

VYWS, College of Social Work Badnera, Amravati

Course Outcomes of MSW

Academic Year 2018-19

MSW-I SEM -I

PAPER-I SOCIOLOGY FOR SOCIAL WORK

- ✓ Students understand meaning, scope and significance of sociology and its relation to other social sciences.
- ✓ The students get orientation to sociological concepts like society, social structure, social institution, social system, social mobility, social control and community.
- ✓ Students learn meaning and characteristics of culture, types and elements of culture, traditional customs, values and norms.
- ✓ Students learn social institutions like marriage, family and religion.

PAPER-II PSYCOLOGY FOR SOCIAL WORK

- ✓ Students understand Definition & Meaning of Psychology, Goals of Psychology, Branches of Psychology, Theoretical Bases (Psychoanalytic, Behaviour, Cognitive & Humanistic)
- ✓ Students understand Concept of Human Behaviour, Relationship of Psychology with other Sciences, and Relevance of Psychology to Social Work.
- ✓ Students understand Human Growth & Development, Meaning & Principles of Growth & Development, Difference between Growth & Development, Theories of Development (Erikson's Kohiberg, Sigmurdfreud)
- ✓ Students understand Factors, affecting development (Heredity & Environment), Stages in Life span approach from Conception to old age, Social, Emotional, Cognitive & Physical Development, Characteristics, Needs, Tasks & Problems at each stage.
- ✓ Students understand Psychological Processes in behavior, Needs and Motives, Emotions, Motivation, Perception, Intelligence, Learning, Memory
- ✓ Students understand Social Bases of Behavior, Social Perception – Attitudes, Prejudices, Biases, Stereotypes, Individuals in groups – group norms, group conformity Vs. deviation. Propaganda, Rumors & the Social affects.

Paper-III History, Ideology and Practice of Social Work-I

- ✓ Students understand Social Work as a Profession- Concept, Meaning and Definition of Social Work, Attributes of a Profession & Social Work as a Profession, Interface between Voluntary & Professional Social Work.
- ✓ Students understand Goals, Values, Principles, Functions & Methods of Social Work Practice
- ✓ Students understand Professional Social Work Education in India – Issues & Challenges.
- ✓ Students understand Professional Associations of Social Workers like NAPSWI, MASWE & their contribution.
- ✓ Students develop understanding the related concepts- Social Welfare, Social Service, Social Reforms, Social Development, Inclusive, Development, Social Exclusion, Charity and Philonthrophy.

- ✓ Students understand western history of Social Work Profession, Medieval Period – Judeo-Christian Ideologies, Secular Humanism & Protestantism, Modern Period – Rationalism & Welfarism, Liberalism and Democracy, Utilitarianism and Social Darwinism, Socialism
- ✓ Students understand Indian History of Social Work Profession, Ancient Period – Vedic, Vedantic & Non-Vedantic Ideology, Spirituality, Medieval Periods – Zoroastrianism & Islam, Bhakti & Sufi Movements, Sikhism, Modern Period – Christianity, Hindu Reform Movements, Gandhian Ideology, Dalit Movement, Ideology of Indian Constitution, Ideology of NGO's.

PAPER-IV Working with Individuals & Families (Social Case Work)

- ✓ Students understand Historical Perspectives - History and Development of Social Case work in U.K, U.S.A. and India, Concept & Definitions of Social Case Work.
- ✓ Students understand Individuals and Families- Man as a bio-psycho-Cultural Organism, Uniqueness of each individual, Individual's rights to have a family, Rights of Family, Stages and development with reference to Indian Families, Factors affecting the family cycle, Understanding the family as a system.
- ✓ Students understand Process of Social Case Work- Components and Process of Social Case work, Principles of Social Case Work, Client – Worker Relationship, Philosophical assumption and Values of Case Work as a Method.
- ✓ Students understand various Tools, Techniques, Skills and Models of Social Case Work.
- ✓ Students understand various Models of case work and Scope & limitations of Social Case Work method in India.
- ✓ Students learn Intervention in Different Settings and with various target groups/ clients.

PAPER V Social Work Research, Statistics and Computer Application- I

- ✓ Students learn Fundamentals of Scientific methods & Research, Social Research- definition meaning & scope, Major steps in the process of social Research
- ✓ Students learn Social work Research – Meaning, Objectives steps types Qualitative & Quantitative & Scope
- ✓ Students learn Research Design, its types, Participatory Research, Action Research, Case Study
- ✓ Students learn about Sampling- Meaning, Characteristics, assumption
- ✓ Students learn Basic Concepts in Research-Hypothesis, Variables, Operational definitions
- ✓ Students learn Methods, Tools and Techniques of data Collection
- ✓ Students learn Sources of data , Distinction between primary and Secondary Data
- ✓ Students learn Primary Data- Interview, Questionnaire, Observation, Methods & thesis types Merits & Demerits of these Primary Method
- ✓ Students learn Tools of data collection- Interview schedule interview guide Questionnaire, observation schedule
- ✓ Students learn Secondary Data- Books, Journals, dairies, Biography, Autobiography, News Paper, Letters, Case
- ✓ Students learn Studies, Records, Reports, Magazine Journals Periodicals, CDs/ DVDs, Websites etc.

