns- from survival needs to emerging consumerism. Ecosystem and biodiversity and its importance for human life and ecological balance
2. Environmental Imbalance: Global Warming and Green House Effect, Ozone Layer Depletion and its effects. Environmental degradation: causes and consequences, Social implications and consequences
3. Environment Pollution: types, causes, effects.
4. Impact of development initiatives, war and terrorism.
5. Extinction of wildlife and loss of natural habitat

.

Module – II Interface between Environment and Development

1. Interface between Environment and Development,

2. Environmental Sustainability: Implications for food security, livelihood security, energy security and community well being
3. The interrelatedness of human life, living organisms and natural resources.
4. Utilisation and Management of – Forest, Land, Water, Air, Energy Sources
5. Sustainable Development: Concept, Potentialities And Challenges

Module III Global and National environmental issues and concerns

1.Population and Environment , Concept and Need of Population Education
2.Urbanization , Industrialization , Globalization and Environmental Issues
3.Climate Change and Social implications and consequences such as disasters , migration; conflict;
4.Waste matter - disposal, Reuse ,Recycling, Renewal, Problem of e-wastage , Hazardous Chemicals ,Fear of Nuclear wastes and radiation issues
5.Consequences on living organisms

Module IV Legal Protection

1. Differential impact of environmental decimation on marginalized groups -women, poor, indigenous populations.
2. Constitutional Provisions, Legislative Framework,
3. Policies and Programmes pertaining to environment and environmental conservation,
4. Government efforts for Environment management: maintaining, improving, enhancing
5. The Environment Protection Act, 1986

Module V Approaches to Environmental Conservation-

1. Approaches to environmental conservation , Gandhian perspective
2. Eco-Socialism and Community Based Natural Resource Management,
3. Environmental Justice
4. Environmental movements: Typology and ideologies Role of civil society organizations in environmental issues
5. Burden of Surplus Population and Need of family Planning Education

Module VI Role in Natural Resource Management and Environment Protection

1.Role of government, NGOs and community in environmental protection.
2. Natural Resource Management Approaches - Community-based Natural Resource Management, integrated Natural Resource Management, Role of rural institutions and other mechanisms in the protection of Natural Resources - Pani Panchayats, Vana Sanrakshan Samiti, Diversification of livelihoods

River Rejuvenation- River Rejuvenation in India, Objectives, Methods, Strategies and techniques,, Natural survival of river species and conservation, • Development, design and implementation of Rejuvenation projects

3. Social Work initiatives at different levels, Environmental Movements and Interventions
4. Threat to agricultural lands, Western Ghats, sand mining, quarrying, solid waste management, Environmental Education and Awareness.
5. **Green Social Work**: Concept, Significance and Scope ,evolution and development Interventions for Green Social Work, strategies of Community Engagement , Advocacy for Green Social Work .

References:

1. Arnold, David & Guha, R. (1999). Nature, Culture, Imperialism; Essays on the Environmental History of South Asia. Delhi, OUP.
2. Coates, J., & Gray, M. (2012). The environment and social work: An overview and introduction.
3. Gadgil, Madhav & Guha, R. (1994). This fissured Land: An ecological History of India. Delhi, OUP.
4. Norton, C. L. (2012). Social work and the environment: An eco-social approach. International Journal of Social Welfare, 21(3).
5. Ramchandra, G. (1991). The Unquiet woods, Ecological Change and Peasant Resistance in the Himalayas. Delhi: OUP.
6. Sharma, P. D. (2012). Ecology and environment. New Delhi. Rastogi Publications.
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12. Das, RC et al. (1998): The Environment Divide: The Dilemma of Developing Countries, New Delhi: Indus
13. Govt. of India (1972): Water (Prevention and control of Pollution) Act.
14. Govt. of India (1975): The Water (Prevention and control of Pollution) Rules.
15. Govt. of India (1981): Air (Prevention and control of Pollution) Act.
16. Govt. of India (1982): Air (Prevention and control of Pollution) Rules.
17. Govt. of India (1986): Environment (Protection) Act.
18. Govt. of India (1995): National Environment Tribunals Act.

Internal Continuous Assessment of *Theory Course* of 4 Credits -- 40 Marks

Sem - I

1)Analysis of News in Different News Papers / Book Review related to Course	**10 Marks**
2) Seminar on Course (expected in English language)	**10 Marks**
3) Power point Presentation	**10 Marks**
4) Class Participation and Attendance	**10 Marks**
	40 Marks

Internal Continuous Assessment of Theory **Course of 2 Credits -- 20 Marks**

Sem- I

1) Analysis of News in Different News Papers / Book Review related to Course	**05 Marks**
2) Seminar on Course (expected in English language)	**05 Marks**
3) Power point Presentation	**05 Marks**
4) Class Participation and Attendance	**05 Marks**
	20 Marks

1.6 Social Work Practicum – SWP-I

Orientation Programmes

Orientation Programmes are organized at the beginning of the first and the third semesters. The objective of the programme is to equip students with the nature of social work education, programme of academic instruction, concurrent field work, practice skills and fields of social work. For the MSW (Final) students the orientation programme is organized with the objective to sharpen the students' awareness and enhance to their practice skills.

. It is a planned program aimed at providing appropriate direction to professional learning. With a judicious mixture of lectures, interactive sessions, games, skill labs and field visits, this important event provides a platform for the beginners to get introduced to different fields, dimensions, values and skills of Social Work. Besides this, the program helps the new entrants to familiarize themselves with the department and the course and also to acquaint

themselves with the administrative framework, teaching pedagogy and field work rules. Since the students commence their field work within a couple of weeks of the orientation programme, the transaction within this serves as a critical basis for their understanding and engagement in field work assignments.

Skill Laboratories during the orientation programme are planned in a way to help students acquire beginning skills of using the methods of community work and group work in underserved communities.

Skill Lab:

Skill labs are an integral part of the curriculum from the time that the students join the course till the time that they graduate. A minimum of four skill labs is organized in each semester which are aligned with the theory papers and the field work requirements. Skill labs are either facilitated by experts in the field or by faculty members. The themes for the skill labs include but are not limited to simulation games, role play, street play, PLA tools, Therapeutic Interventions in the Context of Groups, Tool Construction in Research, Data Analysis, Life Skills Programming, Interviewing Skills Rights Based Programming, Designing Advocacy Campaigns, Family Therapy, Therapeutic Interventions in Specific Situations such as Addiction, Counseling Children and Adolescents, Project Formulation. The theoretical input with respect to skill labs in transacted in the class room and the skill component is covered in the day long skill lab. The faculty supervisor supports the application of these skills in the field work.

For First Semester **Skill Lab Activities :- Application Writing, Preparation of CV, Resume, Bio-data, Interview Skills.**

Individual Conferences:

Supervision is a dynamic educational process involving the faculty supervisor, students, his/her peers and agency supervisor to develop knowledge, skills and attitude in accordance with the professional standards of social work practice. Supervision holds the key in the professional development of a social worker. Effective supervision requires clarity about their respective roles as supervisor and supervisee. Each student is placed with a faculty member who is referred to as faculty supervisor. Supervision is participatory process and the role of student is significant as he/she is expected to clearly identify her/his learning needs and take initiative to benefit fully from the supervisory process. Individual Conferences (IC), a critical tool of supervision, is arranged to facilitate interaction, sharing and feedback between supervisor and supervisee in a systematic, planned and confidential setting. ICs are supposed to be held every week during the assigned time. It provides a platform to discuss the issues and concerns arising out of field work. The supervisor is expected to facilitate the students to relate theory with practice, and monitor their progress in terms of accomplishment of field work tasks

and objectives and improvement in quality of reporting. It provides the student an opportunity to reflect on their own strengths and weaknesses and work on them for the betterment. All students are mandatorily required to attend all such Supervisory conferences. Field work without IC is considered as unsupervised field work and stands a chance of being cancelled.

(Note:- There will be minimum 10 ICs to each semester. Keep the records of IC for each semester.)

The Responsibilities of the Faculty Supervisor :

- Making student comfortable with the field setting and its requirements
- Assisting the students to develop their thinking, attitude and behavior and action in relation to the values and ethics of the profession.
- Working out a work schedule in consonance with the field work objectives
- Enabling students in learning to relate theory with practice
- Sharing with students the evaluation criteria, performance indicators and other expectations in terms of recording, use of supervisory process, etc.
- Providing periodic feedback to students about their professional growth
- Maintaining regular contact with the placement agency and agency supervisor for monitoring purposes.

Group Conference

Group conference is a vital part of the field work training, as it enables the students to develop some of the basic skills to become an effective social work professional. It provides the students a rare opportunity to get exposure to a wide range of areas. Each student is supposed to assume the role of Chairperson, Paper Presenter and Rapporteur at least once in each Group Conference. It provides the student an opportunity to experience the process of presentation of a formal academic and practice oriented paper, to chair and moderate a formal discussion, to record the proceedings of discussion in a systematic, precise and formal manner, and to develop understanding of various settings and opportunities relevant to the field of Social Work. It is an evaluative component of Fieldwork.

Group conference is a mechanism to facilitate professional sharing among students and faculty supervisors. All students are expected to make a presentation in the group. They can select any issue from their field work setting and present it to the group for deliberation

Note:- There will be Minimum **4 Group Conferences** in each semester.

Objectives:

1. To provide students exposure to different field settings.
2. To provide the students an opportunity to collect data, analyze and reflect upon areas of work through presentation.
3. To facilitate problem solving through group efforts.
4. To learn to make a presentation, chair a group meeting and act as a rapporteur.
5. To develop presentation and time management skills.
6. To gain exposure in peer learning processes.

Orientation Visits : Orientation visits to *selected welfare and developmental service organizations* shall be conducted to provide an exposure and understanding of the services provided in response to people's needs.

Learning objectives:

1. To acquire skills of systematic observation and develop a spirit of inquiry about the institutional work.
2. To understand society's response to social problems through various institutional services.
3. To understand, appreciate and develops ability to critically evaluate the initiative of voluntary and government programmes.
4. To understand the structure, functions, policies and programmes of the institution / agency and intervention utilized by the agency / institution.

Course Outcomes:

After attending these visits, students will -

1. know the institutional work to provide social services.
2. understand different issues of society and measures being implemented by organizations.
3. understand how the resources are generated especially by the NGOs.
4. obtain issue-oriented knowledge.
5. understand significance of Social Work training through which employs deliver their best.

Concurrent Field Work Visits :

Concurrent fieldwork is an ongoing central learning opportunity, to develop understanding and intervention skills among students in reality situations.

Learning Objectives :

1. To understand client and agency both as client system.

2. To develop knowledge of administrative procedures, programme management and utilizing these skills in practice.
3. To develop knowledge and skills of problem solving processes.
4. To acquire skills in communication, writing client's records, documentation of agency records.
5. To achieve professional development in terms of knowledge, attitude and skills.

Course Outcome:

After attending these visits, students will -

1. relate theoretical knowledge into practice.
2. understand Administrative procedures as well as program management.
3. develop competency in communication and writing thereby maintain and preserve records.
4. make themselves able to organize different intervention programs .
5. apply knowledge into practice by attaining professional development .

Also-

Through Field work

Students -

Analytical Ability

1. understand evolution of agency, philosophy, policy and administration programme.
2. identify roles of other departments and personnel in implementation of agency policies & programmes (in secondary settings.)
3. understand the dynamic of the agency – roles, decision making process, conflict solving procedures.
4. begin to situate agency in context of larger social system.
5. understand Profile of client system and causative factors affecting its needs and problems.
6. understand social work intervention utilized by agency in response to needs of client system.
7. assess one's own tasks in relation to problem situation.

Problem Solving Skills:

1. assess the problem situation and outlines the plan of action.
2. utilize problem solving process beginning with fact finding to evaluation of social work process in relation to needs, problems and aspirations of the client system.

3. develop and utilize working relationships with agency, client system and other related system.
4. utilize different techniques of problem solving, interviewing, home visits, communication and programme media mobilization of human and material resources.
5. utilize problem solving strategies selectively with individuals groups and communities.
6. understand the importance work in different administrative procedures- filing – maintaining registers, fund raising staff meetings.
7. develop basic skills of management of services, planning organization, implementing, coordinating, communicating and evaluation.
8. participate in liaison work other organizations and systems in terms of obtaining sanctions for programs, interpreting social work intervention and networking on common issues.
9. understand the significance of and participates in teamwork one's discipline as well as in the interdisciplinary team.
10. learn to priorities tasks and organize workload.
11. understand the importance of recording as a tool for learning and administration.
12. record facts selectively and logical – assessment of problem situation, students feelings, reflections and intervention modalities.

Personal development:

1. appreciate and utilize of principles of social work in respect of persons, social justice, equality, opportunities, acceptance of the client system and its potential.
2. work with commitment in the agency in terms of fulfillment of tasks, disciplined use of self (dress, behavior, regularity, self control awareness of bias and cultural blocks).
3. develop positive identification with the profession, conviction of the necessity of social work intervention.

Use of Field Instruction:

1. understand the significance of field instruction as a tool for professional training.
2. accept the roles of faculty advisor, field instructor and field contact and utilizes their expertise in one's own training.
3. indicate a gradual movement from a dependence on the instructor to performing ones role and tasks more independently.
4. utilize individual and group conferences for professional growth by accepting both the positive and negative remarks of the instructor.
5. actively participate in the group conference and appreciates the participation of others.

6. make efforts to improve performance through self – learning by reading learning from one's experiences and those of others.
7. develop ability for self- evaluation.

Components of Social Work Practicum SWP-I

1. Orientation Visits	- 05 Visits	=	20 Marks
2. Skill Lab (minimum 2 activities)		=	10 Marks
3. Concurrent Field Work Visits	-15 Visits	=	40 Marks
4. Individual and Group Conferences		=	10 Marks
5. External Viva voce		=	20 Marks

Total Marks = 100

Semester-II

S. N.	Course	Type of Course	Credits	Marks	Internal	External
2.1	Community Organization and Social Action	Core	4	100	40	60
2.2	School Social Work	Major **M2**	2	50	20	30
2.3	Social Welfare Administration	Core	4	100	40	60
2.4	Social and Behavioral Change Communication	Core	4	100	40	60
2.5	OE_1-Corporate Social Responsibility and Social Work **OR** OE_2-Skills for Social Work Practice **OR** OE_3-Disaster Management	Elective **OE-II**	4	100	40	60
2.6	OJT / Field Work : **SWP-II** Social Work Practicum with **Summer Camp**	Core	4	100	80	20
		Total	22	550	260	290
Summer Placement for **One Week**						

2.1 CC Community Organization and Social Action

Learning Objectives:

1. To know the importance of Community Organization and Social Action in Social work Practice
2. To enhance understanding of the models and strategies of Community Organization and Social Action
3. To develop conducive attitude for participatory activities with civil society.

Course Outcomes:

After completion of the course, students will be able to-

1. gain knowledge of intervention skills, strategies to be adopted to handle the social issues through Community Organization and Social Action.
2. organize the community to address the community issues and social change .
3. acquire knowledge of intervention skills, strategies to be adopted to handle the social issues.
4. reflect and contextualize various types of community interventions
5. demonstrate skills to identify communities, assess their needs and plan appropriate community interventions

Module –I **Understanding the Community** and **Community organization**

1. Concept and characteristics of community
2. Types and Functions of the Community
3. Need of Community organization
4. Historical Growth of Community Development Programmes, CDP 1952 (Shriniketan, Etavah, Sevagram, Firka, Ralegan, Medha Lekha, Baripada Projects)
5. Issues in Community Organization : Class, Caste ,Gender, Traditional leadership

Module –II **Community Organization as a Method of Social Work**

1. Concept and meaning, Values, Ethics in Community Organization Practice
2. Characteristics, functions and Principles of Community Organization Practice
3. Community Organization and Community Development
4. Process of Community Organization (Steps)
5. Rothman's Models of Community Organization. Gandhian Approach and other Approaches

Module –III **Strategies and Techniques of Community Organization**:

1. Strategies: Public Interest Litigation, Protests and Demonstrations, Dealing with Authorities, Public Relation, Planning, Monitoring and Evaluation.
2. Participatory Learning Appraisal (PLA).
3. Capacity Building of Community Level Institutions and Marginalized Groups.
4. Skills Required in Community Organization Practice - Problem Analysis, Committee Formation, Organization of Meetings, Conflict Resolution, Recording and Resource Mobilization, Networking and Training.
5. New Techniques of Community Organization

Module –IV Social Action

1. Social Action: Weberion Concept
2. Social Action in Social Work , Evolution of Social Action as a Method of Social Work.
3. Social Action: Philosophy and Objectives, Principles
4. Approaches to Social Action: Cooperation, Collaborative & Conflictual
5. Strategies , Techniques and Models

Module –V **Social Movements**

1. Social Movements: Theories & Perspectives
2. Genesis, Phases & Sustainability of Social Movements
3. Land Rights & Reforms Movements: Telangana, Naxalbari, Bhoodan & Gramdaan
4. Ecological Movements: Chipko Movement and Narmada Bachao Andolan
5. Women's Movements, Peace Movements: Movements against Nuclear Energy, Governance Movements: RTI, Lokpal, , Anti Corruption

Module –VI **Social Action and Social Change**

1. Meaning and nature of social change.
2. Social Action as means of Social Change.
3. Strategies of Social Action : Unionization, Advocacy, Pressure Groups.
4. Concept of power, Power structure.
5. Use of media and Public Opinion building in Social Action

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2.2 M2 School Social Work

Learning Objectives:

1 To introduce students to the mission, organizational structure, and role of the social worker in service sectors where children and families most often receive social work services.
2 To demonstrate the generalist skills that social workers can use across multiple service sectors.
3 To provide students with in-depth knowledge of the unique skills required in specific service settings.
4 To provide the foundation for students to be able to work in multiple settings serving children and family.
5 To introduce students to theories of interagency collaboration and develop collaborative skills when working across service settings.

Course Outcomes :

Upon completing this course, students will:

1. understand the school as a social system and its relationship to the home and general community;
2. understand the roles and responsibilities of school social workers and the unity and complexity of its interacting tasks and functions within the school system and community.
3. demonstrate skills in identifying groups of school children for whom social work services are appropriate, including children considered at high risk, gifted children, children with

disabilities, abused and neglected children, minority children, and children of different cultures.

4. identify and apply appropriate social interventions for target groups of students.
5. understand several models of social work practice used in the schools and develop a personal model of social work practice in the schools.

Module I School Social Work

1. Concept, Need for Social work practice in School Setting,
2. Objectives of school social work
3. Values of school social work.
4. Development of School Social Work in U.S.A, England and in India
5. Development of School Social Work in India

Module II: Theoretical Framework

1. Theoretical framework:
2. Traditional Clinical Model,
3. Home School Community Relation model,
4. Clinical and Environmental Interaction Model.
5. Strength perspectives

Module III Services Under School Social Work

1 **Services to students:** Providing crisis intervention, Helping the child develop appropriate social interaction skills and Self-awareness;

2 **Services to Parent/Families:** Working with parents to facilitate their support in their children's school adjustment, Alleviating family stress, to access programs available to students with special needs, accessing and utilizing school and community resources.

3 **Services to School Personnel**: Providing staff with essential information to better understand factors (cultural, societal, economic, familial, health, etc.) affecting a student's performance and behaviour; developing staff in-service training programs.

4 **School-Community Liaison:** Obtaining and coordinating community resources. Helping the School to receive Adequate Support from Social and Mental Health Agencies

5 **School Health Services:** Concept and Definition of School Health, Health Status of School Children, Objectives of School Health Services, School Health Problems, Aspects of School Health Services, School Health Programme. Interventions for Mental Health .

Module IV: Tasks and Intervention in School

1. Primary (Classes I-IV) Middle and late childhood

a) **Major Developmental Tasks :**Acquisition of language and social skills, scholastic and co-curricular achievement, conformity to authority, develop a strong value system

b) **Areas of intervention:** Conduct disorders, mood disorders, Attention Deficit Hyperactive Disorder (ADHD), scholastic backwardness, behavioural maladjustments, learning disability, speech and hearing related difficulties

2. Middle (Classes V-VII) Preadolescence

a) Major Developmental Tasks: Scholastic and co-curricular achievement, competence, social skills, respectful behaviour towards adults and peers

b)Areas of intervention : Scholastic backwardness, behavioural maladjustments- lack of attention, truancy, usage of abusive language, aggression, disrespectful behaviour towards teachers

3. Secondary (Classes VIII-X) Adolescence

a) Major Developmental Tasks : Puberty, identity formation, excellence in academics

b) Areas of intervention: Behavioural maladjustments- temper tantrums, disobedience, usage of abusive language, aggression social withdrawal, eating disorders (anorexia nervosa, bulimia nervosa, binge-eating), internet addiction, attraction towards opposite sex and relationship concerns.

4. Senior Secondary (Classes XI-XII) Adolescence to **Youth**

a) Major Developmental Tasks : Puberty, identity formation, extreme pressure to excel in academics and vocations, career choice

b) Areas of intervention: Anxiety, eating disorders (anorexia nervosa, bulimia nervosa, binge-eating), depression, onset of substance abuse / alcoholism, suicide, internet addiction, relationship concerns

5. Preventive and Rehabilitative Interventions

Module V Major School Problems and Barriers in Learning Process and Competence

1. Educational Problems –Stress of the Study, Slow Learning , Dyslexia , Autism, fear of foreign language , poor results, disinterest

2,Behavioral Problems– Hyperactive, Absconder, Inferiority Complex, Avoidance of School Work

3. **Health and Mental Problems:** Low Confidence, Depression ,Disabilities , peer pressure, bullying, etc
4. **Barriers in Learning Process**
5 **Social Work Core Competencies** to handle school social work.

Module VI Role of School Social Worker

1 Participating in special education assessment meetings ,Individual educational Planning Meetings,
2 Working with home, school, and community,
3 **Counseling** (group, individual and family),
4 Mobilizing family, school, and community resources
5 Problem solving role :solving the psychosocial problems, diagnosing, treating and preventing various maladjustments among children and improving their social functioning to ensure their peace and happiness.

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2.3 CC Social Policy and Social Welfare Administration

Learning Objectives:

1. To understand the overall social environment and its impact on the nature, structure and development of organizations in corporate, public and voluntary sectors.
2. To understand administration of welfare and developmental services at different levels.
3. To develop ability to analyze the work practices adopted in different settings.