PAPER-VI Human Rights & Social Justice-I

- ✓ Students learn Concept, Definition, Nature & origin of Human Rights Concept of Natural Rights, Relationship between Rights & Duties of Human Rights
- ✓ Students learn International Human Rights Standard- Universal Declaration of Human Rights 1948, International Covenant on Civil & Political Rights 1966, International Covenant on Economic, Social and Cultural Rights 1966, Convention on the Elimination of all Forms of Discrimination against women 1979, United Nations Convention on The Rights of Child 1989
- ✓ Students learn Human Rights & Duties in India, Fundamentals Rights under Indian Constitution, Directive Principles of State Policy, Fundamental Duties
- ✓ Students learn Human Rights & Violation offering Specific groups Rights of Women, Children, Persons with Disabilities, Aged, People living with HIV/ AIDs Rights of LBT (Lesbian, Bi sexual & Transgender)

PAPER- VII Introduction to Fields of Social work-I

- ✓ Students learn Family & Child Development, Brief review of the field of Family & Child Development, Basic understanding of different setting – Residential & non residential services, Importance of working with families, Women empowerment, Children in difficult situation, Problem of adolescent and youth
- ✓ Students learn Community development- meaning and types of communities, Characteristics of urban, rural and tribal community, Issues of urban, rural and tribal community, Community development- meaning & definition
- ✓ Students learn local self government (Gram Panchayat, Panchayat Samiti, Zila Parishad, Nagar Panchayat, Nagar Parishad & Municipal Corporation), Issues of Urban, Rural & Tribal Community.
- ✓ Students learn Medical & Psychiatric Social Work, Modern concept of health, preventive health, mental health, Concept of disease, Medical social work- concept & nature, Psychiatric social work- concept & nature, Concept of preventive, social and community medicine
- ✓ Students learn Role of Social Worker, Role of social worker in the field of family & child development, Role of community organizer, Role of community medical & Psychiatric social worker.

PAPER- VIII Field Work (Social Work-Practicum)

- ✓ Students learn the administrative setup, aims, objectives, functioning and funding sources of various NGOs/ GOs through agency visits to agencies of social work fields.
- ✓ Students understand various social work issues with help of viewing and analysis of educational film or documentary.
- ✓ Students understand various social work issues with help of preparation of seminar on social problems/ issues and presentation of the same in class.
- ✓ Students understand and apply direct method social case work in agency taking up a case study and applying the knowledge, skills and attitude taught in classrooms.
- ✓ Students express themselves the learning and experiences of field work activities through viva.
- ✓ Students learn recording skills, observation skills and application of social work methods and techniques in field work.

MSW-I SEM -II

PAPER-I Sociology for Social Work-II

- ✓ Students learn social process - Meaning & kinds of Social Interactions, Cooperation, competition, conflict, Accommodation & assimilation, Social Control – Meaning & Tools of Social Control, Importance of Social Control
- ✓ Students learn Social Stratification & Social Change-Caste, Class & Gender, Dalit & Minority Groups, Social Mobility – Concept, types & factors, Social Change – Meaning, Factors, Theories & their Impact. (Western & Indian)
- ✓ Social Concerns, Domestic Violence, Divorce, Dowry Deaths & Suicides, Commercial sexual exploitation, Human Trafficking, Aging, Addiction, Communal Violence, Juvenile Delinquency.
- ✓ Students learn Sociological Theories Perspective, Karl Marx – Marx’s view on Class and Class Conflict, Emile Durkheim – Theory of division of labour, Theory of Suicide Max Weber - Theory of Social Action- Theory of Bureaucracy.

PAPER-II Psychology for Social Work-II

- ✓ Students learn Personality, Definition & Nature of Personality, Types of Personality, Theories of Personality, Characteristics of personality development, Relevance of study of personality development to social work
- ✓ Students learn Process of Adjustments, Concept & Factors, Stress & Frustration, Conflicts, Coping Mechanism, Defensive mechanism
- ✓ Students learn Behavioral Problems, Behavioral problems in children, Behavioral problems in adolescent and youth, Social deviation & Addiction, Personality problems
- ✓ Students learn Guidance & Counseling, Meaning of guidance & Counseling, Goals of Counseling, Process of counseling, Educational counseling, Health counseling, Pre marital & Marriage counseling, HIV/AIDS- Counseling.

PAPER-III History, Ideology and Practice of Social Work-II

- ✓ Students learn Social Work Intervention & Practice, Meaning, Purpose and Methods of Social Work intervention, Major approaches to Social Work Practice, Levels of Social Work Practice : Micro, Mezzo & Macro Level Social Work Practice & Intervention.
- ✓ Students learn Evolution of Integrated Practice, The Ecological Model of Integrated Practice, and Significance of the four practice system for analysis and Intervention, The integrated approach of problem solving.
- ✓ Student learn Human Rights perspective in the context of understanding Global Social Work, The generalist and specialist approaches to practice, Critique of the integrated approach to Social Work.
- ✓ Students learn Role of Social Worker & Skills, Role of Social Worker – Facilitator, , Guide Enabler, Expert, Resource Mobilizer, Responsibilities and Challenges.
- ✓ Students learn Definition of Skill, Personal & Professional Skills, Life Skills, Soft & Hard Skills and other Essential Skills.