Course Outcomes:

After completion of the course, learners will be able to-

1. understand the various functions of administration of services.
2. acquire the knowledge about the programme development and impact analysis.
3. gain the knowledge about the functioning of social welfare department and non-government organization.
4. apply the concepts of Social Welfare Administration.
5. analyze Administrative issues for organizational development

Model I:Social Policy

1 **Social Policy:** Concept, Meaning and Importance of Policy,
2 Social Policy: Characteristics, Scope, Process, Distinction between Social Policy And Economic Policy,
3 Important Concepts: Welfare State Re-Distribution, Democracy and Accountability.
4 Policy Formulation Process
5 Social Policy and Social Planning: Planning Commission and NITI Aayog

Model II: Social Welfare and Development Organisations

1. Social Welfare and Development Organizations: Nature, Types and Functions
2. Social Welfare Administration: Meaning, History, Principles and Changing Context

3. Distinction between Social Welfare Administration, Public Administration
4. Registration of NGO : Society, Trust and Company , Need of Registration
5. Mobilization of Financial Resources –Grants- in -Aid

Model III: Structure of Social Welfare Administration

1. Non-Profit Organisations: Types & Characteristics.
2. Structure of non-profit organizations, organizational culture and effectiveness
3. Models of Organisational Development. .
4. HRM in Non-Profit Organizations.

Model IV: Components of Administration

1. Planning and Organizing
2. Direction, coordination and supervision
3. Staff recruitment, training and development
4. Recording and documentation
5. Budgeting
6. Public relations and networking
7 Monitoring and Evaluation
8. Evaluation

Model -V Laws relating to Non- Profit Sector

1. Indian Companies Act, 2013
2. Societies Registration Act,1860
3. Indian Trust Act.
4. Cooperative Society Registration Act ,
5. FCRA Act.,

Model –VI Application of Social Welfare Administration

1. CSWB- Composition and Functions , SSWB
2. Ministries and Departments of Social Empowerment of SCs / STs , Woman and Child
3. National Institute of Social Defense, National Institute of Public Cooperation and Child Development (NIPCCD), National Institute of Rural Development (NIRD). National Institutes for Divyang
4. Project Proposal and Financial Management
5. Government-NGO Interface, Public-Private Partnership

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2.4 CC Social and Behavioral Change Communication

Learning Objectives:

1. To learn how to increase awareness and visibility about change in the minds of public.
2. To study ways of community engagement for change .
3. To learn how to inculcate the suitable model of social and behavior change.
4. to know various strategies of SBCC for bringing necessary changes.

Course Outcomes:

By the end of the Course, students will be able to -

1. describe key factors about human behavior
2. describe why SBCC is important for social work
3. describe the different models of SBCC
4. critically analyse some case studies using Social and Behaviour Change Communication (SBCC) in various the areas of social work
5. apply some of these strategies for designing campaigns in his/ her area of interest.

Module-I Communication for Social Change

1. Concept, Types and significance of Communication, Definition, Nature and Scope of Communication , Importance and Purpose of Communication , Process of Communication, Channels of Communication
2. Communication : process of problem solving and of creative responses in social work : handling of Civil Conflicts, Climate change, Communicable Diseases, Education, Financial stability, Governance ,Hunger and malnutrition, Migration, Water and sanitation with the help of communication.
3. Influences on Behavior,

4. Key Areas where communication intervenes- Coordination, Community mobilization and action, Message development and dissemination, Capacity development, Monitoring and evaluation (M&E)
5. Moving from raising awareness to changing behavior
6. Skills and Essentials: Understanding of current development context, previous social movements, understanding of domains/ thematic areas , communication skills: written and spoken, Presentations: technical & traditional, stakeholders management, relation building, expert writing and documentation, finance mobilization, Emotional intelligence Building, Research etc.

Module –II Social and Behavioral Change Communication

1.Concept and definition of SBCC, Core Three Elements of SBCC: **Communication, Social Change , Behaviour Change**,
2. Characteristics of SBCC, Overarching Principles ,Core Key Pillars of SBCC ,
3. Need for SBCC,
4. Steps **in the implementation of an SBCC program**
5. Key Stakeholders:
   - **Popular culture stars:** such as from film, music, television, sports, literature, art who are good advocates.
   - **Domain experts:** such as researchers and academicians
   - **Community influencers** such as youth leaders, CBOs Leaders, leaders of local organizations , teachers, local experts, ASHA workers
   - **Community Based Organisations** (CBOs) and NGOs and campaigners
   - **Faith leaders** such as priests and heads of religious institutions
   - **Media personalities** including Radio and Video jockeys at local ,state and national levels
   - **Social media stars and bloggers** such as Instagram and YouTube content creators, reel makers, from various interest beats.
   - **Civil Society Organisations**

Module –III Behavior Change Models

1. Kotter's 8-Step Change Model
2. Lewin's Three-Step Change Theory
3. Trans theoretical (Stages of Change) Model:
   Pre-contemplation , Contemplation ,Preparation , Action , Maintenance , Termination
4. Social Cognitive Theory :Observing and Learning
5. Theory of Planned Behaviour: ....people's behaviour is determined by intention, and is predicted by attitudes, subjective norm .

(Attitudes… Subjective Norms … Perceived Behavioral Control…..Intentions……. Behavior)

6. Social Ecological Model …….Individual ←Interpersonal ←Institutional ←Community←enabling environment through Policy, Govt, NGOs, Private sectors via **Cross cutting factors :** INFORMATION Knowledge ; MOTIVATION attitude , Belief; ABILITY TO ACT skills, self efficacy, access ; NORMS Perceived, Socio-cultural, Gender

7. **Nudge Theory**: Behavior Change through Nudges
   - Nudges are interventions that are designed to guide people towards making better decisions, without forcing them to do so.
   - Categories of Nudges :Nudge one: provide a reason to change, Nudge two: plant alternative behaviors Nudge three: provide opportunities to practice new behaviours , Nudge four: give regular feedback
   - Process of Nudge Theory –

     Framework (EAST Framework- Easy Attractive Social and Timely) →

     Community Engagement Awareness Campaigns (Marketing) by
     - Focused Group Discussions ,(FGDS)
     - engaging with community media in the form of Street Plays, Skits , local folk songs, drama, dance and storytelling to dispel misconceptions and perceptions, use of Social movements like Chipko Movement
     - curating easily accessible and highly visible outdoor media content for messaging related to the Mission in the form of wall paintings, bus panels, LED scroll, poster and banner. Articles, News in News Papers
     - disseminating informative and entertaining materials in the form of games, prayers, posters and flip books that aim at expanding the knowledge of the linkages problems
     - with the help of Local Self Governments

     Efforts for Behaviour Change (B= MAT.. Behaviour = Motivation X Ability X Trigger), Six Thinking Hats for **brain storming** →

     Relativity Explanation -Reality Vs Story Biased→

     Ability Nudges 1. The Herd Effect 2. Use social norms 3. The paradox of choice 4. Use other senses (Ex, World's Strongest Brand - Religion)→

     Intervene (4S –Spark, Search, Select and Share i.e. AIDA Model ..Attention , Interest, Desire and Action)

   (Take assignments or practical activities in order to incorporate learning from the course)

Module IV: Understanding the Situation

1. What is Meant by 'Understanding the Situation'?
2. Layers of Causes and Effects
3. People Analysis

4.Context Analysis.
5. Formative Research Gaps and How to Fill Them
6. Summary of Analysis

Module V Focusing and Designing

1.Communication Strategy Overview
2.Audience Segments, Priorities, and Profiles
3.Barriers and Levers, Facilitators to Change
4.Communication Objectives
5. Strategic Approaches and Positioning ---- Advocacy, community based media, community mobilization, counseling, distance learning , ICT, interpersonal communication , Peer Communication , mass and social media, social mobilization support media
6.Channel, Activity, and Material Mix
7. Refinement and Presentation of Communication Strategy

Module VI Creating

`1. Getting Ready to Create by using a Creative Brief to Develop Materials
2. Effective Messages.
3. Drafting and Reviewing Materials
4. Concept Testing, Pretesting, and Field Testing.
5. Finalizing Designs and Getting Ready for use
EAST Framework -> Easy + Attractive + Social + Timely
6. Working with Creative Agencies
7. Capacity Building :-

- Civil Society Networks ---Households----Local Institutions—Local Governments
- Developing community mobilization package and orientation leaflets for different stakeholders.
- Sensitizing key community-level influencers, Local Self Government Members , Staff of Colleges, members of Various Samitis, religious leaders on key messages.
- National level orientation of CSOs and other bodies to support activation of networks at state levels.
- Sensitization workshops across local media and community radio channels to amplify
- Mission's progress updates and for wider reach of awareness building messages.
- Develop checklists for community leaders to review programme efforts.
- Set up a redressal mechanism by conducting regular review meetings

Module VII Implementing and Monitoring

1. Overview of Implementation Plans.
2. Planning Activities.
3. Budgeting for SBCC Campaigns
4. Considerations for Implementation of SBCC Programs
5. Monitoring SBCC Campaigns

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2.5 Semester II OE-II

OE_1	**Corporate Social Responsibility and Social Work**	**OR**
OE_2	**Skills for Social Work Practice**	**OR**
OE_3	**Disaster Management**	

OE-II, 2.5 OE1 Corporate Social Responsibility and Social Work

Learning Objectives:

1. To provide the knowledge of Corporate Social Responsibility in the professional social work context

2. To enable the students to understand the business ethics and Corporate Social Responsibility in global scenario
3. To enable an understanding of sustainable development. SDGs and development in the context of corporate citizenship
4. To impart to the students project management skills crucial for CSR
5. To introduce to the students concepts of social audit, social accounting, social entrepreneurship and social marketing
6. To understand global reporting initiatives and standards essential for CSR

Course Outcomes

On successful completion of this course, students will be able to:

1. understand the scope and complexity of corporate social responsibility (CSR) in India
2. gain knowledge on the impact of CSR implementation on corporate culture, particularly as it relates to professional social work
3. acquire skills to frame CSR policies and practices appropriate to the Indian workplace
4. understand the concepts of sustainable development
5. familiarize the concepts of global reporting initiatives, social audit and social accounting
6. acquire project management skills

Module I Introduction to CSR

1. Meaning & Definition of CSR
2. Chronological Evolution of CSR in India, Generations of CSR
3. Concept of Charity, Corporate Philanthropy. Corporate Citizenship.
4. Triple Bottom Line and Carroll's Model,
5. Relation between CSR and Corporate Governance;
6. Models of CSR; Major codes on CSR

Module II CSR Legislation in India:

1. The Drivers of CSR in India
2. Section 135 of Companies Act 2013.
3. Scope for CSR Activities under Schedule VII.
4. Appointment of Independent Directors on the Board, and Computation of Net Profit's Implementing Process in India,
5. IICA format for Annual report on CSR activities CSR Audit & Reporting, Guidelines by Companies Act 2013

Module III Sustainability Concept and Seven Key Factors of Sustainability

1. UN Sustainable Development Goals and Sustainability
2. Global Initiatives on Environmental Sustainability.
3. Role of Civil Society
4. Social Entrepreneurs and Supply Chain
5. UN guiding principles on business and human rights. OECD CSR policy tool, ILO tri-partite declaration of principles on multinational enterprises and social policy.

Module IV **The Global Reporting Initiative and Corporate Sustainability Reporting Guidelines**

1. Social Accountability International's SA8000 standard.
2. Social Life Cycle Assessment
3. UNEP Guidelines Impact Assessment. Social Auditing. Process, Social Audit Standard. Social Audit Verification. Social Accounting. Social Audit Report, Social Marketing
4. Stakeholders internal, external, stakeholder mapping
5. Identifying key stakeholders of CSR & their roles. Role of Public Sector in Corporate, government programs that encourage voluntary responsible action of corporations. Role of Nonprofit &Local Self Governance in implementing CSR; Contemporary issues in CSR & MDGs. National Voluntary Guidelines by Govt. of India. Understanding roles and responsibilities of corporate foundations.

Module V: **Project Management**

1. Basic Concepts of Project Management.
2. Social Development and Modes of CSR
3. CSR as Organizational Brand Building
4. Project Report, Social Marketing-Stakeholders: internal, external, stakeholder
5. Mapping, 7Cs and 4 Ss of Report, CSR as an Instrument of Funding for the further Non – Profit Sectors,

Module VI Review current trends and opportunities in CSR.

1. CSR as a Strategic Business tool for Sustainable development.
2. Review of successful corporate initiatives & challenges of CSR.
3. Case Studies of Major CSR Initiatives.
4. Understanding roles and responsibilities of corporate foundations:

References:

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OR

2.5 OE2 Skills for Social Work Practice

Objectives

1. To understand the concept of life-skills and its importance.
2. To appreciate the significance of social skills for developing oneself and have meaningful personal as well as professional relationships.
3. To understand and inculcate effective thinking skills.
4. To learn how to deal with emotions and stress.
5. To develop an overall improved personality.
6. To develop professional competency required for effective social work practice.

Learning Outcomes

After Completion of this course , students will -

1. understand life skills and its importance to social workers.
2. analyse their self-awareness through various tools.
3. develop critical thinking and creative problem solving abilities.
4. develop effective management of time, stress, emotions, and teams.
5. be able to hone writing and presentation skills.

Module I Soft Skills and Life Skills

1.**Soft Skills:** Meaning and Importance - Hard Skills Vs Soft Skills – various soft skills.

2. **Basics of Life Skills**: Concept, Core life skills, Importance of Life Skills and life skills education in Social Work Practice along with skills essentials for social work intervention.

   - WHO Components of Life Skills: Critical thinking skills /Decision-making skills, Interpersonal /Communication skills, Coping and self-management skills including knowledge of Self , Self Development and Self Realization , Self-Awareness (Johari Window, SWOT Analysis); Power of Positive Attitude – Etiquette and Manners

   - Core life skill strategies and techniques: problem solving, critical thinking, Concept of Thinking, Elements of Thought and Types (Reasoning, Creative and Critical Thinking); Problem Solving Steps; Decision Making (Process, Models and Goal Setting), effective communication skills, decision-making, creative thinking, interpersonal relationship skills, self awareness building skills and **Coping Skills**: Coping with Emotions (Coping Strategies), Stress Management, Time Management .

Module II . Social Work Skills:

1. Meaning, need and importance of various skills in social work practice, understating about the applicability of skills , knowledge and applicability, type of Skills:
2. Basic skills (ex: Empathy, rapport establishment, observation skills, information gathering group formation etc,),
3. Intermediate skills (Interviewing, intervention ,) and
4. Specialised skills (skills needs to be used during conflict and intervention) Presentation skill, Communication skill.

Module III. **Effective Communication Skills**:

1. Active listening;
2. Congruence between Verbal and Non-Verbal Communication;
3. Writing Skills and Presentation skill, Observation Skills, Listening Skills, Interviewing Skills,
4. Assessment Skills, Problem Solving and Decision-Making Skills,
5. Organisational and Administrative Skills, Record Keeping Skills

Module IV **Administrative Skills**:

1. Documentation, Networking, Monitoring and Evaluation,
2. Assessment, Rapid Need Assessment during crises,
3. Developing professional skills through Internship and Fellowships, Networking
4. Programme Implementation and development. Practice skills: Project formulation, funding proposals,
5. **Empowering Skills**: Empowerment and enabling skills, Negotiating Skills, Contracting Skills, Partnership skills, Mediation skills, Advocacy skills, Assertiveness skills

Module V . **Project Proposal Writing Skills**-

1. Conceptual Framework of Project Formulation: Project (Concept, Meaning, Characteristics and Types); Project Formulation (Concept, Meaning Objectives and Scope).
2. Elements of Effective Proposal: Formatting; Content Development; Programme Criteria; Programme Benefits; Funding Requirements; Expected Output; Referencing.
3. Project Monitoring and Evaluation: Basic Aims of Monitoring and Evaluation; Mid-term and Ex-post Evaluation; Characteristics of Good Appraisal System.
4. Project Report Writing: Structure; Features; Language; Content

Module VI Employability and Professional Skills

1. **Employability Skills**
   Goal Setting, Career Planning, Persuasion, Group Discussion, Interview Skills, Types of Interview, Email Writing, Job Application, Cover Letter, Resume Preparation
2. **Professional Skills**
   Decision Making Skills – Problem Solving – Emotional Intelligence – Team Building Skills – Team Spirit – Time Management- Team work- Stress Management: Resolving Techniques.

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OR

2.5 OE_3 - Disaster Management

Learning Objectives:

1. To provide basic conceptual understanding of disasters & understand how to react effectively to natural, man-made, and technological threats.
2. To understand existing government agencies in disaster management & develop a basic understanding for the role of public and private partnerships
3. To understand approaches of disaster risk reduction & the relationship between vulnerability, disasters, disaster prevention and risk reduction

Course Outcomes:

At the end of the Course, students will -

1. learn the basic knowledge of Disaster Management concept
2. understand different approaches to reduce the impact of disaster
3. understand the types of disaster their origin causes and their management and the disaster profile of India
4 apply the knowledge of technology for monitoring and management of the disaster
5. become aware about disaster management

Module I: Disaster

1 Definition, Meaning and Characteristic of Disaster,
2 Casual Factors, Vulnerability, Hazards, Risk, Mitigation,
3 Phases of Disaster,
4 Geographical Information System (GIS),
5 Disaster Mitigation Aims, Approaches to Mitigation -Structural and Non Structural

Module II: Types of Disaster

1 Types of Disaster- Man Made and Natural Disaster.
2 Examples of Disasters - flood, Tsunami, Earthquake,

3 Landslide, Forest Fire, Heat Wave,
4 Chemical Disaster, Biological Disaster, Accidents
5 Radiological Disaster, Nuclear Disaster , War and Terrorism

Module III: Disaster Relief and Mitigation

1 Components of Disaster Relief, (Water, Food, Sanitation, Shelter, Health and Waste Management), Training and Capacity Building, Simulation Exercises
2 Roles and Responsibilities of Various Agencies:
3 Roles of Armed Forces, Police, Media,
4 Community Based Organizations and their initiative ,
5. Risk and Vulnerability Analysis-Risk Reduction ,strategies for Vulnerability Reduction

Module IV: Disaster Preparedness

1 Disaster Preparedness :Measures, Disaster Mapping, Disaster Preparedness Plan,
2 Prediction, Early Warnings and Safety Measures of Disaster.
3 Models in disaster preparedness preparing Community through Information ,Education and Communication and training
4 Disaster Management Act 2005,
5 National Institute of Disaster Management, National Disaster Response Force (NDRF) National Disaster Management Authority, States Disaster Management Authority, District Disaster Management Authority

Module V Response and Relief Operations:

1 Incident Command System (ICS)
2 Search and Rescue Operations
3 Medical Aid and First Aid
4 Logistics and Supply Chain Management
5 Media Relations and Information Management Systems

Module VI Recovery and Rehabilitation:

1 Post-Disaster Assessment
2 Infrastructure Reconstruction
3 Psycho-social Support
4 Economic Recovery
5. Post Disaster effects and Remedial Measures., Role of Social Work

References :

1. Disaster Management Guidelines, GOI-UND Disaster Risk Program (2009-2012)
2. Damon, P. Copola, (2006) Introduction to International Disaster Management, Butterworth Heineman.

3. Gupta A.K., Niar S.S and Chatterjee S. (2013) Disaster management and Risk Reduction, Role of Environmental Knowledge, Delhi, Narosa Publishing House
4. Murthy D.B.N. (2012) Disaster Management, New Delhi, Deep and Deep Publication Pvt. Ltd.
5. Modh S. (2010) Managing Natural Disasters, Mac Millan publishers India Ltd

Sem-II

Internal Continuous Assessment of Theory Course of 4 Credits -- 40 Marks

A) Functional Use of Computer / blogs / google form / excel sheets, etc	10 Marks
B) Reel Making / social issue documentary	10 Marks
C) Group Discussion / issue base seminar	10 Marks
D) Class Participation and Attendance	10 Marks
	40 Marks

Internal Continuous Assessment of Theory Course of 2 Credits -- 20 Marks

a. Functional Use of Computer / blogs / google form / excel sheets, etc	05 Marks
b. Reel Making / social issue documentary	05 Marks
c. Group Discussion / issue base seminar	05 Marks
d. Class Participation and Attendance	05 Marks
	20 Marks

2.6 CC - Social Work Practicum

Components of Social Work Practicum SWP-II

1. Rural Camp / Extension Activity - 05 Days	= 20 Marks
2. Concurrent Field Work Visits -20 Visits	= 40 Marks
3. Individual and Group Conferences	= 10 Marks
4. External Viva voce	= 20 Marks
5. **Summer Placement** for One Week	= 10 Marks

Total Marks = 100

Rural Camp / Extension Activity:

Rural Camp :

A rural camp shall be organized to experience rural life, analyze rural dynamics and observe the local self-government and voluntary organizations.

Learning objectives :

1. To understand rural social system, problems and mindset of the rural people.
2. To understand the approaches and strategies of intervention used by organization working at the local level.
3. To acquire skills in planning, organizing, communication, implementing the programmers in the camp, team spirit, handling relationships and conflicts with peer groups.

Course Outcomes:

By attending rural camp, students will---

1. look at the rural life as an outsider and identify the hardships .
2. experience the functioning of social system.
3. understand how the rural problems addressed by the gram-panchayat at local level.
4. obtain skills of planning ,organizing, communication and actual implementation of the program with the help of participation of the rural people

(**Extension Activity** for 05 days shall be organised to experience issues of community and to study services for well beings people in the community as an alternative .)

Summer Placement

In addition to the concurrent field work, summer internship is a compulsory component of field work training for Master of Social Work (Second Semester) students which starts immediately after completion of their second semester examinations i.e. during summer vacation of the academic year and is a basic requirement for the award of the degree of Master of Arts in Social Work. The duration of summer internship is of one week (seven days). It is in the nature of conducting a research. At the end of the internship the student has to come up with a dissertation prepared in consultation with the faculty supervisor (same as that of concurrent field work of the year) . The structure/synopsis of the summer internship project is developed during the field work placement of second semester by the student in consultation with the concerned field work supervisor before the end of the semester.

Objectives of the Summer Internship -

1. To provide students an opportunity to design a research based on their observations in the course of concurrent field work.
2. To develop among students, the ability to integrate theoretical learning with practical engagement and document the same in an academic mode
3. To provide the students an opportunity to make use of their skills in networking and coordination with other agencies working in the same field for the purpose of their research work.
4. To fine tune and consolidate their knowledge and skills in social work interventions and social work research

SEM-III

S.N.	Course	Type of Course	Credits	Marks	External	Internal
3.1	Counseling: Theory and Practice	Core	4	100	60	40
3.2	Indian Constitution	Core	2	50	30	20
3.3	**Specialization** Major Course **M3**	**Major**	4	100	60	40
3.4	Choose Any **ONE** from Electives	Elective **OE-III**	4	100	60	40
3.5	Research Project –I, RP-I	Core	4	100	40	60
3.6	Social Work Practicum **SWP-III**	Core	4	100	20	80
	Total		22	550	270	280

Research Assessment :- The student has to submit rough work at the time of assessment which includes topic selection, tool designing, review of literature, set of interview schedule etc.

3.1 CC Counseling: Theory and Practice

Learning Objectives:

1. To explain the concept and basic principles of counseling
2. To discuss the procedures and processes of counseling
3. To highlight the stages of counseling processes and procedures
4. To know various counseling skills and techniques
5. To study ethical considerations in the use of counseling techniques
6. To understand the application of each technique of counseling in various setting
7. To make a good critique of each technique of counseling

Course Outcomes:

By the end of the course , students will be able to-

1. understand the basic concept of counseling and its types.
2. apply Approaches and Stages of Counseling in practice
3. analyse role of counselor in implementation of theories of Counseling practice at Counseling Centers
4. learn the theoretical frameworks, principles, and counseling techniques
5. develop of interpersonal and basic counseling skills ethically and safely.

Module I Counseling as a Concept

1 Concept, Assumptions, Objectives ,Goals and Scope of Counseling

2 Difference Between Counseling and Guidance , Social Case Work and Psychotherapy

3. Characteristics - o Warmth, o Patience o Confidentiality: o Developing Empathy, o Genuineness o Unconditional Positive Regard

3 Basic Principles of Counseling: Participation, Individualization, Confidentially ,Communication, Acceptance , Self Confidence, Self Awareness and other principles governing the counseling relationship.

4 Dimensions of Counseling

5 Elements in Counseling: **Counselee, Counselor, Counseling Setting**.

Module II. Types , Stages , Techniques and skills of Counseling :

1 Types : Directive, Non-Directive, Eclectic.

2 Types :Interpersonal, Group, Telephonic

3 Stages :-

First Stage: Initial Disclosure - Relationship Building
(Preparation and client motivation)

Second stage: In-depth Exploration - Problem Assessment

Third stage: Commitment to Action - Goal Setting

Fourth Step: Counseling Intervention

Fifth Step : Evaluation, Termination or Referral

4. Techniques and Skills of a Counselor in Building effective relationship:

I) **Techniques** --The term technique is described as a specific activity and action required to carry out assignment. It is simply a process of activity through which a counselor gets his counselees to solve their problems during counseling sessions.
(An action that facilitates a change of state or behaviour is a counselling technique.)

General Techniques - Releasing Emotional Tension, questioning, periodic summarization, feedback, Confrontation and positive assertions, Modelling Technique and Role Play, Self-Control, Values Clarification Technique, Simulation Behaviour Modification, Use of ICT for effective Counseling .

Specific Techniques ----

A) For the **Cognitive Consellor** ..... Direct Instruction, Teaching, Encouragement and Forcing Conformity , Cognitive Restructuring Technique:.....techniques of counselling to influence behavior through the power of the mind.

B) For the **Behavioural Counselor** .. Behaviour Contract, Reconditioning, Systematic Desensitization, Assertive Training, Reinforcement, Social Modeling, Explanation and Encouragement

C) The **Eclectic Counselor** on their own employ deliberate action, re-education, training, and selective treatment , Aversiveness Conditioning ,

II) Skills. -

a) Knowledge of Micro Skills

Basic Communication Skills

Attending behavior ,Questioning, Observation ,Reflection of the Content , Paraphrasing Reflection of the Feelings, Integrating Listing Skill

b) Knowledge of Macro Skills

Introduction, Review, Confrontation, Focusing the Interview, Reflection of Meaning Influencing Skills , Positive Asset Search

c) Skills in Assessment (of Problems, Resources, Person in Situation and Risks)

Module III Strategies of Effective Communication in Counseling

1 Egan's SOLER formula;
2 Listening Responses: Clarification, Paraphrase, Reflection, Summarisation
3 Skills in Questioning: Questioning - Open and Close Ended Questions,
4 Use of Self: Self Awareness and Self Disclosure,
5 Confrontation Skills - Use of Silence, Feedback and Reflection Skills
6. For effective Counseling –

Use of **GATHER** for counselor and **STOP** for counselee

(GATHER –**G**reet, **A**sk, **T**reat, **H**elp, **E**xplain the reality to the client and **R**eturn)

(STOP- **S**top for the moment, do not react
T-Take a step back from the situation
O- Observe Your body and Thoughts
P-Proceed carefully)

Module IV Theories and Approaches of Counseling:

1 Carl Rogers's Theory,
2 Sigmund Freud's Psycho Analytical Theory,
3 Albert Ellis's REBET Theory,
4 Eric Barne's Transactional Analysis.
5. Approaches to Counseling – Gestalt Approach , Humanistic Approach - Relation Oriented Approach, - Cognitive Behavioural Approach - Existential Approach - Solution Focused Approach)

Module V Scope of Counseling

1 Family Counseling and Child Guidance Clinic
2 De-Addiction Centre and Rehabilitation Centre.
3 Educational and Career Counseling ,
4 Marital and Premarital Counseling,
5 Geriatric Counseling
6 Medical and Health counseling

Module VI Counseling Center

1 Guidelines to Set Up Counseling Center
2 Role and Responsibility of Counselor in the Set Ups

3 Modern Trend of Counseling.

References

1 Egan, G. (2014). The Skilled Helper: A problem –management and opportunity-development approach to Helping. 10th Edition. Brooks/Cole Cengage Learning. USA

2 Fuster, J.M. (2008). Personal Counseling. Mumbai. Saint Paul/ Better Yourself Books.

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3.2 CC Indian Constitution

Learning Objectives:

1. To understand the constitutional values
2. To know the fundamental rights.
3. To understand fundamental duties and implement them in their daily life
4. To know about values and responsible citizenship

Course Outcomes:

At the end of the course the student should be able to:

1. understand and explain the significance of Indian Constitution as the fundamental law of the land.
2. exercise his fundamental rights in proper sense at the same time identifies his responsibilities in national building.
3. analyse the Indian political system, the powers and functions of the Union, State
4. understand salient features of Indian Constitution .

Module –I An Introduction to Indian constitution

1. Meaning and concept of Indian Constitution,
2. Nature of Constitution
3. Brief idea of Indian Constitution (Parts , Articles and Schedule)

Module-II Silent Features of Indian constitution

1. Written and enacted Constitution ,
2. The longest and most detailed Constitution of the world ,
3. Rigidity and Flexibility of Constitution,
4. Parliamentary System of Government ,
5. Federal system with unitary base ,
6. Adult Franchise,
7. Single citizenship
8. Democratic Republic
9. Independent Judiciary,
10. Fundamental Rights and Fundamental Duties

Module-III Fundamental Rights and Duties

1. Concept of state
2. Fundamental Rights
3. Fundamental Duties

Model IV Directive Principles of State Policy

Meaning and Significance of Directive principles
Fundamental rights and Directive Principles of State policy

Module-V Executives

Union Government : The President ,Prime Minister and Council of Ministers

State Government The Governor, Chief Minister and Council Of Minister

References

1. M.V. Pylee, (2005) Introduction to the Constitution of India",4th Edition, Vikas publication,
2. Durga Das Basu (2008) Introduction to the Constitution of India ,(Student Edition),19th edition, Prentice-Hall EEE
3. Merunandan, (2007) Multiple Choice Questions on Constitution of India , 2nd Edition, Meraga Publication

Specialization M3

3.3 M3 Major Subject of Specialization.

S.N.	Major Course of Specialization	Specialization	
i	Human Resource Management	HRM	OR
ii	Rural Community Development	CD	OR
iii	Medical Social Work	MPSW	OR
iv	Child Rights and Child Development	FCD	OR
v	Fundamentals of CSR	CSR	

3.3 M_3 Human Resource Management

Learning Objectives:

1. To understand the functions, systems, policies and applications of Human Resource Management in organizations.
2. To learn theoretical foundations of key areas associated with HR development in the organizations,
3. To know HR skills and their ability
4. To assess the constraints and opportunities associated with managing employees in different socio-economic context.

Course Outcomes:

After Completion of the Course, the student will able to -

1. provide a synthesized framework theory and practice
2. impart fundamentals of HR practices in organisations
3. study the challenges and constraints of recruitment and selection process
4. study the importance of imparting training and development programmes
5. convey the concept of rewarding an employee

Module-I Fundamentals of Human Resource Management:

1. Concept, features , scope, objectives, importance of HRM ,Corporate Objectives and Human Resource Planning
2. Evolution of Human Resource Management.
3. Environmental Factors affecting HRM, System Approach
4. Functional areas and changing role of HRM
5. International HRM.
6. Cultural Diversity , Workforce Diversity ,Language Diversity , Economic Diversity Globalisation and its Impact on Human Resource Management

Module-II Employee Resourcing:

1. **HR Resource Planning**: Meaning, Objectives, Need & Process. Factors affecting HRP, Methods and Techniques
2. **Recruitment, Selection Process**: Definition & Concept of Recruitment Objectives of Recruitment, Process of Recruitment, Sources of Recruitment, Factors Affecting Recruitment, Recruitment Policy. Recruitment practices in India, Talent Acquisition, Placement, Induction, Attrition management.
3. **Transfer , Promotion and Separation:**
   Transfer: Need , types and policy
   Promotion: purpose, principles, types of Promotion , demotion
   Separation: meaning and types
4. **Talent Management, HR Audit**
   Performance Appraisal
   Performance Appraisal Practices in India
   Potential Appraisal
5. **Human Resource Information System (HRIS)**

Module-III Job Analysis and Job Evaluation

1. **Job Analysis**: Concept, Process & Methods of job analysis
2. Job Description,
3. Job Specification.
4. Competency mapping, Skill metrics.
5. **Job Evaluation**: Concept, Objectives, Techniques, Advantages and Limitations of Job Evaluation.

Module-IV Human Resource Development (HRD):

1. Concept Significance, Features, and Objectives of HRD
2. Training: Process of Training, Training Need Analysis, Methods of Training
3. Development: Concept of Management Development, Management Development Methods,
4. Differences between Training and Development, Evaluation of Training and Management Development,
5. Career and Succession Planning, Career Development, Knowledge Management.

Module V Performance and Compensation Management

1. Performance Management System(PMS): Concept of PMS, Components of PMS, Importance of PMS, Objectives of PMS, Benefits of PMS, Process of PMS, Methods of PMS,
2. KPI, KRA, Work Culture, Teamwork (**T**ogetherly **E**veryone **A**chieves **M**aximum)
3. Compensation Administration: Meaning, Components & Objectives of Compensation, Meaning of Compensation Administration, Principles governing Compensation Administration, Purpose of Compensation Administration,
4. Pay Structure, Wage Policy, Wage Determination, Pay Grades, Wage Surveys, Pay Roll Management,
5. Concept of Rewards and Incentives, Fringe benefits.

Module VI Organizational Development

1. Concept of Organizational Development, Characteristics & Values of OD
2. Organizational Culture,
3. Quality of Work Life, Employee Engagement,
4. Work Life Balance, Quality Management Systems
5. Retirement Benefits,

References

1. Flippo, Edwin (2002) Principles of Human Resource Management, Prentice Hall of India Pvt Ltd.,
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3. Richard . B Renckly (2004) Human Resources., Barron's Publishing.
4. Michael Kavanagh and Mohan Thite. (2009) Human Resource Information Systems – Sage Publications Inc,
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OR

3.3 M4 Rural Community Development (CD)

Course Objectives: -

1. To gain knowledge about rural community.
2. To understand the programmes and activities of rural development.
3. To acquire skills of working with rural communities.
4. To know various projects and programs of Rural Development

Courser Outcomes

By the end of the course, a student should develop the ability

1. To understand various aspects of Rural Development.
2. To develop the understanding and interest in the field of Rural Development
3. To find out different solutions to the problems of Rural Economy.
4. To learn the complexity and interlinking of Rural Development withEconomical, Social and other disciplines.

Module I: Community Development:

1. Meaning, Concept, Principles, Evolution of Community Development in India.
2. Theories of Community Development,
3. Sustainability in Community Development.
4. Youth as Stakeholders in Community Development.
5. Community Development: Community Development Process: Organizing, Visioning, Planning, Implementation, Monitoring and Evaluation.

   Community Development related Concepts and Approaches: Community Participation, Community Empowerment, Social Capital, Sustainable Livelihoods, Community Driven Development, Asset Based Community Development, Appreciative Inquiry, Community Economic Development, Sustainable Livelihoods

Module II: Rural Community: Issues and Concerns

1. Rural – Concept, Meaning of Rural and Patterns of Rural Settlements.
1. Characteristics of Rural Society

2. Rural Demography
3. Structural inequality: Agrarian relations, Class, Caste, Religion and Gender.
4. Problems of Poverty, Unemployment, Migration Standard of living, Marginalisation and Social Exclusion., Causes and Consequences.
5. Tribes: Problems of Tribes, Resettlement and Rehabilitation Issues.

Module III: Rural Community Development:

1. Concept, Importance, Rural Development, Various areas for Rural Development programs
2. **Rural Infrastructure** • Concept of Rural Infrastructure • Role of Rural Infrastructure in Rural Development • Transport and Communication • Drinking Water and Sanitation • Electrification • Marketing • Finance
3. Programmes, Approaches to Rural Community Development and Five Year Plans.
4. Rural Community Development Programmes and Policies: Livelihood, Housing, Health Care, Education, Transportation, Social Assistance,
5. PURA, NRLM and Digital India Programme, Sustainable Livelihood – Concept and Approaches, Case Study of Best Practices in Model Village -
6. Contemporary Tribal Development Programmes and Policies

Module IV: Rural Transformation:

1. Concept of Rural Transformation,
2. Role of SDGs and NITI Aayog in transforming Rural India.
3. Use of Social Media in Rural Transformation:
   (i) Mass media: exhibition, film, press, radio, and TV.
   (ii) Traditional local folk media: puppet shows, drama, street play, folk songs and folk dances;
   (iii) IEC: use of talks, meetings, conferences, camps; campaign; communication through information and communication technology (ICT).
4. **Participatory Learning and Action** (PLA) to measure needs of Rural Transformation
   Participatory Learning and Action: History, Concept, Principles. Advantages & Limitations.
   Participatory Rural Appraisal (PRA) Tools: Resource and Social Maps, Venn Diagrams, Seasonal Calendars, Daily Activity Charts, Timelines, matrices, wealth ranking. Community Need Assessment Tools: Baseline Surveys, Asset Mapping, FGDs, Stakeholder Analysis
5. Agriculture's Contribution to Rural Development, various Revolutions related with agriculture, organic farming.

Module V: Rural Development Administration:

1. Panchayat Raj Institutions (PRI) in India: Origin & Evolution, 73rd Amendment Act, and Structure of PRI.
2. Gram Sabha: Powers, and Functions,
3. Role of Village Panchayat in Rural Development, Revenue, Expenditure and Training of PRI Functionaries.
4. Rural Development Agencies: Council for Advancement of People's Action and Rural Technology (CAPART), National Institute of Rural Development (NIRD), National Bank for Agriculture and Rural Development (NABARD), District Rural Development Agency (DRDA) and Community Based Organizations.
5. Voluntarism and Rural Development - Philosophy and Theoretical Issues of Voluntarism. Review of the working of Selected NGOs – PRIA, SEWA, MYRADA, M. S. Swaminathan Research Foundation .

   Projects of Rural Development -- Punsari, Ralegaon Sidhi, Medha Lekha , Baripada, Patoda, Hivare Bazar ,

Module VI Tribal Development Administration

1. Tribal Development Administration: Administrative Structure at Central, State and District levels for Tribal Development;
2. Hill Development Councils;
3. Functions of Tribal Development Blocks;
4. Constitutional Provisions for the Protection of Tribes; Research and Training in Tribal Development. PESA Act
5. Role of Civil Society Organisation in Tribal Development.

References:

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OR

3.3 M3 iii) Medical Social Work (MPSW)

Learning Objectives

1. To learn about the concepts related to health and well-being.
2. To understand the multidimensional approach to health
3. To understand the interplay of health and development that leads to inequalities
4. To acquire knowledge about various illnesses and understand its psychosocial impact
5. To learn skills of social work interventions and ability to work in hospital teams

Programme Outcomes:

On successful completion of the course, the students are expected to know:

1. the concept of health and well-being and its multidimensional approaches
2. the relevance of health and development, its determinants and dimensions
3. the knowledge of various illnesses, its psychosocial impact, inequities and disparities
4. the significance of health and its interventions in hospitals and other health care settings
5. the ability to engage the skills of Medical Social Work practice in various settings

Module –I : Dimensions of Health

1. Concepts of health, wellbeing, hygiene, illness, disease, impairment and handicap; Health care and development;

2. Dimensions of Health - Mental Health, Physical Health, Occupational Health, Environmental Health; Gender and Health; Reproductive Health ;
3. Relationship between Health, Mental Health and Development;
4. Social Determinants of Health;
5. Historical Development of Medical Social Work

Module –II: Health and Health Rights:

1. New Philosophy of Health,
2. Changing Perspective of Care, Indigenous Health Care System, Levels of Health Care, Health Status in India.
3. Health as Right, Domains of Social Work Practice in Health,
4. Health inequities: Health and Poverty, Gender, Under-privileged in the area of health and the specific health care problems, Marginalization and health, Violence, Conflict;
5. Health in the context of Social Change and Development

Module –III: Multidisciplinary Approach in Health,

1. Psychosocial aspects related to various illnesses
2. Patients' rights in health care; Team work
3. Application of social work methods in a clinical setting
4. Social work intervention as preventative measure , during time of illness and post care
5. Importance of Hygiene ,

Module IV: Community Health Care Policies and Programs–

1. Health care system in India- historical development, , AYUSH.
2. The People's Charter on Health,
3. Various Programmes for Cancer, AIDS, TB, Polio, Vaccination , Mother and Child Care
4. **Community Health Care:** Concept of Community Health and Community Mental Health.
5. **Models of Community Health Care** Jamkhed Project , SEARCH , Aanadwan , Lok Biradari Prakalp, Aamhi Aamchyaa Aarogyasaathi.

Module V: Preventive Interventions-

1. Role of social worker in health care
2. **Preventive Interventions** Hypertension, Heart Disease, Cancer, Diabetic Mellitus, HIV/AIDS and STIs. Obesity. Life Style Diseases, Nutrition Deficiency Diseases, Preventive and Social Medicine .
3. Community Based Rehabilitation models of physical health care.
4. Health Insurance and Medical Tourism

5. Preventive Measures for Communicable and Non Communicable Diseases , Importance of Indigenous health practices like Yoga, Vipashyana, Ayurveada, Meditation , Health Education

Module –VI: Social Work Interventions in a Clinical and Non-Clinical Setting –

1. Hospitals, Outpatient Department, Emergency Care, Blood banks, Eye banks, Community Health Centers, Educational Settings, Special Clinics, Special Schools etc;
2. Palliative Care
3. Health Research; Administration and role of a social work department in a hospital setting;
4. Fund Raising and Resource Mobilization; Health extension and community outreach services.
5. **National Health Policy And Programme** like National Nutritional Programme (NNP), National AIDS Control Programme, National Family Welfare Programme, National Immunization Programme, PMJSY, Mahatma Phule Arogya Sahayyata Yojana

References :

1. Ajit (2005). Social Dimensions of Health, New Delhi: Rawat Publications
2. Bajpai (1998). Social Work perspectives on Health, New Delhi: Rawat Publications
3. Barlatt, H.M. (1932). Social Work practice in the Health field. New York: National Association of Social workers
4. Clark, D.W. and MacMohan, B. (Ed.) 1981. Preventive and Community Medicine, Boston Little: Boran and Company
5. Dora, Gold Stein (1954). Expanding Horizons in Medical Social Work, Chicago: The University of Chicago Press
6. Dora, Gold Stein (1954). Readings in the Theory and Practice of Medical Social Work, Chicago: The University of Chicago Press
7. Doyal, Lesley and I. Pennell. (1989). The Political Economy of Health, London: Pluto.
8. Egan, M (2010). Evidence-based Interventions for Social Work in Health care. New York: Routledge 9. Gehlert, S and Browne.T (2019). Handbook of Health Social Work. Hoboken, N.J. Wiley (3rd Edition)
10. Goel, S.L. (200). Health Education: Theory and Practice, New Delhi: Deep and Deep Publications
11. Javeri, D.R. (1996). Social Work in Hospital set up, Mumbai: KEM Hospital. 12. Monica Das Gupta et al (eds.). (1
12. Park, J.E. (2009). Textbook of Social and Preventive Medicine, Jabalpur: Banarsidas Bhanot.
13. Pathak, S.H. (1961). Medical Social Work in India, New Delhi: Delhi School of Social Work

14. Pathak, S.H. (1968). Medical Social Work, chapter 25, in Wadia A R (Ed): History and Philosophy of Social Work in India, Bombay: Allied Publishers
15. Saxena, A. (2014). Medical Social Work, New Delhi: Anmol Publications 18. World Health Report. (2001). World Health Organization ,Geneva

OR

3.3 M3 iv) Child Rights and Child Development (FCD)

Learning Objectives:

1. To introduce students to the basic concepts of child, child rights and child protection system functioning at various government levels.
2. To understand the concept of vulnerability and vulnerable children by preventing and responding from perspective.
3. To introduce students the various government policies, programmes and schemes provide for care and protection of children.
4. To inform students about various organizations working for child development

Course Outcomes :

On successful completion of the course, the students are expected to know:

1. conceptual Clarity on family, Child rights and Child protection
2. knowledge on different vulnerable situations of Children
3. knowledge on various rights of Child and various commissions and Mechanisms for Child Rights and Child Protection
4. gain knowledge on Child Protection Laws

Module I - Understanding Child and Childhood

1. Child: Concepts, Definition, --Support to definition, minor.
2. Historical development of concept of childhood.
3. Definition of Vulnerability and Vulnerable children.
4. Situational analysis of underprivileged children.
5. Demographic characteristics - Needs and Problems of children in India - Street child, destitute, delinquent, abandoned, orphaned, sexually abused, child labour, child trafficking, Natural Calamity Affected Children, HIV-AIDS affected and infected children, tribal child, child beggar, child prostitute, children from poverty groups, special problems of girl child, child labour

Module II - Child Rights: National and International Perspective

1. Understanding Child Rights,
2. Concept of Child Rights.
3. Child Right in Indian Constitution,
4. History of UNCRC and Human rights.

Module III - Child Protection system in India

1. History and development system in India:
2. Integrated Child Development Scheme (ICDS)
3. National and State level child protection scheme and Programmes;
4. National and State Commission for Protection of Child Rights. (NCPCR and SCPCR)
5. Life skills education in schools

Module IV - Introduction to Laws related to Children Protection in India

1. The Juvenile. Justice(Care and Protection) Act, 2015,
2. The Protection of Children from Sexual Offences Act, 2012,
3. The Child Labour (Prohibition and Regulation), Act 1986.
4. The prohibition of Child Marriage Act 2006
5. Right of Children to Free and Compulsory Education Act 2009 (RTE).