- ✓ Students learn Ethical Issues in Social Work, Definition & Meaning of Values, Definition & Meaning of Ethics, Importance of Functions of Code of Ethics for Social Workers, Rights of Clients, Ethical & legal responsibilities of a Social Worker.

PAPER-IV Working with Group (Social Group Work)

- ✓ Students learn Introduction to Social Group Work, Historical Development of Social Group Work in UK., USA & India, Concept, Definitions, Objectives of Group work, Objectives & Significance of Group Work, Values & Principles of Group Work.
- ✓ Students learn Process in Groups - Characteristics and types of group & importance of groups in human life cycle, Steps in Group Formation, Factors in Group Formation
- ✓ Social Processes in Groups - Group Dynamics & Role of Group Worker Personality and Leadership in Group Work Process.
- ✓ Students learn Use of Programme Media in Group Work - Concept of Programme, Significance, Values, Programme Planning as a tool in group work, Programme Media Suitable to Different Client groups such as Children, Youth, Women, Special groups in institutions, Schools, Community, Hospitals and Various Settings.
- ✓ Types of Programme of Media, Characteristics of Programme Media, Use of Programme Media.
- ✓ Students learn Phases & Models of Groups Work – initial, Middle & Termination Phase. Role of group, worker across the phases, Models of group work Practice : Social Goals Model, Remedial Model and Reciprocal, Goal Model.
- ✓ Students learn Recording in Group Work – Importance, Principles, Structure & Techniques, Significance, types & Methods of Evaluation.
- ✓ Students learn Group Work Interventions in Specific Settings & Target Groups
- ✓ Students learn Group work in various agency settings – Children's, Women's institutions & various, Government and Non Government organizations
- ✓ Students learn skills of Group worker, Role of a group worker in various setting. Types & importance of recordings in Social group work.

PAPER- V Social Work Research, Statistics and Computer Application-II

- ✓ Students learn Data Processing- Editing of Data, Classification of Data, Coding, Master Chart, Tabulation, Analysis & Interpretation, Testing of Hypothesis, Conclusions, Diagrammatic & graphical presentation of data, Application of computers – Data entry, Data Processing, Excel, SPSS.
- ✓ Students learn Introduction to statistics, Definition & Meaning of statistics, Function of Statistics, Role & Importance of statistics in Research.
- ✓ Students learn Statistics for research, techniques & its application, Percentage, Measures of Central Tendencies- Mean, median, Mode, Measures of dispersion – Standard deviation, Inferential Statistics – Chi- Square Test, Correlation Test
- ✓ Students learn Research Report, Contents, Style and Types of Research Report, Function of Research Report, Major Steps in Planning report, Foot notes, Reference, Bibliography, Preparation of Research Abstract & Publication of Report.

PAPER-VI Human Rights & Social Justice Part-II

- ✓ Students learn Human Rights & Marginal Groups, Schedule Castes, Schedule Tribes, Nomadic & Denitrified Tribes, Minorities (Religious, Linguistic, Regional), Forms of Violation – Untouchability, Social Exclusion, Denial of Basic Facilities, Unequal distribution of Natural resources, Land alienation, Displacements, Bonded labour.
- ✓ Students learn Enforcement of Human Rights in India, Role of Courts - Supreme Court, High Courts and other Courts, National & State Human Rights Commission, Human Rights Commission for SC's, Human Rights Commission for ST's, Human Rights Commission for Minorities, Human Rights Commission for Women, Human Rights Commission for Children
- ✓ Students learn Role of INGO's & NGO's, Role of International, National, Regional Non-governmental Organization, Educational, Institutions in furthering of Human Rights, Role of Social Worker in Promotion & Protection of Human Rights, Role of Print & Electronic Media.
- ✓ Students learn Social Justice, Definition & Meaning of Social Justice, Concept of Social Justice Under Indian Constitution, Schemes of Social Justice Department, Govt. of India.

PAPER-VII Introduction to Fields of Social work-II

- ✓ Students learn Crime & Correctional Administration- Concept of crime & Criminal, Cause of crime, effects of crime, Treatment of offenders, Rehabilitation of criminals Prevention of crime
- ✓ Students learn Human Resource Management, Human Resource- concept, human factor in management, importance of human resource, Human resource development – concept and meaning
- ✓ Students learn Human resource policies- meaning and objectives, Human resource planning- meaning and objectives, Labour welfare- concept & meaning
- ✓ Students learn Social Policy & Welfare Administration, Concept of social policy & Social Planning, Relation between social policy & social development
- ✓ Students learn Principles & Values underlined social policy
- ✓ Students learn Social welfare administration – concept and meaning, Concept, nature and functions of developmental and welfare organization.
- ✓ Students learn Role of Social Worker, Role of social worker in the field of correctional administration, Role of social worker in industrial setting
- ✓ Students learn Social policy, welfare administration and professional social worker.