Module V Institutional Care and Intervention:

1. Observation Home, Adoption Center, Foster Care, Child Home, Special Home, Crèche Day Care, Anganwadi, Childline.
2. CWC, CARA, National Commission for Protection of Child Rights (NCPCR),UNICEF
3. Services for children - Current initiative : Statutory and non-statutory services, Supportive service (for example, supplementary nutrition)Developmental services (for example, non-formal education) Remedial services (e g. residential care, child guidance clinic),Child Right approach

Module VI Role of Family in Parenting

1. Family: Concept, Need, Relevance & Importance.
2. Types of families, Change in Families and its Impact on Children, Parents in Child care and Protection- Effective Parenting. Challenges of Parenting.
3. Need and Importance of parent education in India.
   Dreikur's Democratic approach , Skinner's behaviour Modification approach and Ginott's Humanistic approach
4. Parent Education – Child Rearing Practices
5. Strategies and Management skills for parents to deal with normal children and children of developmental delays and disabilities

References -

1. Bare Acts
   - The Prohibition of Child Marriage Act, 2006.
   - The Child Labour (Prohibition and Regulation) Act, 1986.
   - Protection of Children from Sexual Offences Act, 2012.
2. Kulkarni, S. (1986).Introduction to Educational Technology, Oxford and I.B.H. Publishing Co.
3. D'Paul Choudary. (1995).Child Welfare and Development, Atma Ram and Sons, New Delhi
4. Kulkarni, S. (1988).Parent Education Perspectives and Approaches.

v) Specialization - Corporate Social Responsibility

3.3 M_3 Fundamentals of CSR

Learning Objectives :

1. To examine the scope and need of CSR.
2. To demonstrate a multi stakeholder perspective in viewing CSR activities.
3. To examine the vision and mission of corporate for society at large.
4. To analyze the impact of CSR on Corporate culture

At the end of this course students will :

1. understand the roots of CSR
2. understand the critical elements of a CSR initiative
3. understand the CSR communication paradox
4. understand the implementation issues of a CSR initiative
5. develop a strategic communication plan for CSR
6. audit an existing CSR initiative

Module - I Introduction to CSR

1. Meaning & Definition of CSR, History & evolution of CSR. Concept of Charity, Corporate philanthropy, Corporate Citizenship, CSR-an overlapping concept.
2. Concept of sustainability & Stakeholder Management
3. CSR through triple bottom line and Sustainable Business;
4. Relation between CSR and Corporate governance;
5. environmental aspect of CSR; Chronological evolution of CSR in India; models of CSR in India,
6. Carroll's Model; Drivers of CSR; Major Codes on CSR; Initiatives in India.

Module - II Framework

1. International framework for corporate social Responsibility,
2. Millennium Development goals, Sustainable development goals,
3. Relationship between CSR and MDGs.
4. United Nations (UN) Global Compact 2011.
5. UN guiding principles on business and human rights. OECD CSR policy tool,
6. ILO tri-partite declaration of principles on multinational enterprises and social policy

Module –III CSR-Legislation In India

1. CSR-Legislation In India & the world.
2. Section 135 of Companies Act 2013.
3. Scope for CSR Activities under Schedule VII,
4. Appointment of Independent Directors on the Board, and Computation of Net Profit's Implementing Process in India.

Module - IV

1. The Drivers of CSR in India,
2. Market based pressure and incentives civil society pressure,
3. the regulatory environment in India Counter trends.
4. Performance in major business and programs.
5. Voluntarism Judicial activism.

Module - V

1. Identifying key stakeholders of CSR & their roles.
2. Role of Public Sector in Corporate, government programs that encourage voluntary responsible action of corporations.
3. Role of Nonprofit & Local Self Governance in implementing CSR;
4. Contemporary issues in CSR & MDGs. Global Compact Self Assessment Tool,
5. National Voluntary Guidelines by Govt. of India.
6. Understanding roles and responsibilities of corporate foundations.

Module -VI

1. Review current trends and opportunities in CSR.
2. CSR as a Strategic Business tool for Sustainable development.
3. Review of successful corporate initiatives & challenges of CSR.
4. Case Studies of Major CSR Initiatives.

References:

1. Corporate Governance, Ethics and Social Responsibility, V Bala Chandran and V Chandrasekaran, PHI learning Private Limited, New Delhi 2011.

2. White H. (2005) Challenges in evaluating development effectiveness: Working paper 242, Institute of Development Studies, Brighton.
3. UNDP (nd) Governance indicators: A users guide. Oslo: UNDP
4. Rao, Subbha (1996) Essentials of Human Resource Management and Industrial Relations, Mumbai, Himalaya
5. Rao, V. S. L. (2009) Human Resource Management, New Delhi, Excel Books,

3.4 OE-III Electives of Specialization .....

Choose **ONE** Elective

i) **Human Resource Management**

OE_1	Organizational Behavior and Industrial Relations	OR
OE_2	Business Communication	

ii) **Community Development**

OE_1	Decentralization of Power in India	OR
OE_2	Tribal Anthropology and Social Work	

iii) **Medical and Psychiatric Social Work**

OE_1	Health Economics	OR
OE_2	Health Care Administration and Management	

iv) **Family and Child Development**

OE_1	Introduction to Gender studies	OR
OE_2	Youth Development	

v) **Corporate Social Responsibility**

OE_1	Indian Economy	**OR**
OE_2	Human Resource Development	

3.4 OE_1 Organizational Behavior and Industrial Relations

Learning Objectives

1. To aid students in understanding human behaviour in organisations,
2. To provide students with a comprehensive exposure to organizational behavior theories, research and workplace issues.
3. To provide an overview of the theories and practices of management in organisational contexts.
4. To elaborate the concept of Industrial Relations
5. To know the procedures of Industrial dispute Settlement

Course Outcomes :

After Completion of the Course, the students will-

1 . familiarize the concept of organizational behaviour and its applications
2 study the various theories governing leadership and motivation
3. get an insight about group behaviour
4 . know about the organisational culture and management of stress
5 elaborate Industrial dispute Settlement procedures.
6. illustrate the role of trade union in the industrial setup

Module-I Introduction to Organizational Behavior

Organizational Behavior:Introduction, Historical Perspective,

1. Approaches, Importance and characteristics
2. Framework for Learning Organizational Behavior
3. Contributing disciplines to Organizational Behavior,
4. Challenges and opportunities of Organizational Behavior
5. Globalization and Organizational Behavior

Module-II Individual Level Behavior

1. Personality Attributes affecting Organizational Behavior
2. Perception, Values, Attitudes, Learning, Personality, Work Attitude, Work Culture
3. Emotions, Emotional Intelligence, Stress and Conflict types and Management , Negotiation skill
4. Motivation, Contemporary Theories in Motivation, Motivational Tools in Organization, Motivation and Employee Involvement
5. Decision making

Module-III Group Dynamics

1. Group dynamics: Introduction, Concept of Groups, Stages of Group Formation and Group Process
2. Work Group Behavior, Factors that Affect Group Behavior, Implications of Group Process for Organizations,
3. The team: Introduction, Definition and Overview of a Team, Key Issues in Team Building, Cross Functional Teams, Communication and group decision making, leadership, power and politics.
4. Learning Organization, Organizational Change, nature of change process, strategic planning for change.

Module-IV Conceptual framework of Industrial Relation

1. Concept, Scope and Approaches to Industrial Relations
2. The systems model,

3. The Pluralist Approach,
4. The Structural Contradictions Perspective,
5. Evolution of Industrial Relations and Current Developments

Module- V Trade unionism

1. Emergence, history, growth of Trade Union as an Organization, Structure, Size, Affiliation, Membership, Finance, Leadership,
2. Trade Union recognition and registration
3. Trade Union politics Linkage, Implications, Trade Union Democracy, White collar unionism, Trade Unionism in the unorganized sector.
4. Concepts and Theories of Collective Bargaining, Bargaining Process and Agreements. Problems of Unorganized Sector
5. The Bombay Industrial Relations Act, The Trade Unions Act 1926, The Maharashtra Recognition of Trade Unions& Prevention of Unfair Labor Practices Act, 1971

Module- VI Grievance, Disciplinary Proceedings and Labor Welfare

1. Grievance, Grievance Handling Procedure
2. Employee Misconduct and Disciplinary Procedure: Meaning and Objectives of Discipline, Disciplinary Policy, Disciplinary Action – Penalties, Procedure for Disciplinary Action,
3. Employee Participation in Management
4. Employee Welfare :Definition, Concept, Objectives, Types & Principles of Employee Welfare,
5. Statutory and Non-Statutory Welfare Measures, Labor Welfare Fund.

References :

1. Mamoria C.B. and Mamoria. Satish (1998)'Dynamics of Industrial Relations', New Delhi, Himalaya Publishing House,
2. Dwivedi. R.S. (1998) 'Human Relations & Organisational Behaviour', New Delhi, Macmillan India Ltd.,
3. Ratna Sen, (2003) 'Industrial Relations in India', Shifting Paradigms, New Delhi, Macmillan India Ltd
4. Srivastava, (2000) 'Industrial Relations and Labour laws', Vikas, 4th edition,
5. C.S. Venkata Ratnam, (2001) 'Globalisation and Labour Management Relations', Response Books,
6. Pareek, U. &KhannaS.(2016) Understanding Organizutional Behavior. Fourth Edition. Oxford University Press
7. Luthans, F. (2018) Organizational Behavior: An evidence-based approach. l2rn ed. New-York: McGraw-Hill Intemational
8. Robbins, S.P, and Judge, T.A. .(2019) Organizational Behavior, ISth ed. Pearson
9. Sinha J.B.P. .(2008) Culture and Organizational Behavior. New Delhi, Sage Publications.

3.4 OE_2 Business Communication

Learning Objectives:

1. To give students a comprehensive view of communication.
2. To develop an awareness of the importance of succinct written expression to modern business communication.
3. To develop interpersonal skills that contribute to effective and satisfying personal, social and professional relationships
4. To understand and demonstrate the use of basic and advanced proper writing, reporting.
5. To Familiarize and use appropriate business vocabulary and etiquettes in verbal communication in the professional context

Course Outcomes :

By the end of this course, students will be able to-

1. understand and demonstrate the use of basic and advanced reporting, writing, presenting.
2. Apply language skills in drafting various business documents and other necessary communications in the business context,
3. Prepare informal and formal reports,
4. Proofread and edit copies of business correspondence.
5. Use career skills that are needed to succeed, such as using ethical tools, working collaboratively, observing business etiquette, and resolving workplace conflicts,

Module 1 Business Communication

1. Communication; Meaning and Definition ,Process & Functions Stages in communication cycle;
2. Barriers to effective communication;
3. Business Communication :Meaning, process and functions. Need and importance
4. Communication at work place– Channels-- Formal and Informal, Directions —Vertical, Horizontal, Diagonal, Grapevine, Medium: Verbal and Nonverbal. Characteristics of Non-verbal Communication
5. The means of communication, like Letters, memos, reports, fax, e-mail, presentation, telephone, and multimedia;
   Interactive and non-interactive techniques of communication. Listening as a tool of communication, Guidelines for effective listening

Module II Business Correspondence and E-Correspondence

1. Need and importance of business **Correspondence**
2. Office memorandum, office circulars, notices and orders.
3. Technology for communication. Effective IT communication tools. Electronic mail: advantages, safety and smartness in email. E-mail etiquettes
4. Communication for Managers

Internal and external audiences in the organisation; Adapting the message to the audience. Impact of technological advancements on Communication Internet, Blogs, e-mails, Moodle, Social media (Facebook, Tweeter & WhatsApp,)

5. Written Communication Planning,

Writing, and Revising Business Document; Designing 'documents, slides, and screens; Polishing the writing; Editing for grammar and punctuation; Choosing the right word; Revising sentences and paragraphs, informative and positive messages, negative messages, persuasive messages;

Module III 7 C's of & 4 S's of Business Communication

1. Credibility- Builds trust, Courtesy- Improves relationships, Clarity- Makes comprehension easier ,Correctness- Builds confidence, Consistency Introduces stability , Concreteness- Reinforces confidence , Conciseness- Saves time
2. Shortness economizes, Simplicity impresses. Strength convinces. , Sincerity appeals.
3. AIDA Model of Business Communication

Module IV Recruitment and Employment

1. Correspondence, Researching job;
2. Job application letter; Making Online Academic/Work Profile- LinkedIn
3. Curriculum vitae/ resumes;
4. Employment; Interview; References; Offer of employment;
5. Job description; Letter of acceptance; Letter of resignation.

Module V Group Communication

1 **Interview Skills**: Group Discussion, Preparing for an Interview, Types of Interviews – Job, Appraisal, Grievance, Exit, Online

2. **Meetings**: Need and Importance of Meetings, Conduct of Meeting and Group Dynamics, Role of the Chairperson, Role of the Participants, Drafting of Notice, Agenda and Resolutions, Classifications of Secretaries – Company Secretary/ Private Secretary, Functions of secretaries (only to be discussed and not to be assessed)

3 **Committees and Conferences**: Importance & Types of Committees, Meaning and Importance of Conference, Public speaking; Seminar presentation; Group discussion, Organizing a Conference, Modern Methods: Skype & Webinar
Brainstorming Sessions

4 **Public Relations**: Meaning, Functions of PR Department, External and Internal Measures of PR, Crisis Management, Press Release

5. **Public Speaking and Presentation**: Encoding and Translating , Understanding Your Audience , Targeting Your Audience , Designing a Presentation , Preparing the Venue and Seating Arrangement , Final Point and Getting Start

Module VI Reports and Business Proposals:

1.**Report Writing**- Types of reports. Formal report: components and purpose. Organising information: outlining & numbering sections, section headings, sub-headings, & presentation. Writing reports on field work/visits to industries, business concerns. Summarising annual reports of companies: purpose, structure and principles. Drafting minutes.

2. **Business Proposals-**

Executive Summary: Provide a concise overview of the proposal, highlighting the main objectives and benefits. **Introduction**: Set the context and establish the problem or opportunity the proposal aims to address. **Goals and Objectives**: Clearly state the desired outcomes and how they align with the needs of the audience. **Methodology**: Describe the approach and methods that will be employed to achieve the proposed goals. **Implementation Plan**: Outline the step-by-step process, including timelines, resources required, and responsibilities. **Budget and Financial Projections**: Present a realistic financial plan, including costs, revenue projections, and potential return on investment. **Evaluation and Measurement**:

References:

1. Locker, K.O., and Kaczmarek, S.K., (2002) Business Communication: Building Critical Skill, 2nd ed., Tata McGrawHill,
2. Bovee, C.L., et al., (2002) Business Communication Today, Pearson Education.
3. Taylor, Shirley, (2002) Communication for Business, Pearson Education.
4. Lesikar, R.V., and Pettit, Jr., J.D (2002) Business Communication: Theory and Application, Tata McGraw-Hill,
5. James, S.0' Rourke I.V.(2005), Management Communication: A Case Analysis Approach, 2nd ed., Pearson Education
6. M. Ashraf, Rizvi (2006) Effective Technical Communication Tata McGrawHill
7. Ghanekar,A(1996) Communication Skills for Effective Management. Everest Publishing House, Pune.
8. Levi, Daniel. (2011) Group Dynamics for Teams. 3 ed. New Delhi, Sage Publications India Pvt. Ltd.
9. D. Chaturvedi and Mukesh Chaturvedi, (2013)Business Communication Third Edition, Pearson,
10 Anjana Neira Dev, et.al, eds.(2011) Business English, Department of English, University of Delhi, Pearson Publications, New Delhi.

Specialization-- Community Development ..... Electives

3.4 OE_1 Democratic Decentralization of Power in India

Module -I Concept of Democratic Decentralization

1. Concepts of Democratic , Decentralisation and Democratic Decentralisation
2. Decentralization Vs Centralization Democratic Decentralization as a Broad Concept, Democratic Decentralization as Multidimensional Approach
3. Benefits of Democratic Decentralization
4. Potential Benefits: Efficiency Benefits: Governance Benefits: General Benefits :
5. Philosophy of Democratic Decentralisation, Philosophical Base to Democratic Decentralisation by Crook Richard C. & James Manor

Module II History of Democratic Decentralization

1. Ancient Period to 73rd Amendment via Balwantrai Mehta Committee
2. Gandhian Perspective
3. The Indian Philosophy of ' Power to the People' i) Acharya Vinoba Bhave ii) Manabendra Nath Roy iii) Jay Prakash Narayan iv) Rashtrasant Tukdoji Maharaj v) Surendra Kumar Dey vi) Ram Manohar Lohia vii) Rajiv Gandhi

Module III Features of Democratic Decentralization

1 Choice, Voice, Participation, Accountability, Transparency, Responsiveness, Rule of Law

2 Authority, Autonomy, Capacity, Consensus Orientation ,Social Equity , Effectiveness and Efficiency, Strategic Vision

Module- IV Dimensions of Decentralisation

1. Political Decentralisation, Administrative Decentralisation , Fiscal Decentralisation & Functional Decentralisation.
2. Decentralisation , Devolution, Delegation and Deconcentration

Module-V Democratic Decentralisation & Relevant Concepts

1. Democratic Decentralization as Local Self Government, as Self- Rule, as Approach of Control from Below, as Strategy of ownership by People, as Good Governance, Social Inclusion as Debureaucratisation
2. People's Participation : A Tenant of Democratic Decentralisation
3. PRIs as means of Decentralization of power

Module -VI Success and Limitations of Democratic Decentralisation

1. Success Stories of Decentralisation in India and Maharashtra
2. Limitations to decentralization of power :

   Purposive Strategy of Administration , Inadequacies of 73rd Amendment Act, Inadequacies of State Act Bottlenecks in Decentralization Improper interpretation of meaning of 'Decentralization', Operational Weaknesses of System, Loopholes in strengthening decentralization, Tokenism and Surrogate Representation, Problems of Women Representation in Local Government The Bureaucracy as a 'Resistant' Capture of Local Governance, The danger of the 'Tyranny of the Majority' Systematic Recentralisation Poverty & In-equality,

References :

1. Roy M.N. (1960). Politics, Power &Parties ,Delhi: Ajanta Prakashan, P.94
2. Borsodi Ralph (1954). 'Centralization and Decentralization' , in Harijan ,Vol. XIII, No. 13, May 29, Ahmedabad, P. 106.
3. Bhave Vinoba , (1965). Sarvodaya Aur Samyavada , Varanasi : Sarv Seva Sangh Praskashan , P.12.
4. Rondinelli Dennis et.al(1989) Development Administration : Decentralization and Responsiveness, Hyderabad :National Institute of Rural Development .
5. Joshi R. P. & Narwani G. S. (2002). Panchayat Raj in India: Emerging Trends Across The States, New Delhi: Rawat Publications , P. 16.
6. Palanipthurai G. (2000) . Dynamics of New Panchayat Raj System in India, Vol. I, New Delhi : Concept Publishing Company, P.5-6
7. Crook Richard C. & Manor James (1998). Democracy and Decentralization in Southeast Asia and West Africa: Participation, accountability, and performance, Cambridge: Cambridge University Press.
8. Alexis de Tocqueville. [1838] (1945) . Democracy in America, Vol. 1, New York: Vintage Books Random House, P.142
9. Narayana K.S.(2010). Panchayat Raj and Rural Development, Kurukshetra, October P.28
10. Nehru, Jawaharlal (1964).Discovery of India, P.288.
11. Gazette of India (1864). 14 September , as in Tinker 1954,P.36.
12. Young India, (1931). September 10
13. Mehta, Ashok (Chairman) (1978). 'Report of the Committee on Panchayat Raj Institutions', Ministry of Agriculture and Irrigation, Department of Rural Development, Government of India, New Delhi. P. 173
14. Agarwal, Shriman Narayan (1946). Gandhian Constitution for Free India, Allahabad: Kitabistan.
15. Gandhi, M.K. (1962). Village Swaraj, Ahmedabad :Navjeevan Trust, P.71
16. Roy M.N. (1960). Politics, power & Parties, Culcutta: Renaissance Publishers, P.67

OR

3.4 OE_2 Tribal Anthropology and Social Work

Learning Objectives :

1. To orient with Tribal anthropology as branch of study of Tribal society.
2. To gain information about tribal way of life.
3. To develop an understanding about the various programmes for tribal development.

Course Outcomes :

The students will be able to-

1. understand the approaches for tribal development.
2. understand the tribal culture and developmental issues in tribal society.
3. get an insight about the social work intervention for tribal development.

Unit I- Tribal Communities in India :

1. Tribal : The concept and various definitions.
2. Distribution of majors tribes in Maharashtra and India.
3. Major characteristics of Tribal community
4. Tribal welfare approaches : isolation, assimilation and integration.

Unit II–Tribal Social Institutions :

1. Family.
2. Marriage.
3. Clan and Kinship.
4. Culture.
5. Value system.

Unit III – Tribal Problems and Development Issues :

1. Tribal economy.
2. Education, Health, Poverty, alcoholism and exploitation as Tribal developmental issues.
3. Impact of urbanization and globalization on Tribal society.

Unit IV – Tribal Development Administration (TDA) :

1. Structure of Tribal development administration (TDA).
2. Special Initiative by Medha- Lekha in Tribal Administration.

Unit V – Statutory Safeguards :

1. Constitutional provisions for education, employment, political participation.
2. Tribal welfare commission.

3. PESA Act 1996.
4. Tribal Forest Act 2005.
5. Atrocities Prevention Act 1989.

Unit VI – Tribal Development :

1. Tribal Development Policy – 2004.
2. ITDP and TSP
3. NGOs intervention for Tribal development.
4. Contribution of Thakkarbappa, Nehru, Birsa Munda.

Unit VII – Problems of Nomadic Tribes :

1. Migration, Settlement, Minority, recognition by various states.
2. Constitutional provisions for NTs.
3. Problems recognition after changing states, e.g. reservations.
4. Dislocation and resettlement.
5. Scope for social work intervention in tribal development and roleof social worker.

Recommended Readings

1. Tribal in India- Govind Gare
2. Vidyarthi L P and Roy B K, (1976) Tribal Culture in India, Concept Publishing House, Delhi
3. Singh Kumar Suresh (1992) People of India: Scheduled Tribe, Oxford University Press, Delhi
4. Vijay Hansaria, (2005), Sixth Schedule to the Constitution, Universal Law Publishing Co
5. Singh, M K, (2010), Tribals and Indian Constitution, Sumit Enterprises
6. K.S. Singh ed., (2002), Tribal Situation in India, IIAS, Shimla
7. Gaya Pandey, (2008), Development Anthropology, Concept Publishing Company
8. Govinda Chandra Rath ed., 2006, Tribal Development in India: The Contemporary Debate, Sage

SEM- III

iii) Specialization -- **Medical and Psychiatric Social Work**
Electives

OE_1	Health Economics	**OR**
OE_2	Health Care Administration and Management	

3.4 OE_1 Health Economics

Learning Objectives

1. To discuss basics of health economics like its scope, subject matter and the micro and macro issues in healthcare.
2. To have knowledge of what is health economics and under that what is health expenditure, quality and disability adjusted life years, cost-benefit analysis of healthcare, equity and efficiency in healthcare etc.
3. To get basic knowledge of microeconomics and macroeconomics related with health and disease burden
4. To know Status of Health and Medical Care in India
5. To understand health insurance and health care aspects .