PAPER-VIII Field Work (Social Work-Practicum)

- ✓ Students learn about government project/ department, their functioning, objectives through visits.
- ✓ Students study and learn socio-economic situation of the village, institutions at village level and also use PRA and other participatory processes through village placement.
- ✓ Student assess government scheme through FGD / Survey and prepare report.
- ✓ Students apply group work method in agency setting allotted to them for placement, they identify a group; apply group work process, skills and techniques for the development of the group.

- ✓ Students learn recording skills, observation skills and application of social work methods and techniques in field work
- ✓ Students express their learning on the various field work activities prescribed in semester.

MSW II (Semester-III)

Paper I: Counseling: Theory & Practice

- ✓ Students Learn Introduction to Counseling, Meaning, definition & Need of Counseling, Principles in Counseling, Values & Ethics in Counseling, Overview of theories of Counseling
- ✓ Students Learn Counseling Process, Process of Counseling, Skills and techniques in Counseling, Pitfalls in Counseling, Counseling Setting
- ✓ Students Learn Approaches in Counseling, Client Centered Therapy, Gestalt Therapy, Rational Emotive Behavior Therapy, Transactional Analysis
- ✓ Students Learn Process & Practice of Counseling in different set ups: Marriage & Family Counseling, Child guidance & Counseling, De addiction, Rape & Sexual Violence, HIV/ AIDS & Chronic Diseases Counseling, Crisis Management, Suicide & Stress Management

Paper II: Social Welfare & Development Administration

- ✓ Students Learn Concept, Definition, Scope of Social Welfare Administration Objectives and Principles of Social welfare Administration, History of Social Welfare with special reference to India
- ✓ Students Learn Structure and functions of Department of Social Justice & Empowerment in India -Central and State Level.
- ✓ Students Learn Structure and functions of Central & State Social Welfare Board, Mahamandals (i. e. AnnabhauSathe & MAVIM etc)
- ✓ Students Learn Government Programmes & Schemes for welfare with specific reference to SC/STs & other backward classes, Differently abled, Minorities at central & state government level.
- ✓ Students Learn Areas/ Tasks of Administration: Planning, Organizing, Direction, recruitment, training /staff development, co-ordination, budgeting, supervision, fund raising, reporting & evaluation.
- ✓ Students Learn Project Proposal: Guidelines, Structure and format of Project Proposal. Salient features of Research project and funding project.
- ✓ Social Welfare – Voluntary Efforts : Need & Role of Voluntary efforts for social welfare & response to societal needs
- ✓ Students Learn Registration of Organizations, NGO Governance - Role of Trustees, Board of Director
- ✓ Students Learn Government-NGO Interface, Public-Private Partnership, Corporate Social Responsibilities.

Paper III: Professional Development for Social Workers

- ✓ Students Learn Module Title Content Suggested Self Development, Self- Management and Organization, Self Awareness, Perception, Timekeeping, Stress and Stress Management, Critical , Thinking and Professional Judgment for Social Work
- ✓ Students Learn Techniques of understanding self: (Intra and interpersonal) & Self Development, Transactional Analysis, SWOT analysis, Jo-Hari window Mirror reflection techniques;
- ✓ Students Learn Communication and Awareness Skills, Communication and Social Work, Active Listening, Verbal Communication, Non-verbal Communication, Observing Communication Through Behavioral Process, Characteristics & Channels of communication, Communication Awareness & Obstacles in communication
- ✓ Students Learn Writing Skills: Macro-Practice & Daily Practice, Email, Blogs, Facebook & Whatsapp etc., Writing Case Records, Report Writing, Report Writing for professional purposes, Proposal Writing for Funding & Project Purposes, Writing Journal Articles And Conference Papers

Paper IV: Working with Communities

- ✓ Students Learn Understanding Community, Concept of community:- Sociological, cultural and social work perspective of community, geographical and functional community, Structure and functions of community., Caste, Class, Gender and Vulnerability in understanding communities, Concepts of power and authority; sources of power in communities
- ✓ Students Learn Community organization as a method of Social Work: Evolution of community practice in the west and in India; Values, Ethics & Principals and approaches of community organization, Outcome goals and process goals of community work.
- ✓ Students Learn Process of Community Organization, Drawing up a community profile: techniques of PLA/ PRA, CBO, fact-finding and needs assessment. Prioritizing issues in community work, The problem solving process / steps - Planning, Mobilization and Utilization of community resources, Action Plan, Implementation and Evaluation processes
- ✓ Students Learn Strategies & Practice of Community organization, Practice, Strategies and skills in community organization- Community Mobilization, Institutional Building, Capacity Building & Training, Advocacy in Community work, Networking, Empowerment, Power Structure & Leadership development, Problem Analysis, Resource Mobilization, Conflict Resolution, Documentation, Role and functions of community leaders- Guide, enabler, researcher, project manager, organizer and activist.
- ✓ Students Learn Models of C.O., Community practice with different communities, Overview of Models of Community Organization- Locality development, Social Planning, Social
- ✓ Students Learn Action, Role of government and non government agencies in community organization, Community organization practice with Displaced, Farmers, Landless & unorganized labour, rural & tribal communities, Recent community development project: Hiwre Bazar, MendhaLekha, Patoda (Aurangabad) etc.

Any one from following group (Specialization Group-A Community Development

Paper V: Rural Community Development

- ✓ Students Learn Rural Community & Community Development in India, Concept of villages, historical perspectives of villages, types of villages, Social Institution in Indian Villages- Family, Marriage, Caste & Class, Structure of Indian Village, Characteristics, Socio-Economic life of Indian villages, Concept, scope, definition, need & history of community development, Principles & Objectives of community development, Relation between community development and community organization.
- ✓ Students Learn Rural Economy & Community Development, Agrarian Economy – importance and problems, Globalization and Agriculture – emerging issues and challenges, Problems of Agriculture – Soil erosion, Soil conservation fertilizers, seeds, Crop yielding, Irrigation, Water management, plant breed, Marketing, Problems of Rural Credit system & Banking, Causes of farmers suicide & remedies, Modern Tools & Techniques of farming, Review of Various Committee's Recommendations regarding agriculture reform
- ✓ Students Learn Rural Issues- Rural employment problems, indebtedness, Small scale and cottage industries: Meaning and definition. The role and performance of Small scale and cottage industries in Indian economy. Problems of small scale and cottage industries, Socio-economic characteristics of below poverty line households; Identifying politically vulnerable groups- Decision-making, Leadership, and Elections, Issues of livelihood and food security; Issues of accessibility, availability and affordability of basic services; Education, Housing; Health; and Sanitation.
- ✓ Students Learn Recent Trends & Voluntary Community Development-Experiments in Rural Reconstruction, Voluntary Community Development, Projects like Firka, Nilokheri, Marthandam, Sriniketan and Sarvodaya, Gandhiji's vision of rural development, Recent trends in community development, Approaches to rural community development, Community score card: Meaning, importance and need of Community Score Card (CSR), CSR as a tool of assessment of the services provided to rural community by government, Self Help Group (SHG): Concept, meaning of SHG, process of formation of SHG, bank, linkages, entrepreneurship development, marketing strategies, SHG federation, role of SHG in rural development.

Paper VI: Urban Community Development

- ✓ Students Learn Urban Communities- Concept and characteristics and problems of urban communities, Concept, causes, process and significance of urbanization, Nature of urban growth in India, Urban economy in the context of a) land; b) labour, c) capital, d) technology, and e) organization.
- ✓ Students Learn Urban community development and Theories, Theories of Development - Evolutionary Theory, Modernization Theory, Dependency Theory, Human Capital Model of Development, Urban community development: Meaning, concept, objectives and need, History of urban community development, rural and urban contrast, Concept of city, growth of city, types of cities in India.
- ✓ Students Learn Urban Issues- Urban Slums- origin, nature, socio-physical characteristics, Slum-city relationship, Rural to Urban Migration its Causes and Impact on Urban Life, population growth and its impact on Urban development, Problems of Housing, drug addiction, Juvenile delinquency, Prostitution, Urban issues: Ecological, Industrialization and public health, Problems of Health, Recreation, education, water and sanitation, Problems of Urban unemployment Caste polarization, Communalism and regionalism

Cultural invasion and changes in life styles and culture, Impact of global culture on local communities.

- ✓ Students Learn Policies and Programmes- Slum renewal policies and programmes, Public transports system, Pollution types, sources and remedies, National Environment Policy, Waste water disposal systems, Solid waste collection and disposal classification and properties of solid wastes; on site collection, storage, transportation and disposal of solid wastes; processing and treatment of solid wastes, Role of NGOs, VOs working in various fields of urban development, contribution of corporate sectors in urban development, Problems in urban development, Recent Five Year Plans and Urban development.

Paper VII Tribal Social System

- ✓ Students Learn Identity of Tribe :Meaning, definition and Characteristics of tribe, Constitutional Meaning of tribe, Classification of tribes - demographic, linguistic, racial, cultural and geographic, Major tribes in Maharashtra and India.
- ✓ Students Learn Tribal Organizations :Social Organization: Tribal marriage, family, Clan, Yuvagruh, – Religion and customary, practices, Literature and Art, Governance and control systems- types, characteristics and functions, Economic Organization- concept, characteristics, forms, functions and changing nature of Economy, Tribal village – nature, structure, habitat & Characteristics
- ✓ Students Learn Tribal Culture :Component of tribal culture –Dance, Drama, Instruments, customs and rituals, Changing nature of Tribal culture- Historical reviews of Tribal Culture, Cultural transition-Tribe caste continuum, Detribalization, ‘Sanskritization’, and Religious conversions, ‘Retribalization, assertion of tribal identity, revitalization.
- ✓ Students Learn Tribal Movements & Contribution of Reformers: Historical glimpses of tribal movements in India, Contribution of tribal activists: Birsa Munda, Tantya Bhil, Ambarsingh Maharaj, Contribution of Tribal reformers: ThakkarBappa, Verrier Elvin, Godavari Parulekar, Devaji Tofa, Theory Of Tribe: Isolation approach of Verrier Elwin, Assimilation approach of G.S Ghurye and Integration approach of Jawaharlal Neheru.