Course Outcomes–

1. The course imparts economic aspects of health and health care.
2. This course also intends to impart knowledge on healthcare services, healthcare reforms, healthcare finances
3. The course underlines significance of health on development through economic aspects
4. This course put forth the analysis of health, diseases ,services and cost .

Module I - **Economic Development and Health**

1. State and Scope of Health Economics, Normative economics and health ,Health for Human Capital
2. Difference between health and healthcare, Equity and Efficiency
3. Socio-economic determinants of health
4. Overview of health system--- Industrialized countries , Low and middle income countries , status of Health and Medical Care in India
5. Health and Education-- Health and Nutrition--- Setting Priorities in healthcare

Module II - **Healthcare Market and Demand for healthcare**

1. Health and wellbeing
2. Healthcare as an input in health

3. Notion of need, Supplier Induced demand
4. Economics of health care services, schemes like Mahatma Phule Jan Arogya Yojana
5. Healthcare Cost Growth

Module III – Analysis

1. Cost-effective Analysis, Cost-benefit Analysis, Cost-Utility Analysis and Efficiency Analysis
2. Economic Analysis- reporting for projects, interpretation of finding of report on economic evaluation
3. The economic consequences of chronic disease, critical illness, prolonged illness
4. Economics of incidences of accidents and sudden spread of diseases
5. India as Healthcare Hub of the World .
6. Economic Burden of epidemics- Dengue, Malaria, H1N1, COVID-19, Typhoid

Module IV - Measurements of Health

1. Economic Burden of Diseases like Tuberculosis, asthma, Cancer , Heart Disease , Paralysis and disability,
2. Economical measurement of Health Benefits
3. Concepts of DALY and QALY, Epidemiology and Morbidity Transition
4. Heath Technology assessment and real world evidence
5. Different Approaches of valuing health, HDI and Health

Module V - The Micro Scenario: Issues related to Healthcare Utilization

1. Preventive and Curative Healthcare
2. Public Health and Political economy
3. Intergenerational aspects of healthcare
4. Economic Aspects of Healthcare Provision -- Private sector -- Public sector---- Alternative medicine
5. Economic Evaluation of National Health Programme

Module VI Economics of Health Insurance

1. Competitive health insurance and risk adjustment, standard and sub-standard risk
2. Demand and supply of health insurance, asymmetric information and agency, market insurance, Market Failures, Asymmetric information, Adverse selection within health insurance, the market for lemons, full coverage, partial coverage, moral hazard, Incidence of a Tax Theory Applied to Employer-Sponsored Health Insurance, Target Effectiveness and Target Efficiency Applied to Covering the Uninsured, Social insurance

3. Pricing Health Insurance Product
4. Self-insurance and protection, employment based insurance, health insurance in India
5. Pension Fund and Provident Fund Mathematics

References:

1. Andrew M. Jones (ed)(2006): The Elgar Companion to Health Economics, Edward Elgar, USA. (Module 3 and 4)
2. Henderson, J.W. (2001): Health Economics and Policy, South –Western, Thomson Learning. Chapters: 2 and 3 (Module 2)
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4. Musgrove, P. (2004): Health Economics in Development, The World bank. Chapters: 2,3,4,9 and 10 (Modules 1 and 2)
5. National Health Accounts-India: 2004-05
6. Glied S. and Smith P.C.(ed) (2011) : The Oxford Handbook of Health Economics, New York.(Module 3and 4)
7. Panchamukhi, P. R. (2002): Economics of Health: An Introductory Review. ICSSR (Modules 1 and 2)
8. World Health Organization(2011):A System of Health Accounts, WHO

OR

3.4 OE_2 Hospital & Health Care Management

Learning Objectives:

1. To gain understanding regarding essential aspects of healthcare in institutional, semi-institutional and non-institutional set-up.
2. To learn about various aspects of management of healthcare in institutional, semi-institutional and non-institutional set-up.
3. To know to design and implement projects for administration of effective healthcare.
4. To understand different types of illnesses and need for community participation in healthcare. Course Content:

Course Outcomes:

The students will be able to-

1. understand the concepts of Hospital Management and process.
2. analyze the functions to take appropriate decisions for welfare.
3. create ideas to develop and participate in implementation of plans.

4. evaluate proactive and self-reflective role in working and to develop professional relationship.

Model-I Hospital Management:

1. Hospital as an Organization, Healthcare Industry , Healthcare Industry and HRM
2. Concept of healthcare- Classification of healthcare institutions (General, special, public, private, trust, teaching-cum-research hospitals, Corporate/Multispecialty hospitals) ,
3. Types of wards – out-patient services, in-patient services, emergency services in hospital.
4. Health Care Management. :Concept, Definition,. Significance of Hospital and Health Care Management., Management of Healthcare Institutions – Nature, scope and principles.
5. Human Resource Management of Healthcare Institutions: Human Resource Policies, Job Analysis, Job Description, Job Specification; Recruitment and Selection; Induction, Training and Development; Performance Management.

Model-II Different Approaches towards Management:

1. Human Relation Approach, Behavioral Approach, Operational and System Approach, Contingency Approach.
2. Social Responsibilities of Management, Culture and Management, Managerial Ethics, Hospitals and Society.
3. **Management Process:** POSDCORB (Planning, Organizing, Staffing, Directing, Coordinating, Reporting, Budgeting),
4. Fayol' s Five Functions of Management,
5. Application of Managerial Functions to Health Care Organizations.

Model-III Overview of Health Care Sector in India

1. Overview of Health Care Sector in India – Primary care – Secondary care – Tertiary care
2. Rural Medical care – urban medical care
3. Curative care – Preventive care
4. General & special Hospitals
5. Understanding the Hospital Management – Role of Medical, Nursing Staff, Paramedical and Supporting Staff –
6. Health Policy - Population Policy - Drug Policy – Medical Education Policy

Unit IV Promotion of Quality in Health Care

1. Process for Building a Strategy for Quality in Health Care Organizations: Introduction, Improving Quality and Whole System Reform,
2. Dimensions of Quality in Health Care, Roles and Responsibilities in Quality Improvement,
3. A Process for Building A Strategy for Quality, Mapping the Domains, Deciding on Interventions, A Self-Assessment Questionnaire for the Decision-Making

Unit V **Patient centric management**

1. Concept of patient care, Patient-centric management, Organization of hospital departments, Roles of departments/managers in enhancing care, Patient counseling & Practical examples of patient centric management in hospitals. Patient safety and patient risk management.

2. **Out Patient Services** Overview of the department, day care, accident and emergency services, physical medicine and rehabilitation, occupational therapy unit, physiotherapy department

3. **In Patient Services** Ward design (general & specialized), critical care services – ICU, CCU, NICU, , medical services, surgical services – operation theater, nuclear medicine, burn unit, nursing services and administration.

4. **Specialty Services** Pediatrics, Obs&Gynec, ENT, Ophthalmology, Orthopedic, Psychiatry, Anesthesia, Dental

5. Super-specialty Services Cardiology, Thoracic Surgery, Neurology, Neurosurgery, Nephrology- Dialysis Unit, Transplantation Services.

Module VI Support Service Management

1. **Support Services** -- Diagnostic-Radiology & Imaging Services, Hospital Laboratory etc, Blood Bank & Transfusion Services, Ambulance Services, Pharmacy, CSSD, Oxygen Manifold/Concentrator, Dietary Service, Hospital Laundry and Linen, Medical Social Worker, Marketing and Public Relations, Finance and Administrative Departments, Outsourcing.
2. **Utility Services**---- Housekeeping, Hospital Engineering and Maintenance, Biomedical Department, Medical Records confidentiality of records, reception, enquiry, registration and admission, central billing and accounts, Cafeteria/canteen, Mortuary.

Module VI Biomedical Waste Management (BMW)**and Hazards in Hospital**

1. Definition of Biomedical Waste,
2. BMW – Segregation, collection, transportation, disposal, Liquid BMW, Radioactive waste, Metals / Chemicals / Drug waste,
3. BMW Management & methods of disinfection,
4. Modern technology for handling BMW,
5. Monitoring & controlling of cross infection (Protective devices), BMW from Administrative point (Budget, Health check-up, Insurance)

References:

1. Bajpai, P. K. (Ed.) 1998. Social Work Perspectives on Health,Jaipur, Rawat Publications.
2. Batra, Promod and Mahendra, Deepak (1992) Management Ideas in Action; New Delhi: Think Inc.
3. Benjamin Robert, et al (1983), Hospital Administration Desk Book. New Jercy: Prentice Hall.
4. Clark, D. W. andMacMahon, B. (Ed.) 1981. Preventive and Community Medicine, Boston. Little, Brown and Company.
5. Davar, Rustom S (1966) General Management, Bombay: Progressive Corporation Pvt. Ltd.
6. Davies R Lewelyn et al. (1966), Hospital planning & administration. Geneva: WHO.
7. Goal S L (1981), Health care Administration. New Delhi: Sterling.
8. Rabick& Jonathan et al (1983), Hospital Organization and Management, London: Spectrum.
9. Robbins, Stephen P. and Decenzo, David A. (2002) Fundamentals of Management, Delhi: (Essential Concepts and Applications) Pearson Education Asia.
10. WHO Expert Committee (1957), Role of Hospital in Programme of Community health protection. WHO technical Report services.
11. Weihrich, Heinz and Koontz, Harold (1993) Management Ed. 10; New York: McGraw-Hill.
12. WHO Expert Committee (1968), Hospitals Administration, WHO Technical Report Services No.395.
13. UNICEF. Health and Basic Services. New Delhi: UNICEF South Central Asia Regional Office.

3.4 Specialization Family and Child Development ...OE-III... Electives

OE_1	Introduction to Gender Studies	**OR**
OE_2	Youth and Development	

3.4 OE_1 Introduction to Gender Studies

Module I: Introduction

1. Sex and Gender, Types of Gender Questions of Sexuality and Obscenity
2. Gender and its biological and socio-cultural connections.
   - Importance of gender differences in human development.
   - Gender theories- gender orientation theory of Sandra Bem,
   - Gender schema theory, theory of ego development and gender.
3. Gender Roles and Gender Division of Labor
4. Gender Socialization and Gender Stereotyping
5. Gender Stratification and Gender Discrimination
6. Gender, Environment and Development in India

Module II: Gender Perspective of Body

1. Biological, Phenomenological and Socio-Cultural Perspectives of Body
2. Body as a Site and Articulation of Power Relations
3. Cultural Meaning of Female , Body and Women's Lived Experiences
4. Gender issues in family, Construction of Womanhood, Impact of gender roles
5. Gender and Sexual Culture- LGBTQA
6. Transgender and mainstreaming, initiatives by the Social Welfare Department and NGOs, CBOs

Module III : Historical Overview of Feminist Movements

1. First Wave Feminism: Suffragette and Political Inequality, 18th century
2. Second Wave Feminism: Combating Social Inequality 1960-1980
3. Third Wave Feminism: Renewed Campaign for Women's Greater Influence in Politics
4. Fourth Wave Feminism; Use of Social Media
5. Feminist Theories

Module IV : Conceptual Analysis of Development

1. Theoretical Perspectives of Gender and Development
2. Measures of Development; HDI, GDI
   Paradigm Shift in Development Definition and Concepts of Development: Approaches for WID, WAD, and GAD, Human Development Index (HDI), Gender Development

Index (GDI), Gender Empowerment Measure (GEM), Gender Inequality Index (GII) and Millennium Development Goals (MDGs) and Sustainable Development Goals (SDGs).

3. Gender Disparity: Global and Indian Scenario
4. Indigenous Women Dominant interpretations in theorizing Indigenous women, Mythology, historical accounts, social organization, leadership, Gender and patriarchy in indigenous societies
5. Women social and political , economical, representation in India , Triple Roles of Women

Module V : Women's Participation in the Movements in Post-modern era

1. Dalit Movement
2. Telengana Movement
3. Tebhaga Movement
4. Anti-Arrack Movement
5. Hash tag- Me Too, Yes, I bleed

Module VI : Gender Development: National Policies, Programs and Role of NGO's

1. Feminist Standpoint of Development Policy
2. Gender Analysis of Development Policy
3. Critical Review of Women Development Programs in India
   - Nature and Strategies of Gender Mainstreaming; Gender Auditing and Gender Budgeting;
4. Role of NGOs – Development Initiatives
5. Role of Women's Organizations –Mobilizing, Networking & Advocacy

References

1. Sherry B. Ortner (1997), Making Gender: The Politics and Erotics of Culture, Beacon Press
2. Sherry B. Ortner (1991), Sexual Meanings: The Cultural Construction of Gender and Sexuality, CUP
3. Butler, Judith. (1993). Bodies That Matter: On the Discursive Limits of Sex. Routledge
4. Henrietta L. Moore (1988), Feminism and Anthropology, University of Minnesota Press
5. Vina Mazumdar,(2012,) Towards Equality: Report of the Committee on the Status of Women in India, Pearson
6. Maitrayee Chaudhuri(2004), Feminism in India, Kali for Women, Palgrave
7. Leela Dube, (2001), Anthropological Explorations in Gender: Intersecting Fields, Sage Publications

OR

3.4 OE2 Youth and Development

Learning Objectives :-

1. To understand the needs and problems of youth.
2. To understand the challenges before youth.
3. To understand the policies & Programs for youth development.

Course Outcomes:-

The students will be able to -

1. understand the concept and perspective of youth.
2. understand the problems of youth & ways to handle it.
3. analyse the challenges and opportunities of young people in new millennium.
4. develop an perspective for prevention of risk factors.
5. understand the policies, techniques and models of youth work

Unit I – Situational Analysis of Youth :-

1. Concept, Definition and Characteristics of youth
2. Demographic profile of youth in India.
3. Youth in various category - gender, student, non-student, (characteristics, situational analysis), employed, unemployed, self -employed
4. Youth in various groups - caste, class, religion, (characteristics, situational analysis)
5. Changing conceptions of Youth. Perspectives of Youth: Cultural, Comparative and Biographic. Youth Transition, Identity formation.

Unit II – Needs of Youth:-

1. Youth Development: Concept and dimensions- Education, Income , Youth and Sustainable Development Goals of the United Nations Organization,
2. Psycho - social
3. Health
4. Education, Skill Development. Contributions of Youth Led Organizations in India.
5. Employment

Unit III – Problems Among Youth:-

1. Competition
2. Unemployment
3. Maladjustment
4. Addiction
5. Violence
6. Sexuality
7. High risk behavior

Unit IV – Issues and Challenges:-

1. Employability....eligibility to capability
2. Identity crises
3. Value crises
4. Unrest
5. Challenges before urban & rural youth.
6. Global Youth Issues. Poverty, unemployment and corruption. Youth risky behaviours. Indulgence in Crimes and Conflict with law. Terrorism. Youth Mental Health. Social exclusion and Sexual Minority bullying. Climate change, Youth Migration and Human Trafficking.

Unit V – Youth in Various Sector:-

1. **Youth as a Responsible Citizen** Youth as agents of change. Social Inclusion, Equity and Access.
2. Youth and Agriculture.
3. Youth and Service sector.
4. Youth and Industry and Entrepreneurship.
5. Youth in New Millennium:

   Challenges and Opportunities Youth in the context of globalization: Youth power, social capital. Education and Skill Development and Entrepreneurship. Social media and digital divide. Youth bulge. Youth not in employment, education or training

Unit VI – National Policy and Programmes:-

1. Govt. schemes & programmes for youth welfare
2. Strategies for Youth Development

   Youth healthy lifestyle and well-being. Social and political participation of youth. Networking of formal and informal organizations. Positive Youth Development. Youth capacity building and Leadership. Youth Civic engagement. National Youth Policy (2014). National Youth Week and National Youth Day
3. Youth Work in India. History of Youth work in India.Youth service programmes and youth movements in India since independence. NYKS, NSS, National Youth

Council. Youth Icons in India. National Indian Youth Council. Youth in India – Needs, aspirations and challenges. Scope for professionalizing youth work in India.

References :

1. Balan, K. (1985). Youth Power in the Modern World. New Delhi: Ajanta Publications.
2. Cooper, T. (2012). Models of youth work: a framework for positive sceptical reflection. Youth and Policy, 1(109), 98-117
3. Jones, G. (2009). Youth. UK: Polity Press.
4. Kehily, J. M. (2007). Understanding Youth: Perspectives, Identities and Practices (eds). London: SAGE Publication.
5. Landis, H. Paul. (2011). Adolescence and Youth: The Process of Maturing. New Delhi: Sarup Book Publishers Pvt. Ltd.
6. Monica, B. (2005). Youth Policy and Social Inclusion. New Delhi: Routledge.
7. Rajendran, V& Paul David. (2006). Youth and Globalization. Proceedings of the Workshop on Youth and Globalization. Mumbai: Rajiv Gandhi National Institute of Youth Development and Tata Institute of Social Sciences.
8. Batsleer, J. (2011). What is Youth Work? New Delhi: Sage Publications.
9. Bright, G. (2015). Youth Work: Histories, Policy and Contexts. New York: Palgrave
10 Kakar Sudhir, (1970) Conflict & Choice - Inidan Youth in a Changing Society, Somaiya Publications, Bombay
11 .Nalini Rao(1990), Socialisation of Child of Youth, National, Agra
12. Ram Ahuja, (1996) Youth and Crime, Rawat Publications, New Delhi
13. Jayaswal R. (1992) Modernisation and Youth in India, Rawat Publications. New Delhi

3.4 CSR Electives

OE_1	Indian Economy	**OR**
OE_2	Human Resource Development	

OE1 Indian Economy

Learning Outcomes

1. To enable the students to grasp the current indices economy of India.
2. To comprehend the basic characteristics of economic development and economic growth
3. To acquaint students with the major policy regimes of government to resolve problems in agriculture, industry and service sector of India.
4. To enable students to understand the change in policy focus from central planning to process of market integration of the Indian Economy with other markets in the world.

Course Outcomes:

On completion of this course, students will be able to -

1. develop ideas on the basic characteristics of Indian economy
2. understand the importance, causes and impact of population growth and its distribution.
3. identify the important economic sectors and challenges faced by them in the recent years.
4. learn the major policy regimes of government and also try to resolve problems from agriculture, industry and service sector of India.

Module-I Structure of Indian Economy,

1. Concept of Economic Growth, Economic Development,
2. Developing Economy - Developed and Developing Economy - Basic Characteristics of Indian Economy, Major issues of development in India Major strategies for development in India
3. Basic Characteristics of Indian Economy,
4. Structure of Indian Economy: Primary Sector, Secondary Sector & Tertiary Sector,
5 Trends in National Income, Occupational Distribution, Work Force Participation and Changes in Occupational Structure,
6. Indicators of economic development- National Income Basic Concepts and computation of national income.

Module-II Planning and Economic Development,

1. Problems in Indian Economy,

2. Objective of Economic Planning in India,
3. Five Year Plans, Industrial Policy, Disinvestments of Public Enterprises,
4. NITI Aayog
5. Economic Problems: Poverty, Inequality, Parallel Economy, Unemployment, Concentration of Economic Power, Problem of Balanced Regional Development,
6. Population Burden

Module-III Indian Agriculture

1. Overview of Role of Agriculture in Indian Economy;
2. Cause of low productivity,
3. Green Revolution and other revolutions , Land Reforms,
4. Agricultural Finance-Sources and Problems;
5. Agricultural Marketing in India

Module-IV Industrial and Service Sector in India

1. Role of Industrialization in Indian Economy; Small Scale & Cottage Industries: Meaning, Role, Problems and Remedies; Problems of Industrial Development in India; Industrial Sickness
2. Composition and relative importance of service sector; Factors determining growth of sevice sector; ICT and IT , Other services like s like trade, health, education, hospitality, transport, tourism

Module- V Emerging Issues

1. Indian Economy, Emerging Issues,
2. World Trade Organization and Indian Economy after 1990 as a part of LPG,
3. Atomization and population burden ,Issues of HDI
4. Foreign Direct Investment,
5. Economic Infrastructure- Energy, Roads, Irrigation.

Module- VI Nature of Indian Economy and Reforms

1. Mixed economy,
2. Place of Public and Private Sectors in Indian Economy
3. Privatization and economic Reforms
4. Industrialization and Technology
5. Increasing importance to service sector

References:

1. Dhingra, I.C. (2003) Indian Economy, Sultan Chand,
2. Agarwal, A.N. (2003) , Indian Economy, Vishwa Prakashan,

3. Datt, Ruddar; Sundhram(2003) , Indian Economy, Sultan Chand,
4. Indian Economy Since Independence, ed by Uma Kapila, Academic Foundation, Revised Nineteenth Edition 2008-09
4. The New Oxford Economics Companion to India, ed by K Basu and A Maertens, Oxford University Press, 2012
5. Economic Survey of India 2015-16, Ministry of Finance, GoINITI Ayog document- (Feb 8, 2015)
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7. Agarwal A N & Agarwal M K (2017) Indian Economy: Problems of Development and Planning, WishwaPrakashan, New Delhi.
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9.Dreze, Jean and AmartyaSen (2013). An Uncertain Glory: India and its Contradictions, Princeton University Press.
10. Misra, S.K. and Puri, V.K. (2014). Indian Economy. Himalaya Publishing House, Mumbai.

OR

3.4 OE2 Human Resource Development

Learning Objectives:

1. To understand the concept, processes and outcomes of human resource development
2. To acquire skills in human resource development
3. To develop the knowledge and acquire skills in organisational development interventions.

Learning Outcomes:

On successful completion of this course, students will be able :

1. to know the meaning, scope, importance and processes of human resource development.
2. to acquire knowledge on development oriented appraisal system.
3. to appreciate the importance of potential appraisal, career development and succession planning.
4. to understand their roles and functions in identifying, designing and auditing the training programmes.
5. to appreciate the significance of organisational change and development interventions in achieving organisational effectiveness.

Module-I Human Resource Development

1 Definition, Scope and Importance
2 Difference between traditional personnel management and HRD
3 HRD processes and outcomes
4 Role analysis and HRD
5 Key Performance Areas, Critical Attributes and Role Effectiveness.

Module-II Performance appraisal

1 Performance appraisal and performance management
2 Objectives of performance appraisal
3 Traditional and modern methods of appraisal
4 Basic considerations in performance appraisal
5 Development oriented appraisal system- Performance feedback and performance counselling.

Module-III: Potential Appraisal

1 Potential Appraisal
2 Determining the merit for promotion
3 Steps for setting up a good potential appraisal system
4 Career planning - advantages and steps
5 Career development and succession planning.