Specialization-II : Human Resource Management

PAPER- V Human Resource Management

- ✓ Students Learn Human Resource Management: Human Resource : Concept, Human factor in Management, importance of Human, Resource in industry, Human Relations Movement, evolution of HRM in India, Functions of HRM, Role and Functions of HRM: Structure of HRM department, changing forms, Essential, qualities, core competencies, specific functions and HR as business partner, Changing role and emerging challenges before HR managers in the context of SHRM.
- ✓ Students Learn Policies, Role of Personnel/HR Manager:Meaning, objectives & contents of HR policies, principles & essentials of sound policies, Role & importance of HR policies in managing human resource, Essential qualities, core competencies, role, Functions and importance of Personnel Managers/H R managers in industrial organizations.
- ✓ Students Learn HRM Policies and practices: Recruitment, Selection, Placement and Induction: Meaning, objectives, types, internal & external sources of recruitment and process of

Recruitment, Selection process, criteria, steps & methods, importance of systematic and scientific selection procedures, modern practices of recruitment and selection adopted by various organization Placement - basic principles, criteria & process of placement.

Induction -meaning, objectives and importance of induction programme, new approaches.

- ✓ Students Learn HRM Policies and practices: Promotions & Transfer, Compensation & benefits: Promotions and Transfer: Meaning, goals, principles, policies, criteria/parameters, types, essentials & salient features of sound promotion and transfer policies. Compensation and benefits: Concept of fair wages, importance of theories in wage determination. Recent strategies, elements of compensation, structure, cost to company, (CTC concept) salary and wages benchmarking, concept of dearness allowance, Fringe benefits and perk- perquisites, Financial and non-financial Incentives, its impact on the employees' performance.

Paper IV: Labour Legislation and Industrial Relations

- ✓ Students Learn Historical development, perspectives and basic protective legislation for labor in India: Growth of labour legislation in India: Historical perspective, Philosophy under-lying labour legislations before and after Independence. Critical review of Labour Administration in India, Salient provisions of The Factories Act 1948, The Apprentices Act 1961, The Contract Labour, (Regulation and Abolition) Act 1970; The Mathadi Workers Act; The Mines Act 1952; The Plantation Labour Act 1951; The Bombay Shops and Establishment Act 1948. The Payment of Gratuity Act 1972, The Unorganized Workers Social Security Act 2008, Wage Legislation: The Payment of Wages Act 1936, The Minimum Wages Act 1948, The Payment of Bonus Act 1956
- ✓ Students Learn Social Security, Welfare and Environment protection legislations: Salient features: The Employees Compensation Act 1923, The Maternity Benefit Act, 1961, The E S I act 1948, The E P F act 1952 and Family Pension Scheme. Recent pension rules of GOI and State. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Salient Features: The Environment Protection Act 1986, Air Pollution Act 1987, Water Pollution Act 1974, Power and functions of central and state boards, offences by companies and penalties and procedures. Recent amendments in rules and laws.
- ✓ Students Learn Industrial Relations & Related Legislation :Industrial Relations: Concept, philosophy, evolution, principles, nature & scope, importance. Role of stakeholders in IR, Industrial Discipline: Concept of discipline, indiscipline, factors and causes of indiscipline, disciplinary action, principles and procedures, drafting of disciplinary action letters, Show - Cause Notice, Charge - sheet, domestic enquiry, principle of natural, Justice, code of discipline and its implementation, Salient provisions: The Industrial Disputes Act 1947, Bombay Industrial Relations Act 1946, Industrial Employment Standing Order Act 1946, Model standing Order Act 1948
- ✓ Students Learn Grievance and Industrial disputes, Grievance-handling procedures and practices in Industries: Policy and practices, principles, process, methods, model-grievance handling procedures, Industrial Disputes: Concept, nature, causes and its impact of Industrial Disputes. Critical review of dispute settlement machinery in India, Prevention Mechanisms: Negotiations and Collective bargaining. Workers participation management. Role of managers in promoting I.R.

MSW-I SEM –IV
General Group-Subjects

PAPER-I Social Policy, Planning & Development

- ✓ Students learn Social Policy: concept, definition, need and importance, Values underlying social policy and planning based on the Constitutional provisions (i.e. the Directive Principles of State Policy and Fundamental Rights) and the Human Rights
- ✓ Students learn Different models of social policy and their applicability to the Indian situation, Relationship between social policy and social development.
- ✓ Students learn the policy cycle, Agencies involved in policy formulation, design, implementation and review, Tools of policy analysis- census surveys, social and economic indicators etc., Role of Regulatory bodies, Task Forces and Commissions, Review of any two Policies related to marginalized group
- ✓ Students learn Concept of social planning - Scope of social planning, Indian planning in a historical perspective - The Constitutional position of planning I India. The legal status of the Planning Commission (NITI Aayog) – Coordination between Centre and State
- ✓ Students learn Need for decentralization - Panchayat Raj, people participation. Planning in the era of privatization- the role of state, civil society and corporate sector, Review of recent Five Year Plan.
- ✓ Students learn Social Development: The Concept, Defining social development, Elements of Development, Process of Modernization and Social Development, Development indicators; Human Development Index, Millennium Development Goals, Social Exclusion and Inclusive Development.

PAPER-II Social Action

- ✓ Students learn Social Action as a method of Social Work: History of social action in India, Meaning, Definition of social action, Principles & Goals of Social Action
- ✓ Students learn Strategies & skills of Social Action Strategies & Process of Social Action: Collaboration & Persuasion, Bargaining & Negotiation, Advocacy, Disruption & Confrontation Skills for social Action: Relational, Analytical & Research, Interventional, Managerial, Resource mobilize & Advocacy Skills
- ✓ Students learn Advocacy Concept of advocacy as a tool, Strategy for advocacy; Campaigning; Lobbying; Use of media and public opinion, building in advocacy; and Coalition and Network building; Linking up protest movements with development work.
- ✓ Students learn Advocacy at the four pillars levels of democracy: Protest, Strike etc, and legislative tools.
- ✓ Students learn Social Actions Practice: Social Activists and their strategies of social activists.
- ✓ Students learn Social legislations: Major (broad) Provisions (including latest amendments), Context & Critique ,Laws Related to Children: Juvenile Justice Act, Adoption and Guardianship, Child Marriage Restraint, Prohibition of Child Labour, POCSO
- ✓ Students learn Laws Related to Family: Personal laws and the Civil law related to Marriage, Divorce and Maintenance & Succession; Law against Domestic Violence; Law of Family Court

- ✓ Students learn Laws Related to Women: Prevention of immoral traffic, Dowry prohibition, Rape, Medical termination of pregnancy, Maternity benefits, Prohibition against Prenatal, diagnostic tests (for sex determination)
- ✓ Students learn Laws Related to Scheduled Castes and Scheduled Tribes: Protection of Civil Rights; Law against Atrocities
- ✓ Students learn Laws Related to Disabled: Mental Health, Persons with Disabilities
- ✓ Students learn The Legal System and Social Workers- Major provisions in Indian Penal Code related to family violence, murder, suicide, rape, Probation of Offenders, Meaning of Counselling and non-cognizable offences and conditions and procedures for bail, Meaning, Importance and Procedures for First Information Report (FIR)
- ✓ Students learn Justice System- Structure and functions of Agencies in justice system: police, judiciary, correctional systems, Types, Role & Functions of Courts at various levels, Legal aid for poor and disempowered: Concept, legal provisions and programmes for legal aid, LokAdalat, Right to Information (RTI)
Public Interest Litigation (PIL): problems related to legal aid programme and PIL

PAPER III: Social Legislation and Legal System in India

- ✓ Students Learn Social Legislation and Social Workers, An Introduction of social legislation in India with special reference to Maharashtra state, Legislation as an instrument of social justice and control, Role of social legislation in the protection of civil Rights, Relevance of law and legal systems to social work practice
- ✓ Students Learn Social legislations: Major (broad) Provisions (including latest amendments), Context & Critique
- ✓ Students Learn Laws Related to Children: Juvenile Justice Act, Adoption and Guardianship, Child Marriage Restraint, Prohibition of Child Labour, POCSO
- ✓ Students Learn Laws Related to Family: Personal laws and the Civil law related to Marriage, Divorce and Maintenance & Succession; Law against Domestic Violence; Law of Family Court
- ✓ Students Learn Laws Related to Women: Prevention of immoral traffic, Dowry prohibition, Rape, Medical termination of pregnancy, Maternity benefits, Prohibition against Prenatal diagnostic tests (for sex determination)
- ✓ Students Learn Laws Related to Scheduled Castes and Scheduled Tribes: Protection of Civil Rights; Law against Atrocities
- ✓ Students Learn Laws Related to Disabled: Mental Health, Persons with Disabilities
- ✓ Students Learn The Legal System and Social Workers, Major provisions in Indian Penal Code related to family violence, murder, suicide, rape, Probation of Offenders, Meaning of Counselling and non-cognizable offences and conditions and procedures for bail, Meaning, Importance and Procedures for First Information Report (FIR)
- ✓ Students Learn Justice System, Structure and functions of Agencies in justice system: police, judiciary, correctional systems, Types, Role & Functions of Courts at various levels.
- ✓ Students Learn Legal aid for poor and disempowered: Concept, legal provisions and programmes for legal aid, Lok Adalat, Right to Information (RTI)
- ✓ Public Interest Litigation (PIL): problems related to legal aid programme and PIL.

PAPER-IV Research Project Report

- ✓ Students learn the application of social research methodology by choosing and doing research work on a topic
- ✓ Students are guided by research guide to follow the process of social work research
- ✓ Students learn and understand the scientific investigation of a social problem and bring the conclusions and findings for social development
- ✓ Students undergo guideline and procedures of social work research process which further creates interest among them to undertake a research in professional life
- ✓ Students learn various skills and techniques of research and how to write scientifically.