Module-IV: Training

1 Training - conceptual framework for training
2 Learning principles
3 Identification of training needs
4 Determination of Training objectives
5 Training programme design
6 Training methods and their selection criteria
7 Training effectiveness - HRD Audit – Concept and types.

Module-V: Organizational Effectiveness

1 Organizational Effectiveness
2 Organizational Change – concept, forces of change
3 Organization Development – definition, objectives and interventions – Managing change through OD –
4 Pre-requisites for successful HRD programmes
5 HRD experiences in India –Emerging trends and perspectives.

References

1. Arun Monappa, Mirza & Saiyadain (1997). Personnel management. New Delhi: Tata McGraw-Hill Publishing Company Ltd.

2. Deb Tapomoy. (2010). Human resource development. New Delhi: Anne Books.

3. Dessler Garry, BijuVarkkey. (2011). Human resource management. New Delhi: Dorling Kindersley Publishing Company.

4. Fred Luthans. (2001). Organizational Behaviour. New Delhi: Mc.Graw-Hill. ILO: AnIntroductory course in teaching and training methods for management development. Sterling Publishers.

5. Kandula, Srinivas, R. (2009). Strategic human resource development. New Delhi: Prentice hall of India.

6. Pareek, Udai. (2008).Training instruments in HRD and OD. New Delhi: Tata Mc Graw-Hill.

7. ParthSarathi. (2002). Planning, auditing and developing human resources. New Delhi: Manak Publications.

8. Pareek Udai, and Rao, T.V. (2003). Designing and managing human resource systems. New Delhi: Oxford & IBH publications.

9. Pippa Riley. (2012). Human resource management. New Delhi: Viva Books Pvt., Ltd.

10. Premavathy, N. (2011). Human resource management and development. Chennai: Sri Vishnu Publications.

Sem-III

Internal Continuous Assessment of Theory **Course of 4 Credits -- 40 Marks**

Conflict Resolution Skills	10 Marks
Reflection on Topic / Extempore Reflection	10 Marks
Collaboration Activities / Program Management	10 Marks
Class Participation and Attendance	10 Marks
	40 Marks

Internal Continuous Assessment of Theory **Course 2 Credits -- 20 Marks**

Conflict Resolution Skills	05 Marks
Reflection on Topic / Extempore Reflection	05 Marks
Collaboration Activities / Program Management	05Marks
Class Participation and Attendance	05 Marks
	20 Marks

3.5 Research Project RP-I

Every student shall complete a research project, commencing at the IIIrd semester and ending at the IVth Semester.

Learning Objectives :

1. To provide an learning exposure for the systematic study of social phenomenon / social work practice.
2. To develop knowledge of research methodology.
3. To acquire skill of data analysis and research report writing
4. To deal with various methods, tools and techniques related to social research.

Course Outcomes

After completion of this course, students will -

1. enhance knowledge-related discovery, creativity, and creation
2. are introduced to the concept of conducting research,
3. are equipped with necessary skills for employment in any social research area like evaluation and Impact Assessment
4. gain knowledge of discovery of facts and their interpretation

Conduct of Research Project. :

i. Every student is required to select a topic for research related to the social problems and areas of social work at the end of IInd semester and follow the scientific process and methods of social work research and social research.

ii. For this activity students shall be as far as possible equally allotted amongst all teachers. While making these allotments care should be taken to avoid repetition of allotments in respect of major activities of social work practicum.

iii. The research project (RP-I) shall consist of –
   a) Introduction to the topic. b) Review of Literature c) Research Methodology up to tool designing in first phase.

Evaluation Scheme of Research – Every step will carry 10 Marks

i	Problem Formulation	**10 Marks**
ii	Introduction	**10 Marks**
iii	Review of Literature	**10 Marks**

iv	Selection of Topic	**10 Marks**
v	Research Gap	**10 Marks**
vi	Research Questions	**10 Marks**
vii	Scope of the Research	**10 Marks**
viii	Objectives and hypotheses if any	**10 Marks**
ix	Tool Designing	**10 Marks**
x	Pilot Study	**10 Marks**

Total Marks = 100

3.6 Social Work Practicum SWP-III

Field Work Objectives

1. To develop an understanding of the placement organization with respect to its ideology, vision, design, interventions and human resource policies.
2. To begin to develop an understanding of the legal environment within which the organization functions.
3. To begin to understand and analyze the social policies and legislations relevant to the client group of the agency.
4. To develop skills of assessment at an individual and group level and to develop skills of drawing out plans of intervention in the light of the above.
5. To understand and implement the intervention plan using the skills and techniques drawn from various therapeutic approaches. 6. To begin to understand and participate in the process of project formulation.
7. To learn to work as part of an interdisciplinary team.

Components of Social Work Practicum SWP-III

1. Orientation Visits	05 Visits	= 20 Marks
2. Skill Lab (2 Activities)		= 10 Marks
3 Concurrent Field Work Visits	-15 Visits	= 40 Marks
4. Individual and Group Conferences		= 10 Marks
5. External Viva voce		= 20 Marks

Total Marks = 100

Sem –IV

S.N.	Course	Type of Course	Credits	Marks	Internal	External
4.1	Social Legislation	Core	4	100	40	60
4.2	Event management in social work	Core	2	50	20	30
4.3	**Major of Specialization M4**	Major	4	100	40	60
4.4	Choose Any ONE from given Electives	Elective OE-IV	4	100	40	60
4.5	Research Project –II	Core	4	100	60	40
4.6	Social Work Practicum **SWP-V**	Core	4	100	80	20
		Total	22	550	280	270

4.1 CC Social Legislation

Objectives

1. To get an overview of the significance of social legislation in India.
2. To gain functional knowledge about Acts those are relevant to social work practice.
3. To acquire competency to apply knowledge of human rights and social legislation in social work practice.
4. To acquire skills for using legal measures in social work intervention.
5. To acquaint students with the concepts and mechanisms related to social advocacy.

Outcomes

After Completion of the Course, the students will-

1. understand the constitutional provision and welfare goals of the state in India.
2. aware the social welfare needs of the people of India
3. understand social legislation in the context of Social Justice

Module I Introduction to Social Legislations:

1. Concept of Social Justice ,Social legislation as an instrument of social welfare goals of the state.
2. Meaning, philosophy and purpose of social legislations,
3. Role and mechanisms of judicial system in India ,
4. Lokpal and Lokayukta , Lok Adalat in Justice Delivery Evolution of social Legislation in India,

5. Social Justice- Concept, meaning and scope.
   - Issues of social justice in Indian society with reference to inequality and socio-political structure. - Social justice and social work.

Module II Legislation pertaining to Vulnerable Sections

1. The SC/ST. (Prevention of Atrocities) Amendment Act1989
2. The Rights of Persons With Disabilities Act 2016

3. The Maintenance and Welfare of Parents and Senior Citizens Act (2007)
4. POCSO Act 2012,

Module III Legislation pertaining to Social Problems

1. Prevention of Immoral Traffic Act 1956
2. Dowry Prevention Act 1961
3. Juvenile Justice(care and Protection) Act 2006
4. The Maharashtra Anti Superstition and Black Magic Act 2013
5. The Pre-conception and Pre-natal Diagnostic Techniques Act 1994.

Module III Legislation pertaining to Rights

1. Right to Information Act 2005
2. Right of Children to Free and Compulsory Education Act 2009
3. Protection of Human Rights Act, 1993.
4. The Consumer Protection Act, 1986

Module IV Legislation pertaining to Women

1. Protection of Women from Domestic Violence Act, 2005
2. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013,

Module V Bharatiya Nyaya Sanhita & Nagarik Suraksha Sanhita

1. Bharatiya Nyaya Sanhita, 2023 ,
2. Bharatiya Nagarik Suraksha Sanhita 2023
3. Articles related with women and children security BNS. 2(3), 2(10), 64, 69,74, 80 (2), 85, 95, 226, 318(4)

Module VI Social Advocacy:

1. **Social Advocacy-** Meaning, types and skills, Networking, Role of Social Worker, Public Interest Litigation (PIL), legal literacy
2. The concept of free legal aid; Legal Aid Schemes; Role of State and District Legal Service authorities ,Mechanisms and procedures for free legal aid services.
3. Role of the social worker in relation to humanism and social justice.

References

1. Jain, M.P. (1974) Indian Constitutional Law, Bombay, Tripathi,
2. Singh, D. K., V. N. Shukla (1975) The Constitution of India , Lucknow, Eastern Book Company,
3. Seervai, H.M. (1976). Constitutional Law of India , Bombay, Tripathi,
4. Arun Kumar Palai: (1998) National Human Rights Commission of India, New Delhi, Atlantic Publishers And Distributer
5. Aswini Kant Gautam(2001) Human rights and Justice System ,New Delhi, A. P. H. Publishing Corporation,

4.2 CC Event Management in Social Work

Learning Objectives:

1 To imbibe event management competency and identify its key components.
2 To explain the importance of event planning and execution.
3 To understand the different stages of event management.
4 To identify the key skills required for successful event management
5 To apply the event management skills in different setting

Course Outcomes:

By the end of the course , students will -

1 learn the concepts related to various events.
2 develop awareness on the process of conducting events.
3 aware about planning and Budgeting of the events.
4 understand the dynamics of event management.
5 acquire the knowledge on event proposal and budget.

Module- I Introduction to Event Management:

1 Meaning and Definition of Event Management,
2 Significance of Event Management in various industries,
3 Scope and opportunities in the field of Event Management
4 Understanding the key components of Event Management
5 Types of the event , Steps for success of events

Module- II Event Planning

1 Significance of proper event planning,
2 role of event planning in establishing objectives, creating budgets, and managing resources,
3 Challenges in Event Planning: constraints, budget limitations, logistical issues, etc.
4 Event Venue Management : Venue capacity – types of seating arrangement – parking capacity – entrances to the stage and the seating area - access to main road – power supply – generator backup – dining area – cooking and catering facilities – acoustics and lighting – green rooms – operators console – permissions required – rules and regulations of venue – stage details, SWOC Analysis.
5. Invitations: Designing – approval – printing - creating guest list – dispatch of invitation – use of hard copies and soft copies.
Importance of venue design ,
Food and Beverage

Model -III Marketing and Advertising:

1 Meaning and definition of Event Marketing,
2 Role of marketing and advertising in attracting attendees and promoting events,
3 Digital Marketing Techniques,
4 Event Photography and Video Arrangement,
5 Reporting and Analysis.

Model – IV Human Resources Planning for event:

1 Man power planning
2 Job analysis in event operation
3 Recruitment sources
4 Methods – skills testing and selection of people for specific event
5 Identifying vendors

Module- V Team Management

1 Team management and its significance in event planning,
2 Benefits of effective team management,
3 Importance of clear communication and delegation of tasks,
4 Team Building and Leadership
5 Welcome Desk – Registration Desk – seating for VIP and press –parking plan – visitors

Model - VI Conduct of an Event

1 Preparing a Planning Schedule, Organizing Tables, Importance to Entertainment Assigning Responsibilities,
2 Communication and Budget of Event- Checklist,
3 Computer aided Event Management–
4 Roles & Responsibilities of Event Managers for Different Events
5 Corporate Events-

Planning of Corporate Event, Job Responsibility of Corporate Events Organizer, Arrangements, Budgeting, Safety of Guests and Participants, Creating Blue Print, Need for Entertainment in Corporate Events and Reporting.

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4.3 Major Course of Specialization M4

S.N.	Course	Specialization
i	**Employee Welfare and Related Legislation**	**HRM**
ii	**Urban Community Development**	**CD**
iii	**Psychiatric Social Work Practice**	**MPSW**
iv	**Family Social Work**	**FCD**
v	**NGO Management**	**CSR**

4. 3 Employees Welfare and Related Legislation (HRM)

Learning Objectives :

1. To know the concept of Employee Welfare.
2. To understand welfare facilities provided to employees
3. To get an idea of industrial jurisprudence in India
4. To be versatile with the provisions of various laws for wellbeings of employees
5. To acquaint with the employees welfare machinery.

Course Outcomes :

After Completion of the Course, the students will

1. know the development employees welfare and Labour Laws.
2. understand facilities provided in industrial set ups.
3. come to know Measures for wellness of employees.
4. learn the salient features of welfare and wage Legislations also to integrate the knowledge of Labour Laws in General HRD Practice.
5. learn the laws relating to Industrial Relations, Social Security and working conditions

Module I **Employees Welfare and Labour Laws**

1. Concept of labour, Characteristics of Indian labour
2. Labour Problems and its Classification, Problems of Female Labor
3. Employee Welfare: - Meaning, Definition, Need and Scope, Objectives , Principles and Theories of Employee Welfare. Evolution of Employee Welfare in India.
4. Provisions for employee welfare content in the Constitution of India (including Articles 41,42,43…..factories Act 1948, ESI Act 1948, Workmen's Compensation Act 1923) .

5. Employees Welfare Facilities- Statuary and Non Statuary benefits and Agencies of Employees Welfare. ..Central and State Govt, ILO, Trade Union, Employers, National Commission on Labour and Labour Welfare , Role of labor welfare Officer

Module II Employees Wellness

1. Health in Industry, Industrial hygiene, occupational diseases, their treatment and prevention, safety administration.
2. Industrial accidents, cause and prevention, Industrial Pollution :Prevention and Control
3. Social security definition and scope need importance of social security measures in India.
4. Activities for workers and their family members under Maharashtra Labour Welfare Fund Act & BOCW Act

Module III

1. Origin and Development – Nature and Need – Objectives and Principles of Labour Laws
2. Development of Labour Laws in India – Pre and Post Independence Period
3. Indian Constitution and Labour Laws - Social Justice - Fundamental Rights – Directive Principles
4. Judicial Activism ,Constitutional Writs and Appeals - habeas corpus, certiorari, mandamus, quo warranto and prohibition.
5. Factories Act, 1948 salient features about labor welfare and Conditions of Work

Module IV Laws related to Social Security:

1. Concept of Social Security
2. Importance in India- Various Social Security Measures
3. Legal provisions of Employee Compensation Act, 1923; Employees State Insurance Act, 1948; Maternity Benefit Act 1961; Employees' Provident Fund and Miscellaneous Provisions Act 1952; and Payment of Gratuity Act, 1972;

Module V Laws Related to Industrial Relations and Wages

1. Industrial employment (Standing Orders) Act, 1946,
2. Trade Union Act 1926,
3. Industrial Disputes Act, 1947: and its rules;
4. Payment of Bonus Act, 1965 ;
5. Minimum Wages Act, 1948 ; and
6. Payment of Wages Act, 1956

Module VI Importance and Structure of ILO and Trade Unions ,Roles in labor welfare

References :

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Specialization Major - Community Development

4.3 M4 Urban Community Development

Learning Objectives

1. To understand different characteristics of urban community.
2. To orient about various urban problems in present context.
3. To gain information about various urban community development policies and Programmes.

Course Outcome:

The students will…

1. gain knowledge about rural urban community –
2. understand the programmes & activities of rural and urban development
3. acquire the skills of working with rural and urban communities

Module I: Urban Community:

1. Concept, and Characteristics of Urban Community .
2. Concepts - Urban, Urbanism, Urbanization: – Characteristics.
3. Types of Urban Centres: Town, Large City, Metropolitan city, Megacity, Satellite towns, and Parallel city.
4. Structure and Functions of Nagar Nigam; Nagar Palika; Nagar Mahapalika; Town Area; Cantonment Board

Module II: Theories of Urban Development:

1. Classical Theories: Concentric Zone Theory, Wedge or Radial Sector Theory and Multiple-Nuclei Theory, Central Place Theory, Weber's Theory of Location and Public Choice Theory.
2. New Urban Area Development Theories: Garden City Theory, Satellite City Theory, Organic Decentralization Theory, Theory of Urban Agglomeration Economics and Urban - Rural Integration Theory.

Module III: Urban Community: Issues and Concerns

1. Urban Social Problems: Unplanned Urban Growth, Causes and Consequences of Urbanization, Poverty, Safety, Pollution, Traffic, Urban Public Health, Civic Amenities, Water Supply and Management, Storm Water Management, and Solid Waste Management.
2. Urban Sprawl and Slum: Concept, Characteristics, Functions of Slum Clearance Board, Programs for Slum Dwellers, Issues of Eviction and Rehabilitation Services.
3. Urban Settlements: Class, Class Consciousness, Inclusive Citizenship, Marginalisation and Social Exclusion.

4. **Urban Planning in India--** Approaches and Programmes, Master Plan: Contents, Methods and Techniques, Rural Urban Continuum, Role of Town Planning Department Slums: Causes, Problems and Needs
5. Natural resource management in urban areas, Indore as Role model
6. Social Work Intervention in handling social issues in urban areas.

Module IV: Urban Community Development:

1. Urban Community Development: Meaning - Origin of Urban Community Development Urban Planning: Concept, City Planning in India,
2. SEZ, Nano Cities and Smart Cities. Urban Governance:
3. 74th Constitutional Amendment Act and Role of Functionaries.
4. Urban Development Policy: Urban Renewal Programs in Indian cities.
5. Sustainable Development and urbanisation. Right to Shelter.

Module V: **Urban Transformation:**

1. Concept of Urban Transformation, Role of SDGs and NITI Aayog in Transforming Urban India.
2. Demographic Transition: Concept, Characteristics, Process and Impact.
3. Community Participation: Concept, Importance, Scope and Problems. Civil Society Organizations: Meaning, Types and Initiatives for Urban Community Development.

Module VI Government Initiative for Urban Development

1. Urban growth and planning, concept of regional planning.
2. Policies related to urban slums.
3. Urban housing and development schemes –HUDCO, CIDCO, JNNURM etc.
4. Policies related to urban development like **Smart cities**
5. Urban development schemes.-NULM etc,

References

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Specialization - Medical and Psychiatric Social Work (MPSW)

Major

4.3 M_4 . Psychiatric Social Work Practice

Learning Objectives :

1. To understand the concepts; 'mental health' and 'mental illness'.
2. To understand the signs and symptoms, diagnosis and treatment of mental illness.
3. To understand the nature of psychiatric social work services and relevance of team work in rehabilitation of mentally ill persons.
4. To develop an understanding about issues related to psychiatric social work in hospitals and community mental health settings.

Course Outcomes:

On successful completion of the course, the students are expected to know-

1. the Concept of psychiatric social work
2. the Theoretical perspectives, approaches and intervention strategies
3. the Significance of psychiatric interventions in varied settings
4. the Skill to engage psychiatric social work practice in hospital and other health care settings

Module-I: - Mental Health and Mental Health Education :

1. Concept of Mental Health, its definitions ,dimensions, importance and determinants. Normal and abnormal behavior, Normality & Abnormality, General Wellbeing
2. Life-Skill learning for promoting mental health.
3. Mental Health Education and its relevance.
4. Status of Mental Health in India.
5. Attributes of Mental Illness.

Module-II: Psychiatric Social Work:

1. Definition, Scope, Historical Development;
2. Psychiatric Social work-Concept, Definition, Need and Importance-Historical Development of Psychiatric Social Work in India and Abroad, Functions of Psychiatric Social Worker , Major Milestones.
3. Changing perspectives of psychiatric social work; changing trends in mental health care
4. Etiology: Bio-Psycho-Social factors in psychological disorders.
5. Mental illness as stigma and societal attitude about mental health problems
6. Stakeholders in psychiatric social work practice;
7. Rehabilitation – components, psychosocial rehabilitation, psycho-education, case management, discharge planning

Module-III -Classification of Mental disorders :

1. General Classification : Psychosis, Neurosis & Psychosomatic Disorders.
2. Specific Classification: ICD & DSM
3. Major psychological illnesses : – symptoms, treatment, implications
   Schizophrenia, Bipolar disorders, Schizotypal Delusional Disorder, Suicide
3. Minor psychological Illnesses : Depression, Anxiety. Phobia, OCDs
4. Developmental disorders.
5. Degenerative disorders : Alzheimer's, Dementia.
6. Substance abuse , Drug abuse and Alcoholism as psychological illnesses
7. Disorders related to women- Empty Nest Syndrome , hormonal imbalances, hysteria , Menstruation and Post Delivery Depression , Menopause

Module- IV Personality Disorders

1. Clinical Features, Etiological, Causative, Risk Factors and Diagnostic Criteria of Cluster A, B and C types Personality Disorders
2. Transcultural aspect of mental illness- culture bound syndrome in Psychiatry
3. Treatment, Management and Psychosocial Interventions including Biological, Psychological, Social and Psychosocial Approaches in Personality Disorders

Module- V - Program for Mental Health and Interventions

1. Community Psychiatry : History, Principles,
2. National Mental Health Act – 1987. The Mental Healthcare Act, 2017
3. National Mental Health Program of India and its features.
4. Role of Psychiatric Social Worker as Family Educator for Mentally ill. Intellectual Disability and Rehabilitation of people with disability.
5. Principles of Psychiatric interviewing, Case History taking and Mental Status Examination.
6. Role of Psychiatric Social Worker in the treatment

Module- VI- Different Therapies

1. Psychotherapy.
2. Occupational Therapy.
3. Family and Group Therapy.
4. Electro Convulsive Therapy.
5. Indigenous Methods like Yoga, Vipsyana, Meditation.
6. Psychoanalytic, Behaviour Therapy, Cognitive therapy and REBT, Supportive therapy, Gestalt therapy, Hypnosis and Abreaction.
7. Marital Therapy, Grief counseling, and Crisis Counselling, Solution Focused Brief Therapy,

References

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Specialization - Family and Child Development

4.3 M_4 Family Social Work

Learning Objectives :

1. To understand the family as a social institution
2. To understand the impact of Globalization on family & social system.
3. To sharpen the skills, techniques & interventions required for working with family.
4. To understand the Governmental efforts for strengthening the families.

Course Outcomes –

After completion of this course, students will be able to -

1. know the challenges before family institution .
2. understand scope of social work with family .
3. study need of family planning.
4. get information of factors affecting on family roles.

Module -I Theoretical and conceptual frame works to study family.

1. Origin and evolution of family and marriage.
2. Ideology of family rights and responsibilities.
3. Life span approach in understanding family. - characteristics, goals, needs, tasks and problems of each stage in the family life cycle
4. Concept of Family Life Relationship and Bonding in Family Life- Family Life in Indian Context - The Social Institutions of Family and Marriage.

Module –II Family as a social institution :-

1. Concept of family, functions of family, family dynamics-(power, myth, role and patriarchy in family)
2. **Types of family**:- Alternative Family and Marriage Patterns and Structures. Dual earner / career families. Blended, extended Single parent families. Female headed households. Childless families. Reconstituted / step families. Consensual unions. Homosexual families.
3. Concept of marriage - review of changing situation in marriages and marital relationship.
4. Family Dynamics
5. Impact of urbanization on family

Module -III family and Household:-

1. Family and gender, Equity and equality
2. Families in Crisis.

3. Problems Faced by Parents in the Family System
4. Problems between Husband and Wife in the Family System
5. Family problems - causes, types. Family Assessment and family problem assessment.

Module -IV Family in Transition

1. Social Changes Affecting Indian Family
2. Responsible Parenthood and Family
3. Need and Scope of Family Planning
4. Family Mobility, Parenting and Single Parenthood
5. Family Planning Methods -Spacing Between Live Births - Religious Views and Spiritual Guidance Family planning Programmes, aims and objectives, Role of Social Work

Module -V Work with families : interventions, techniques and skills

1. Family centred social work – problem solving approach.
2. Life enrichment programmes – developmental approach.
3. Programmes for family empowerment and protection of human rights
4. Efforts of government in strengthening families – Policy, Legislation and programmes. (Brief review) ICDS, Micro-credit, component plan, Schemes for families, Public Distribution System, Health – Family Welfare Programme, Health Insurance.
5. Family social work : meaning and scope

Module VI Community based Social Work with Families

1. Understanding Government Benefits
2. family welfare; Historical development of services for the family
3. Family welfare programmes in the areas of health education housing and employment
4. Institutional services for the aged destitute and handicapped and for children
5. Parenting support
6. Family Violence Prevention and Services
7. Counseling for aged care , use of leisure time of members at home ' Empowerment services for women – Swayamsiddha Model, SHGs and Social entrepreneurship

References :

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Specialization - Corporate Social Responsibility
Major Course- M4

4.3 NGO Management

Learning Objectives

1 To understand the meaning, objectives and types of NGOs
2 To develop knowledge about registration process of NGOs
3 To get knowledge dimensions of NGOs
4 To help the students in formulating strategies in various social contexts, in order to empower the underprivileged sections of the society

Course Outcomes -

After the completion of this course, the learners will be able to

1 take up social work as a career or join a non-government organization (NGO).
2 recognize the requirements for upliftment of the under privileged and in various areas
3 manage an organization's goals and objectives, their execution, supervision.
4 create awareness in society about Sustainable Development, Strategic Management and Planning.
5 understand Operational Planning, Communication, Leadership, Fundraising and its types and need for Project Management.

Module-I Concept of NGOs

1 NGOs: meanings, definition, characteristics, Objectives
2 Types.
3 Genesis, present status of NGOs and their role in social upliftment.
4 History, origin and development of NGOs.
5 Purpose of NGOs.
6 Aspects, issues of NGOs. challenges of NGOs:

Module-II Registration of NGO

1 Registration of NGO:
2 kind of NGOs, nature of registration, modalities of registration, purpose of registration, the Non Governmental Organizations,
3 Trust, Cooperatives, society and Community Based Organization: the relevance, the differences, and relationships. Volunteerism and NGOs: volunteerism: nature, origin and scope. Type of volunteerism, relevance of volunteerism, voluntary action,

4. Difference between NGO and SHG

Module-III Laws Related to NGOs

Registration of NGOs

1 Society Registration Act 1860 ,

2 Cooperative Act
3 The Maharashtra Public Trust Act
4 Companies Act 2013
5 Income tax Act 1961: Section 10, Income Tax Exemption
Under Sections 11 and 12, and Rebate under Sections 80G and 35AC.
6 Foreign Contribution Regulatory Act FCRA

Module-IV NGO and Project identification

1 Project identification: Feasibility / Baseline studies,
2 Planning – Project formulation – Strategic formation – Preparation of Project Proposals – Project implementation
3 Community Based Rehabilitation
4 Funding Agencies & Projects in India: WHO, CARE, FORD Foundation, World Vision, Women Development Corporation, CSWB, SSWB.

Module-V Fund Raising

1 Introduction to Fund Raising
2 Fund Requirements & Types of Funds (Donors Management, Membership, Donations, Grants)
3 Understanding the role of funding agencies
4 Techniques & sources of fundraising
5 Sustainability

Module-VI Planning process and Project management

1 Planning process: goal setting – identifying the strength and weakness of NGOs. Team building; identifying the gap areas, initiating the process, curbing the differences and channelizing the skills. Participation activities. Action plan, group involvement, organizational commitment, selection process, training and development.
2 Project management: meanings, definitions of project management. Nature and scope of project management. Types of project – process of project management. Planning and design. Executing, monitoring and controlling. Project controlling and project control systems.

References

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4.4 Elective for HRM:

OE-IV

OE_1	Compensation and Benefits Management	**OR**
OE_2	Entrepreneurship Development	

4.4 OE_1. Compensation and Benefits Management

Learning Objectives:

1. To promote understanding of issues related to compensation management in corporate sector and public services
2. To import skill in designing compensation management system, policies and strategies, apart from promoting understanding of legal issues in the administration of compensation, welfare and social security.
3. To learn the various dimensions of Compensation and benefits management
4. To familiarise the role of various bodies involved in it.

Course Outcomes:

After completion of this course, students will able to -

1. understand the underlying concepts needed to create an effective total compensation and benefits program.
2. gain practical, comprehensive knowledge of the complexities of reward systems.
3. obtain in-depth appreciation of the key ingredients necessary to ensure successful implementation of compensation and benefits in any organizational setting.

Module -I Introduction to Compensation and Benefits Management:

1. Nature and Objectives of Compensation
2. Factors affecting Compensation Policy
3. Concept of Wages and Salary, Minimum Wages, Fair Wages and Living Wages.
4. Understanding Elements of Compensation Structure

a. Fixed Pay
b. Variable Pay
c. Cash Benefits
d. Incentives
e. Executive Compensation
f. Stock Options

5. Understanding Salary Slip

Module - II Understanding the Basics of Social Security

1. Concept of Social Security :
2. Laws relating to Social Security-
   • Introduction to Provident Fund • Employees State Insurance • Gratuity • Superannuation• Bonus • Reward Systems • Retirement • VRS / Golden Handshake

Module -III Job Evaluation, Grading and Compensation Structure:

1. Concept of Salary Structure,
2. Salary Progression,
3. Methods of Payment,
4. Limitations of Job Related Compensation,
5. Competency based Compensation (Broad pay bands and 360 degree feedback).

Module -IV Wages and Salary Administration at Macro (National) Level:

1. Wage Concept, Wage Policy,
2. Institutional Mechanisms for Wage, Determination, Pay Commission,
3. Wage Boards,
4. Public Sector Pay Revision,
5. ILO and Collective Bargaining, Union Role in Wage and Salary Administration

Module - V Incentive Schemes: Pay for Performance:

1. Types of Incentive Schemes,
2. Wage Incentive Plans,
3. Pre-requisites of effective incentive schemes,
4. Merits and Demerits of Incentives,
5. Pay for Performance Plans

Module -VI Performance Based Compensation System:

1. Pay For Performance (PFP): Rewarding Desired Behaviors, Designing PFP Plans,
2. Merit Pay/Variable Pay,
3. Individual vs. Group Incentives,
4. Long Term Incentives,
5. Compensation of Special Groups, Compensation Strategies for Special Groups.

Module -VII Benefits and Services:

1. Concept and Nature of Benefits, Classification of Employee Benefits, Employee Benefit Programs, Long term Incentive plans, Strategic Perspectives on Benefits,
2. Factors Influencing Choice of Benefit Program,
3. Administration of Benefits and Services, Employee Services
4. Designing a Benefit Package
5. **Determining External Competitiveness and Benefits Management:**

   Definition of Competitiveness, Pay Policy Alternatives, Wage Surveys, Interpreting Survey Results, Pay Policy Line, Pay Grades Benefits: Benefits Determination Process, Value of Benefits, Legally Required Benefits, Retirement, Medical, & VRS.

References

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2. Dr. KanchanBhatia(2011) "Compensation Management", Himalaya Publishing House.
3. Goel Dewakar, Performance Appraisal and Compensation Management, PHI Learning, New Delhi.
4. Martocchio J. Joseph , Employee Benefits: A Primer for Human Professionals, TMH
5. Richard I. Derson. I. Richard, Compensation Management, Pearson Education,
6 Henderson I. Richard, Compensation Management in a knowledge-based world, Prentice Hall India, New Delhi.
7. Thrope Richard &Homen Gill, Strategic Reward Systems, Prentice Hall India, New Delhi.
8. Milkovich &New Man,(2005) "Compensation", Tata McGraw–Hill, New Delhi.

4.4 OE_2 Entrepreneurship Development

Learning Objectives:

1. To provide students with skills, knowledge, and networks needed to become entrepreneurs and innovators.
2. To help the students to involve participation in group work from diverse backgrounds.
3. To acquaint the students with challenges of starting new ventures and enable them to investigate, understand and internalize the process of setting up a business.

Course Outcomes:

After completion of course , Student will learn to--

1. explain the meaning and significance of entrepreneurship and understand the process of entrepreneurial action
2. discuss the Theories of Entrepreneurship and analyze global impact of Entrepreneurship
3. demonstrate & design the business plan.
4. evaluate the financial schemes offered by various financial institutions,
5. discuss and employ role of Central Government and State Government in promoting entrepreneurship with various incentives, subsidies, grants, etc.

Module -- I :**Foundations of Entrepreneurship**

1. Development Concept and need of entrepreneurship;
2. Definition of entrepreneur, entrepreneurship,
3. Innovation, invention, creativity, business idea;
4. Entrepreneurship as a career; Entrepreneurship as a style of management; The changing role of the entrepreneur; Characteristics of Entrepreneur
5. New generations of entrepreneurship viz. Social Entrepreneurship, Edupreneurship, Health entrepreneurship, Tourism entrepreneurship, Women entrepreneurship, Rural Entr. Etc

Module --II :**Theories of Entrepreneurship**

1. Motivation
2. Maslow's Theory
3. Herjburg's Theory
4. McGragor's Theory
5. McClelland's Need – Achievement Theory
6. Risk taking behavior
7. Factors influencing entrepreneurship Psychological factors - Social factors - Economic factor - Environmental factors

Module III :**Business Planning Process**

1. The business plan as an entrepreneurial tool;
2. Elements of businessman; Objectives; Market analysis;
3. Development of product/idea;
4. Marketing, finance, organization and management; Ownership;
5. Critical risk contingencies of the proposal; Scheduling and milestones

Module IV :**Project Management**

1. Technical, financial, marketing personnel, and management feasibility reports;
2. Financial schemes offered by various financial institution, like Commercial Banks, IDBI, ICICI, SIDBI, SFCs.
3. Project Report
   - i Introduction , Idea Selection
   - ii Selection of the Product / Service
   - iii Aspects of a Project , Phases of a Project
   - iv Project Report - Contents of a Project Report
   - v Performa of a Suggested Project Report for a manufacturing Organization

Module V : **Entrepreneurship Development and Government Role**

Role of Central Government and State Government in promoting entrepreneurship with various incentives, subsidies, grants, etc

Module VI Organisation Assistance

1. Industrial Park (Meaning, features, & examples)
2. Special Economic Zone (Meaning, features & examples)
3. Financial assistance by different agencies
4. Carry on Business (COB) licence
5. National Small Industries Corporation
6. The Small Industries Development Bank of India(SIDBI)
7. The State Small Industries Development Corporation(SSIDC)

References:

1. Barringer. B.R&Ireland, R.D. (2013).Entrepreneurship Successfully Launching New Ventures. Pearson.
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5. Kaplan, J. M. (2012). Patterns of Entrepreneurship (4 ed.). John Wiley & Sons.
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7. Kuratko, D.F., &. Rao, T.V. (2014). Entrepreneurship: A South-Asian Perspective. Cengage
8. Learning Mullins, W. J. (2004). New business road test. Prentice Hall.

Electives of Specialization - Community Development

4.4 Elective for CD: **OE-IV**

OE_1	Social Accountability and Social Audit	OR
OE_2	Administrative Reforms and New Public Management	

4.4 OE_1 Social Accountability and Social Audit

Objectives:

1. To appreciate the meaning of Social Audit
2. To understand the distinctive features of Social Audit
3. To explain the process of Social Audit by Gram Sabha
4. To highlight the significance of Social Auditing for social wellbeing.

Outcomes:

This course will enable the student to

1. understand concepts of Social Audit and Social Accountability and its principles.
2. know the significance of Social Audit and Social Accountability for society.
3. study various strategies to implement social accountability and audit within various development programmes.

Module-I Social Accountability

1. Concept and definition
2. **Major Principles of Social Accountability:**
   Jankari (Information),**Bhagidari** (Involvement and participation of citizens)
   Karyawahi (Time bound action),**Suraksha** (Protection of Citizens)
   Sunwai (Citizen's right to be heard), **Janta Ka Manch** (Collective Platform)
   Prasar (Report Dissemination) ,
3. Social Accountability towards stakeholders
4. Approaches of Social Accountability; Social Accountability-role of civil society; Problems and prospects of Social Accountability in India
5. Social Accountability and its Forms & Social Accountability Measures

6. Social Accountability and Sustainable Development

Module-II Social Audit

1. Understanding the meaning of Social Audit ,
   Social Audit as a Tool of Social Accountability
2. Objectives of Social Audit
3. Salient features -Multi-Perspective,Comprehensive Participatory Multidirectional. regular Comparative, Verification. Disclosure.
4. Difference between financial and social audit
5. Scope of Social Audit
6. Distinctive features of Social Audit
7. Principles of Social Audit, Transparency , Participation, Representative Participation , Accountability etc
8. Benefits: Awareness --Communication --Enhanced efficiency-- Proper implementation --Impact on society --Long term impact of the project-- Identifying unproductive ones -- Reduction in cost-- Optimum utilization --No duplication -- Less chance of failures-- Retaining talent--- Product durability
9. Challenges of Social Audit

Module-III

Origin and Legal and Schematic Provisions

1. Evolution of Social Auditing in India , Mazdoor Kisan Shakti Sangathan Movement
2. The 73rd Amendment and Social Auditing
3. MGNREGA Act 2005 and its Chapter 4 Section 17
4. MGNREGA Scheme Rules, 2011 -- Sec 4 (1), 4 (2a), 5, 5(4), 6 (1), 6(2), 7(3), 7(5).
5. Right to Information Act, 2005,

Module-IV

Process of Social Auditing Components Covered Under Social Audits

(Audit planning • Execution/ fieldwork • Reporting to stakeholders)

1. **Phases of the Audit**

The process of social audits --- three phases, starting from the preparatory and going up to public hearing, grievance redressal, and other actions on emerging issues.

Three phases-:

- **Before social audit**--- This phase includes all the preparatory activities that need to be undertaken before conducting the social audit.
- **During social audit** --The actual social audit activities are conducted in this phase
- **After social audit** ---The findings of the social audit are consolidated for sharing in this phase. A social audit master facilitator has to undertake certain basic critical act

2. **Steps involved in Social Auditing**–
   - Step 1: Identifying specific programmes/schemes and the deliverables to be covered in a social audit
   - Step2: Informing the concern authority/ officials
   - Step3: Organising records and data
   - Step 4: Formation/identification of Social Audit Committee
   - Step 5: Capacity building of Social Audit Committees (SAC) and Animator
   - Step 6: Verification Processes
   - Step 7: Preparing a Verification Report
   - Step 8: Mobilising the Gram Sabha / stakeholders
   - Step 9 : Sharing of Verification Report and Decisions by Gram Sabha / stakeholders
   - Step 10 : Documenting the Gram Sabha decisions and writing social audit report
   - Step 11: Follow up on the decisions of the Gram Sabha / stakeholders

3. Role of Gram Sabha in Social Auditing

Module-V Issues and Problems

1. Items/ services examined under social audit
2. Major problems in the way of effective Social Auditing
3. Suggestions for strengthening Social Audit mechanism
4. 2nd Administrative Reforms Commission on Social Auditing

Module-VI Social Audit Standards and Best Practices

1. SAS 100 to 1000 , 1200

2. Specific Best Practices in Social Audit

   - Audit of MGNAREGA
   - Systems established by various states like Andhra, Rajsthan , Karnatak
   - Place of Gramsabha, Wardsabha in Social Audit

References

1. Chaturvedi T. N. "Social Audit and audit of public utilities". Auditing public utilities, New Delhi, Ashish Publishing House.
2. Centre for Good Governance. Social Audit (2005): A Toolkit A Guide for Performance Improvement and Outcome Measurement. Hyderabad.
3. Bringing citizen voice and client focus into service delivery - Social Audit; Institute of Development Studies, Sussex.
4. Bruce G. Chariton und Peter Andres (2002). "Auditing as a tool of Public Poliy", the misuse of quality assurance techniques in the UK university expansion". University of Newcastle upon Type, UK.

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4.4 OE_2 Administrative Reforms and New Public Management

Objectives:

1. To have an in-depth understanding of the broader concept of NPM
2. To analyse and look towards improved Governance structures towards better service delivery to citizens.
3. To introduce the learners to the various administrative reforms, recommendations, committees and help them to re-think public administration towards innovation, knowledge transfer, ethics, policy making, thereby helping them to explore the significance and various trends, challenges in public administration towards overall effectiveness to serve their purpose efficiently
4. To look critically look at voices from difference perspectives, especially the gender, marginalised and their representations and how discourses, deliberative democracy and new governance could help better address the concerns and incorporate in reforms.

Outcomes

1. The student will be introduced to Administrative Reforms
2. The student will be introduced to Good Governance
3. The student will be introduced to New Public Management and Redefining Governance
4. The student will be introduced to Action Plan towards effective and responsive Governance

Module I **Administrative Reforms**

1. Meaning and Definition;
2. Levels of Reforms;
3. Guidelines for Administrative Reforms;

4. Issues, Approaches and Types of Administrative Reforms;
5. Reports and Recommendations of Committees and Commissions on Administrative Reforms since independence- with specific focus on 2nd Administrative Reforms Commission Reports.

Module **II Good Governance**

1. Defining Good Governance;
2. Perspectives- Neo-liberal, Human Development and Human Rights; Civil Society and Market; Rule of Law; Accountability; Transparency; Participation; Inclusiveness; Right to dissent; People's Control; People Centric Governance.
3. Social Management

Module III **New Public Management and Redefining Governance**

1. New Public Management- its origin, characteristic and principles Impact of NPM;
2. NPM – Goals and Objectives and Criticism;
3. 3E – economy, efficiency and effectiveness
4. Redefining Governance- Catalytic Governance; Community Owned Government; Customer Driven Government; Enterprising Government; Decentralised Government; Market Oriented Government;
5. NPM and its International Experiences- UK and US.

Module IV **Main Theme of NPM**:

1. The emphasis of new public management - performance-appraisal, managerial autonomy, cost- cutting , financial incentives, output targets, innovation, responsiveness, competence, accountability, market- orientation, quality improvement, contracting out, flexibility, competition, choice, information technology, debureaucratisation, decentralization, down-sizing and entrepreneurialism.
2. The Central theme of new public management- We don't need more government ; we need better government

Module V **Action Plan towards effective and responsive Governance**

1. Accountability and Citizen Friendly Governance;
2. Transparency and Right to Information;
3. Improving the performances of Public Services;
4. Way forward towards better Governance

Module VI ,The New Public Management - a series of shifts

1. Public Administration Vs New Public Management
2. As Shifts emphasis in the way in which the public sectors should be organized and managed to meet the new challenges of liberalization, globalization, and privatization.
3. Government as the instrument of collective solution of problem
4. Public Administration after New Public Management

References :

1. Anderson, K S. (2001) "National, International and Transnational Constructions of New Public Management." In Christensen T. and Laegreid, P. (eds.) New Public Management, USA: Ashgate, pp. 43-72.
2. Baghel, C.L and Kumar Yogendra (2006) Good Governance: Concept and Approaches, Kanishka Publishers, New Delhi.
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13. Jun, S John (2001). Rethinking Administrative Theory: The challenge of the new century. Praeger Publishers.
14. OECD (1996) Performance Auditing and the Modernization of Government. Paris: OECD.

15. UNDP (1995) Public Sector Management: Governance and Sustainable Human Development. New York: UNDP.

Elective for Specialization –MPSW

OE_1	Women and Health	**OR**
OE_2	Mental Health & Social Work Intervention	

4.4 OE-IV OE1 Women and Health

Learning Objectives

1. To introduce the gender perspectives in health.
2. To identify various factors impinging upon women's health.
3. To provide analytical understanding of relation between patriarchy, power and violence.
4. To analyze the various aspects of reproductive technologies from feminist perspective.
5. To enable the students to understand and analyze the need for gender sensitive policies.

Course Outcomes

After completion of this course, the participants will be able to;

1. to understand the health inequalities in girl children and women
2. to analyse the factors affecting women's health
3. to identify health problems of adolescent girls and adult women.
4. to analyse and understand need for gender sensitive health care services.
5. to develop critical understanding about the health care infrastructure in India.
6. to locate the issues related to violence against women and understand its multifarious dimensions and contexts.

Module I Conceptualizing Women's Health

1. Conceptualizing Women's Health, Health as a Gender Issue,
2. Health as a Human Rights Issue,
3. Status of Women's Health in India: Maternal Morbidity, Maternal Mortality, Infant Mortality, Life Expectancy, Fertility, Life Cycle Approach to Women's Health
4. Nutritional Status of Women, Anemia and Associated Health Problems, Fertility Behaviour: Marriage, Pregnancy, Child Birth,

5. Women's Access to Health Care Services: Nature, Problems and Prospects, Impact of Reproductive Technologies on Women

Module II Modern Health Care System

1. Modern Health Care System: Primary, Secondary, and Tertiary level Health Care Structure and their Functions.
2. Immunization ,Family Welfare and fertility behaviours, Importanceof Family Planning
3. Public Health Programmes in India: Legislation and Policies regarding Health in India-National Rural Health Mission (NRHM).
4. National Health Policy.
5. Reproductive and Child Health (RCH) Approach, Overview of National Population Policy and National Health Policy, International Conferences on Women and Health: Focus on ICPD Cairo, Beijing Platform for Action, MDGs, SDGs

Module III Women across the Life Cycle

1. Women across the Life Cycle: Adolescence to Old Age
2. The Communicable Diseases: Tuberculosis, STD, AIDS, and Poliomyelitis and Government Programmes
3. Global Challenges and Women Health, Women and the Caste Question, Dalit and Indigenous Women, The Sex Worker's Debate.
4. Ageing Problem of Women.
5. Women and Work: Regional Patterns and Perspectives on Informalization of Labour.
6. Feminization of Poverty: Issues and Strategies

Module IV

Government Initiatives for health care

1. Janani Suraksha Yojana
2. Pradhan Mantri Matru Vandana Yojana
3. ASHA Worker
4. Mental Health Care Scenario in India
5. Hygiene & Sanitation Programmes -WASH, ODF, SWATCH BHARATH.

Module V

1. Health issues relating to Violence: Sexual Abuse, Immoral Trafficking, Rape Female Foeticide and Infanticide, Child Abuse,
2. Child Marriage, Domestic Violence, , Cybercrime. Eve teasing – Acid Throwing,
3. Violence in Workplace.