Specialization (Group-A)- Community Development

Paper-V Perspectives in Rural Development

- ✓ Students learn Panchayat Raj- Historical development of the concept, national level committees in the evolution of Panchayati Raj (Balwantrao Mehta, Ashok Mehta, Singhvi committees, Panchayati Raj in Maharashtra)
- ✓ Students learn Rural Governance
- ✓ Students learn Structure, Function and role of Gram panchayat in village development, role of Sarpanch and Gramsevak, Gramsabha (including mahila gram sabha) its role and importance, revenue sources, committees in village level, Community participation in governance, Structure, Function of Block Administration, Functions of BDO & various extension officer
- ✓ Students learn Zilla Parishad Membership: Types of members, Election process, etc. Committees:
- ✓ Students learn Powers and functions of various committees. Functions of Zilla Parishad Finance.
- ✓ Students learn Administrative Wing of Zilla Parishad, Need, importance, structure, functions, financial allocations and its utilization of District Planning and Development Council and DRDA.
- ✓ Students learn Programmes for community development
- ✓ Students learn Micro Planning- Concept, Need and process and Importance, Social Audit- Concept, objectives, Stages and importance
- ✓ Students learn Strategies in Rural Development
- ✓ Students learn Developing and strengthening community-based organizations
- ✓ Students learn Rural Development Programmes:
- ✓ Students learn Participatory Rural Appraisal (PRA)
- ✓ Students learn a critique of Legislative measures - A critique of Legislative measures like 73rd and 74th and 84th Amendment to strengthen Panchayat Raj institutions.

Paper-VI Urban Development Administration

- ✓ Students learn Local self government in urban area
- ✓ Students learn Economic Development in Urban Context
- ✓ Students learn Act's and Programmes
- ✓ Students learn Town planning: concept, need, process, importance and limitations. Role of local self
- ✓ Students learn Understanding of different types of layout of service lines and interface. Land Acquisition Act of

- ✓ Students learn Role of GO and NGO and Barriers in Urban Community Development
- ✓ Students learn Challenges in developing partnerships between elected bodies, bureaucracy and civil society.
- ✓ Urban Basic Services Programmes (UBSP), Nehru RozgarYojana (NRY), NULM, Smart Cities Mission, Jawaharlal Nehru National Urban Renewal Mission, Pradhan Mantri Awas Yojana.

PAPER-VII Tribal Problems & Tribal Development Schemes

- ✓ Students learn Social & Health Problems of Tribal Society
- ✓ Students learn Economic Problems
- ✓ Students learn Administrative Structure for Tribal Development
- ✓ Students learn Tribal Development Policy & Role of Government
- ✓ Students learn Role of Voluntary Organizations; Role of Banks; Role of social workers for tribal development.
- ✓ Students learn United Nations Declaration on Rights of Indigenous People, National Commission on Scheduled Tribe, National Council for tribal welfare, Tribes Advisory council
- ✓ Students learn Developmental programmes and their impacts on tribal population – Health, Education and Economic.

Specialization-II : Human Resource Management

PAPER-V Organizational Behaviour and Social Aspects in Industry

- ✓ Students learn Fundamentals of OB
- ✓ Students learn Organizational Behaviour
- ✓ Students learn Industrial Psychology
- ✓ Students learn Group Dynamics
- ✓ Students learn Motivation, Morale and Productivity
- ✓ Students learn Occupational Stress and its Management
- ✓ Students learn Psycho-Social Problems and Employees Counselling
- ✓ Students learn Industry and Society
- ✓ Students learn Corporate Social Responsibility

Paper VI : Human Resource Development

- ✓ Students learn Human Resource Development, HRD Concept, objectives & goals, HRD sub-system, principles, policies and practices.
- ✓ Students learn HRD policies and practices:
- ✓ Students learn HRD approaches and significant aspects, Organizational development, Human Resource Audit
- ✓ Students learn Training & Development in Corporate and Non-Profit Organizations, Employees Training, Executive/ Management Development

Paper-VII Labour Economics and Indian Labour Problems

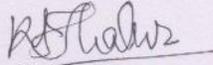
- ✓ Students understand Labour Economics, Concept, nature, scope and importance of labour economics for welfare of personnel, New economic & industrial Policies;
- ✓ Students understand Labour Employment, Wages & Productivity:

- ✓ Students understand Labour Problems of Organized & Unorganized Labour in India, Problems of Migratory and Rural Labour:
- ✓ Students understand Labour Industrial Unrest.

PAPER- VII Field Work Specialization Wise:

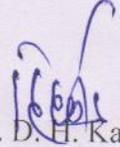
- 1) Community Development /
- 2) Human Resource Management

- ✓ Students get urban community/ project/ Industry exposure to understand urban community set up/ industry/ project setup.
- ✓ Students get tribal community/ CSR project/ Industry exposure to understand community/ CSR project/ Industry
- ✓ Students gets group exposure out of university NGO/GO agency visits and understand about agency setup and functioning.
- ✓ Students express themselves through internal and external viva voce wherein they share their learning in field work.
- ✓ Students learn recording skills, observation skills and application of social work methods and techniques in field work



R. S. Thakur

(IQAC Coordinator)



Dr. D. H. Kale

Principal
प्राचार्य

समाजकार्य महाविद्यालय
अजन्गांव धारी रोड, बडनेरा