Module VI

1. Women and Mental Health: Clinical and Social Aspect, Women and Depression, Treatment Approaches and Interventions.
2. The Development of Personality and Emotional Disturbance during Adolescence and Young Age, Emotional Problems in Work and Marriage during Adulthood, Emotional Maturity
3. Voices, Strategies and Collective Actions across the Region.
4. Menopause and complications

\References

1. Qadeer, I. (2000). Health Care System in Transition. Journal of Public Health Medicine. Vol-II. Great Britain.
2. Brook, E. & Davis, A. (1985). Women, the Family and Social Work. London Tavistok Publication.
3. Birren, J.R. & Sloane, R.B. (1996). Handbook of Mental Health and Ageing. New Jersy: Prentice Hall Englewood Clibbs.
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5. Agarwal B, (ed), Structures and Patriarchy: State, Community and Household in Modernising Asia, New Delhi, Kali for Women, 1988.
6. Dube L. and Palriwala R. (eds), Structures and Strategy: Women, Work and Family, New Delhi, Sage, 1990.
7. Raju S. and Bagchi D. (eds), Women and Work in South Asia, London, Routledge, 2004.
8. Roy, S. (1962). A Handbook of Preventive and Social Medicine. Calcutta: Academic Publishers.

4.4 OE2 Mental Health & Social Work Intervention

Learning Objectives :

1.To relate significance of mental health with health
2. To understand the concept of mental health
3. To equip learners for coping stress and stress management
4. To focus on issues related with mental health
5. To study scope of social workers' intervention in mental health

Course Outcome

After completion of this course students will –

1. get knowledge of mental health .
2. identify the scope of social work intervention.
3. prepare to cope with stress.
4. find scope of mental health education .

Module 1 Health and Mental Health

1. Definition of health by WHO & Health and Welfare Canada , 1986,
2. The Mental and Social Determinants of Health
3. Meaning of Concepts of a) Normality b) Mental health
4. Characteristics and Determinants of Mental Health
5. Mental Health Themes:
   - psychological and social harmony and integration;
   - quality of life and general well-being;
   - self-actualization and growth;
   - effective personal adaptation; and
   - the mutual influences of the individual, the group and the environment
6. **CARE Model** - Creating Awareness , Addressing importance, Redefining roles and responsibilities, Elucidating innovative ways and best practices for mental health

Module II Mental Health and Wellness

1 Public Health Approach
2 Stress and coping
3 Health Promoting Adaptive Life Style Responses
4 Resilience
5 Building Resilience and Wellbeing

Module III Mental Health Issues

1 Characteristics and causes of poor mental health
2 Indian Disability Evaluation and Assessment Scale (IDEAS)
Self Care, Interpersonal Activities, Communication & Understanding and Work
3. Mental Health Conditions and Vulnerability:
4. Psychosocial Assessment
'Psychosocial' factors as determinants of Mental Health
Developmental and early Childhood history Current living situation- Socio economic wellbeing- Socio economic status- Educational history- Occupational history- Coping skills- Support system- Strength assessment- Alcohol and drug use history- Risk and suicide assessment- Legal history- Spiritual assessment- Cultural assessment- Life events- Marital history- Family assessment- Community assessment

Module IV. Stress Management

1 Stress a) Nature, meaning and types of stress, b) Factors influencing stress c) Causes and remedial measures
2 Psychology of Adjustment: a) Adjustment – meaning, methods and process, b) Maladjustment, causes and remedial measures, c) Defense mechanisms –Displacement, Repression, Projection, Sublimation and Rationalization.

Module V Mental Health Education

1. Concept of Mental Health Education
2. Home-based self management
3. Prevention education on a range of topics (depression screening, sleep hygiene, self care, stress reduction, etc.)
4. National Mental Health Policy
5. Psychosocial assessment for severe and common mental disorder , for disaster, for children and adolescent problems , for Psychosocial assessment for sexuality minority
6. Psycho-social assessment of mental health among women , of older adults , of disability

Module VI Social Work and Mental Health

1 Public Participation and the interventions with person and family and community
2 Accessibility of services
3 Appropriate Technology
4 Interdisciplinary Collaboration
5 Health Promotion
6 Program, Policy and Resource Development - analysis, planning, establishing standards
7 Research and Evaluation

References :

1. Carr, A. (2004). Positive Psychology: The science of happiness and human strength. UK: Routledge.
2. Forshaw, M. (2003). Advanced psychology: Health psychology. London: Hodder and Stoughton.
3. Hick, J.W. (2005).Fifty signs of Mental Health. A Guide to understanding mental health. Yale University Press.
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Specialization --- FCD

4.4 OE-IV OE1 Women and Health

Learning Objectives

1. To introduce the gender perspectives in health.
2. To identify various factors impinging upon women's health.
3. To provide analytical understanding of relation between patriarchy, power and violence.
4. To analyze the various aspects of reproductive technologies from feminist perspective.
5. To enable the students to understand and analyze the need for gender sensitive policies.

Course Outcomes

After completion of this course, the participants will be able to;

1. understand the health inequalities in girl children and women
2. analyse the factors affecting women's health
3. identify health problems of adolescent girls and adult women.
4. analyse and understand need for gender sensitive health care services.
5. develop critical understanding about the health care infrastructure in India.
6. locate the issues related to violence against women and understand its multifarious dimensions and contexts.

Module I Conceptualizing Women's Health

6. Conceptualizing Women's Health, Health as a Gender Issue,
7. Health as a Human Rights Issue,
8. Status of Women's Health in India: Maternal Morbidity, Maternal Mortality, Infant Mortality, Life Expectancy, Fertility, Life Cycle Approach to Women's Health

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3. Public Health Programmes in India: Legislation and Policies regarding Health in India-National Rural Health Mission (NRHM).
4. National Health Policy.
5. Reproductive and Child Health (RCH) Approach, Overview of National Population Policy and National Health Policy, International Conferences on Women and Health: Focus on ICPD Cairo, Beijing Platform for Action, MDGs, SDGs

Module III Women across the Life Cycle

1. Women across the Life Cycle: Adolescence to Old Age
2. The Communicable Diseases: Tuberculosis, STD, AIDS, and Poliomyelitis and Government Programmes
3. Global Challenges and Women Health, Women and the Caste Question, Dalit and Indigenous Women, The Sex Worker's Debate.
4. Ageing Problem of Women.
5. Women and Work: Regional Patterns and Perspectives on Informalization of Labour.
6. Feminization of Poverty: Issues and Strategies

Module IV

Government Initiatives for health care

1. Janani Suraksha Yojana
2. Pradhan Mantri Matru Vandana Yojana
3. ASHA Worker
4. Mental Health Care Scenario in India
5. Hygiene & Sanitation Programmes -WASH, ODF, SWATCH BHARATH.

Module V

1. Health issues relating to Violence: Sexual Abuse, Immoral Trafficking, Rape Female Foeticide and Infanticide, Child Abuse,
2. Child Marriage, Domestic Violence, , Cybercrime. Eve teasing – Acid Throwing,

3. Violence in Workplace.

Module VI

1. Women and Mental Health: Clinical and Social Aspect, Women and Depression, Treatment Approaches and Interventions.
2. The Development of Personality and Emotional Disturbance during Adolescence and Young Age, Emotional Problems in Work and Marriage during Adulthood, Emotional Maturity
3. Voices, Strategies and Collective Actions across the Region.
4. Menopause and complications

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2. Brook, E. & Davis, A. (1985). Women, the Family and Social Work. London Tavistok Publication.
3. Birren, J.R. & Sloane, R.B. (1996). Handbook of Mental Health and Ageing. New Jersy: Prentice Hall Englewood Clibbs.
4. Sharma, N. (1999). Adolescent Girl Child In India. New Delhi: News Bulletin of the Indian Council of Child Welfare.
5. Agarwal B, (ed), Structures and Patriarchy: State, Community and Household in Modernising Asia, New Delhi, Kali for Women, 1988.
6. Dube L. and Palriwala R. (eds), Structures and Strategy: Women, Work and Family, New Delhi, Sage, 1990.
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Elective OE-IV

4.4. OE2 Social Work with Aged

Learning Objectives :-

1. To develop an understanding about physical mental socio- economic aspects of the aged and emerging needs.
2. To develop an perspective about the psychology of aged
3. To understand& analyze the policies, laws, programs, affecting older persons.
4. To study the intervention programs for welfare of aged.

Course Outcomes:-

The students will be able to-

1. relate the problems of aged in the family.
2. develop the empathy towards aged.
3. apply intervention strategies for wellbeing of aged.

Unit I –Ageing :-

1. Concept of Ageing
2. Process of Ageing
3. Demography of Ageing
4. Concept of gerontology

Unit II– Aged and Family:-

1. Roles power and status of older persons in family.
2. Emerging issues and trends among aged.
3. Adjustment and maladjustment with new generation.
4. Issues of division of property, housing & social security.

Unit III – Needs of Older Persons :-

1. Physical needs.
2. Psychological needs.
3. Economic needs.
4. Need with regard to health.
5. Engagement in leisure time activity.

Unit IV– Problems of Aged :-

1. Major & minor common health problems.
2. Disabilities.
3. Mental health- dementia, Alzheimer's disease, Parkinson's disease,Anxiety, Depression
4. Emotional problem, Isolation
5. Neglect, Abuse and Violence of Aged.

Unit V– Psychology of Ageing:-

Impact of ageing on psychological functions.

1. Memory- loss
2. Intelligence
3. Coping ability
4. Personality

Unit VI– Policy, Legislation, Programs and Schemes :-

1. National policy for senior citizen.
2. Maintenance and Welfare of Parents and Senior Citizen Act 2007.

3. Institutional care and non- institutional services.
4. Raising family and community awareness about ageing and death.
5. Programs and schemes for older person

References

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Electives of CSR **OE-IV**

4.4 OE1 Social Entrepreneurship

Learning Objectives:

1. To provide knowledge about the Social Entrepreneurship
2. To help students to develop a Social entrepreneurial imagination and to bring out the practice of Social Entrepreneurship.
3. To provide knowledge base for searching new areas of Social Entrepreneurship.
4. To aware students about significance of establishments of Social Entrepreneurship
5. To give new area of professional insight to the learners.

Course Outcomes:

At the end of the course ,students will-

1 understand the concept of entrepreneurship, types and phases.
2 understand the dynamics of entrepreneurial dimensions.
3 generate qualities and aspirations of renowned entrepreneurs.
4 develop ability to apply tools and techniques in entrepreneurial venture.
5 understand the standards of entrepreneurial growth & development.

Module- -I **Entrepreneurship and Social Entrepreneurship**

1 Meaning, definition: Entrepreneur, Entrepreneurship, Social Entrepreneur, Social Entrepreneurship, Social Enterprises. Differences between Business and Social entrepreneur.
2 Types of Entrepreneurship –creative entrepreneurship, inclusive entrepreneurship, knowledge entrepreneurship.
3 Entrepreneurial characteristics: Inspiration, creativity, direct action, courage and fortitude.
4 Characteristics of Social Entrepreneur- Social Catalysts, Socially Aware, Opportunity Seeking, Innovative, Resourceful, Accountable and other qualities.
Explicitly formulated mission to create and sustain social value and to benefit the communities.
5 Concepts of Value Creation. Pursuit of new opportunities and exploration of hidden resources to serve that missions, quest for sustainable models, based on well elaborated feasibility study, ongoing engagement in innovation, adaption and learning.

Module II :Essentials of Starting Social Entrepreneurship

1 Introduction to Innovation Creativity,

2 Invention and innovation,
3 Types of Innovation,
4 Relevance of Technology for Innovation,
5 The Indian innovations and opportunities.

Module--III Social Entrepreneurship

1. Models :The Timmons Model of the Entrepreneurship Process, The PCDO (The People, Context, Deal, and Opportunity)frame work, The Case Model, The Social Entrepreneurship Frame work.
2. Sources of Social Entrepreneurship -Public Sector, Private Sector, Voluntary Sector.
3. Qualities and Skills of Social Entrepreneur - Entrepreneurial, innovative, transformatory, leadership, storytelling, visionary skills, opportunities finding skills ,, alliance building, questions and doubts handling skills, accountability
4. Tools for Social Entrepreneurship: Fund Development and building a donor constituency, Building a volunteer Constituency, CSR and Venture Philanthropy., Social Audit.
5. **Trends in Social Entrepreneurship**: Major challenges, Major opportunities, Role of Government for growth of social entrepreneurship in country, Global trends in social entrepreneurship, Contribution of Successful Social entrepreneurs of India and Abroad. Need of rural and women social entrepreneurs

Module—IV **Entrepreneurial Leadership**–

1 Social Entrepreneur Leadership Skills: Teamwork, Communication Skills, Problem Solving Skills, Strong Work Ethic, Analytical / Quantitative Skills, Technical Knowledge Related to Job, Initiative, Computer skills, Flexibility / adaptability.
2 Leadership Traits and Motives
3 Entrepreneurial Dreams and Aspirations
4 Charismatic and Transformational Leaders; Leadership Styles.
5. CBOs and Scope of Social Entrepreneurship

Module-V Social Entrepreneurship in Practice

1 The Grameen Bank (GB),
2 The Self Employment Women's Association (SEWA),
3 Barefoot College, Udyogvardhini , Solapur
4 Bhartiy Samruddhi Investment & Consulting Services (BASIX),
5 Role Models : Mohmed Younus , Anshu Gupta ,Nilima Mishra , Santosh Parulekar

Module-VI Ethical Entrepreneurship and Challenges In Social Entrepreneurship

1 Ethical Entrepreneurship: Meaning. Empirical Ethics, Eternal Ethics.
2 Entrepreneur and Customer,

3 Entrepreneur and Employee,
4 Entrepreneur and Government.
5 Challenges in Social Entrepreneurship

References:

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4.4 OE2 Co-Operatives in India

Learning Objectives :

1. To create awareness about the working of co-operatives .
2. To study principles of co-operation and the values of the co-operative institutions
3. To know Government Policies towards cooperatives and the functioning of cooperatives in India.
4. To describe the challenges faced by the present Cooperatives and gain knowledge on the new generation Cooperatives
5. to know the development of cooperative movement in India and abroad

Course Outcomes

On successful completion of the course, the students will

1. Explain the basic concepts and Principles of Cooperation
2. Know the contributions of various Cooperatives
3. Distinguish Cooperation from other forms of Economic Organisations and Economic Systems
4. Recognize the need and importance of Cooperative Extension, Education and Training
5. Gain knowledge on the performance of Cooperatives in different sectors

Module I Introduction of Co-Operation

1 .Meaning and Definition of Co-operation
2. Features and Importance of Co-operation
3.Principles of Co-operation- Development and Manchester Co-operative Principles
4.International Co-operative Alliance (ICA) – Organization and Functions
5. Place of Cooperation in open, closed and mixed economics.

Module II Co-Operatives In India

1. Need and Importance
2. Brief History of Co-operatives Movement in India
2. Structure of Co-operatives
3. Problems and Remedies of Co-operatives
4. NAFED – Objectives and Functions
5.Project Appraisal and funding of project, financing institutions, schemes/ policies of Central / State Government and other Organisations like NABARD, NCDC, KVIC, DIC etc.

Module III Co-Operative Credit In India

1. Primary Agricultural Credit Co-operative Societies (PACS) - Functions, Importance and Problems
2.District Central Co-operative Banks- Functions, Importance and Problems
3. State Co-operative Bank – Functions, Importance and Problems

4. Urban Co-operative Banks – Functions, Problems and Remedies
5. Different types of credit-short, medium and long term credit, classification and organizational structure of credit

Module IV Classification & Organizational Structure & Non-Credit Cooperatives:-

1. Agriculture Marketing Cooperative Societies.
2. Cooperative Processing Societies – Sugar & Spinning.
3. Non-Agriculture Non-credit Cooperative Societies – Consumer, Dairy, Fisheries, Housing, Labour Contract & Construction Cooperative.
4. Fertilizer Cooperatives – IFFCO & KRIBHCO.
5. New Generation Cooperatives (Service Coop.) – Hospital, Transport, Tourism etc.

Module V Role of State in Co-Operation

1. Role of State in the development of Co-operative movement
2. Co-operative Judicial System
3. Role of Co-operative Registrar
4. Effects of Globalization in Co-operative Movement and State Support s

Module VI Co-Operation and Path ahead

1. National Bank for Agricultural and Rural Development (NABARD
2. National Co-operative Development Corporation (NCDC)
3. National Co-operative Union of India (NCUI)
4. 97th Constitutional Amendment and Main Changes in Maharashtra Co-operative Societies Act
5. Role of cooperatives in development of farming system–Joint cooperative farming (JCF)/ contract farming
6. Role of cooperatives in allied agriculture sectors / activities – animal husbandry, fisheries, poultry, piggery, sericulture etc.Co-Operation and Rural Development

References:

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Sem-IV

Internal Continuous Assessment of Course of 4 Credits -- **40 Marks**

Case Study/ Proposal writing	10 Marks
Communication Skills	10 Marks
Research Paper Writing	10 Marks
Class Participation and Attendance	10 Marks
	40 Marks

Internal Continuous Assessment of Course of 2 Credits --20 Marks

Event Organization Proposal	05 Marks
Observation of Event	05 Marks
Economical and marketing Planning	05 Marks
Class Participation and Attendance	05 Marks
	20 marks

Components of Social Work Practicum SWP-III

1. Study Tour / Parallel Extension Activity	05 Days	= 10 Marks
2. Block Placement of One Month		= 20 Marks
3 Concurrent Field Work Visits -20 Visits		= 40 Marks
4. Individual and Group Conferences		= 10 Marks
5. External Viva voce		= 20 Marks

Total Marks = 100

- **Research Assessment of RP-II**

Chapter Model ---The following is suggested chapter model, which can be adopted:-

a Chapter 1 --Introduction Chapter
b Chapter 2 --Review of Literature,
c Chapter 3 -- Methodology
d Chapter 4 --Analysis of data / Results
e Chapter 5 --Discussion (Discussion and Conclusion)

Data Collection	25 Marks
Data Interpretation	25 Marks
Observations and Conclusion	25 Marks
Report Writing and submission in Time	25 Marks
	100 Marks

APPENDIX

Performa for Assessment of Orientation Visits

P-I

Name of the College / Department:----------

Internal Assessment of Orientation Visits. Class : I / II[nd] Year. Sem: I[st] / III[rd] Name of the Agency..... Day, ...Date & Time..... Name of the Supervisor.....				
Sr.No.	Name of Students	Attendance & General Discipline	Report Writing (Timely submission content, compliance)	Total
		10	10	20
1.				
2.				
3				
Marks obtained in words..... Grade: ..... Name & Signature of Examiner..... Date: / / 20				

Performa for Compilation of Orientation Visits Assessment

P-II

Name of the College / Department:----------

Compiled Statement of Orientation Visits Assessment										
Sr.No	Name of Students Date→	Marks scored in							Total Marks	Average Marks
		Ov_1	Ov_2	Ov_3	Ov_4	Ov_5	Ov_6	Ov_7		

Name & Signature of Field work Coordinator.....

Performa for Assessment of Concurrent Fieldwork Practice

P-III (for 15 Visits)

Name of the College / Department:----------

Internal Assessment of Concurrent Fieldwork Class - Year Sem -						
Period: From.....to.....						
Name of the Student..... Name of the Agency..... Number of Visits Attended out of Fifteen..... Total number of absent visits.....						
Marks obtained in 15 visits						
Sr. No	Criterion / Heads	Marks to be given out of - Tick ( ) Mark on appropriate column				Marks obtained out of 40
		13 - 15 visits	10 - 12 visits	7 - 9 visits	Below 7 visits	
		A	B	C	D	
1	Understanding the Agency	10	09	08	06	
2	Understanding the Client	10	09	08	06	
3	Understanding the Problem Solving Process	10	09	08	06	
4	Recording (Timely Submission & Compliance)	10	09	08	06	
Total		40	36	32	24	
(Please use only vertical column i.e. either A or B or C or D as the case may be) Marks obtained in words..... Grade: ..... Name & Signature of Examiner..... Date: / / 20						

Performa for Assessment of Concurrent Fieldwork Practice

P-IV (for 20 Visits)

Name of the College / Department:----------

Internal Assessment of Concurrent Fieldwork (Phase Two) Class - year Sem -						
Period: From.....to.....						
Name of the Student..... Name of the Agency..... Number of visits attended out of Fifteen..... Total number of absent visits.....						
Marks obtained in 20 visits						
Sr. No	Criterion/Heads	Marks to be given out of - Tick ( ) Mark on appropriate column				Marks obtained out of 40
		18 - 20 visits	14 - 17 visits	9 - 13 visits	Below 9	
		A	B	C	D	
1	Understanding the Agency	10	09	08	06	
2	Understanding the Client	10	09	08	06	
3	Understanding the Problem Solving Process	10	09	08	06	
4	Recording (Timely Submission & Compliance)	10	09	08	06	
	Total	40	36	32	24	
(Please use only vertical column i.e. either A or B or C or D as the case may be) Marks obtained in words..... Grade: ..... Name & Signature of Examiner..... Date: / / 20						

Performa for Assessment of Performance in Individual and Group Conference

P-V

Name of the College / Department:----------

Internal Assessment of Individual Conference				
Sr. No.	**Name of the Students**	**Regularity & Punctuality 05 Marks**	**Participation in discussions 05 Marks**	**Total 10 Marks**
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				

Grade: .....

Name & Signature of Fieldwork Supervisor.....

Date: / /20

Concurrent Field Attendance Sheet **P-VI**

Name of the College / Department:----------

MSW --------- Semester -------- Year : 20 **Month: ------**

Sr. No	**Name of the Agency**	**Name of the Students**	**Dates**								**Total**
1.											
2.											
3.											
4.											

NAME & SIGNATURE OF THE SUPERVISOR

Performa for Assessment of Performance in Rural Camp

P-VII

Name of the College / Department:----------

Internal Assessment of Rural Camp					
Sr. No.	Name of the Students	Understanding the Rural Society 06 Marks	Understanding Social work intervention 06 Marks	Skills Acquired 08 Marks	Total 20 Marks
Grade: ..... Name & Signature of Rural Camp In charge ..... Date: / /20					

Performa for Assessment of Performance in Study Tour

P-VIII

Name of the College / Department:----------

Sr. No.	Name of the Students	Understanding about the Project 05 Marks	Report 05 Marks	Total 10 Marks

Performa for Assessment of Internal Activity :

Name of the College / Department: ---------- P-IX

MSW -- Semester------- Academic Year : 20 - 20

Name of the Activity ----------

Sr. No.	Name of the Students	Date of presentation	Content 05 Marks	presentation 05 Marks	Total 10 Marks
1.					
2.					
3.					
4.					
5.					
6.					

Name & Signature of Fieldwork Supervisor.....

Date: / /2016

Chairman
Adhoc Committee
Social Work