

**SRI RAMAKRISHNA MISSION VIDYALAYA**  
**COLLEGE OF ARTS AND SCIENCE (AUTONOMOUS)**  
**COIMBATORE – 641 020**

**RE-ACCREDITED BY NAAC WITH 'A' GRADE**

**DEPARTMENT OF SOCIAL WORK**

**SYLLABUS**

**2020-2021 ONWARDS**

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme: MSW (SOCIAL WORK)**

**Subject Code: 20PSW1C01**

**Course title: CORE: Professional Social Work**

**Semester: 1**

**Duration: 4 hours / week**

**Credit: 4**

**OBJECTIVES**

- To introduce students to history of social work.
- To make them understand the basic concepts of social work.
- To develop an understanding of emergence of social work as a profession.
- To facilitate the understanding of social work practice in different settings.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand the basic concepts of social work.	K1&K2
CO2	Internalize the role of social work in different fields	K3
CO3	Analyses the emerging fields of social work.	K4
CO4	Apply the knowledge in field work practice.	K3

K1 – Remember

K2 – Understand

K3 – Apply

K4 – Analyse

K - 5 Evaluation

	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S	M	M	S		S	M	M	S	M
CO2	M	S	S	S		M	S	S	S	S
CO3	M	S	S	S		M	S	S	S	S
CO4	M	S	S	M		M	L	S	M	M

S- Strong

H-High M-Medium

L-Low

**UNIT-I**

**Introduction to Social Work: Social Work:** Definition, Objectives, Philosophy, Principles, Functions and *Scope of social work in India* - **Use of terms:** Social welfare, Social defence, Social service, Social reform, Social security, Social justice and Social legislation - Brief history of social work in USA, UK and India.

## UNIT – II

**Methods of Social Work:** Concepts of Social case work, Social group work, Community organization, Social work research, Social welfare administration and Social action - Social reform movement in India - **Major contribution of social reformers:** Swami Vivekananda, Raja Ram Mohan Roy, Eashwar Chander Vidya Sagar, Dayanand Saraswathi and E.V. Ramaswamy - **Forms of social work:** *Voluntary social work, Gandhian constructive work, Radical social work.*

## UNIT – III

**Social work profession:** Social work as a profession, Professional values, ethics, Skills of social work, Tools and techniques of social work, Applicability of the concept of social work in India - Field work and its importance - **Social work in India:** Recent trends in social work education in India – Micro, Mezzo and Macro social work practice in India, Problems and Prospects of professional social work - **Association of Social Work (Aims and Functions):** *National Association of Social Work (NASW), NAPSWI (National Association of Professional Social Workers in India) and PSWA (Professional Social Workers Association – Tamil Nadu).*

## UNIT – IV

**Emerging areas of social work practice: Disability:** Concept of disability, Causes, Types of disability, Disability counseling, Skills and Intervention strategies at individual, group, family and community levels - Governmental and non-governmental services for the disabled - Person with Disabilities Act, 2006.

**Environmental Protection:** Concept and Objectives of environmental protection, *Creating environment awareness among people*, Role of social worker and Development organisations in environment education and protection.

## UNIT – V

**Emerging areas of social work practice: Disaster Management:** Concept, Types, Stages and Phases of disaster management, The Disaster management Act, 2005 - **Gerontology:** Concept, Factors contributing to the problems of elderly, **Programmes for the elderly:** Constitutional and Legislative provisions for the welfare of the elderly - **Transgender:** Concept, Causes, Cultural practice, *Issues faced by transgenders*, Government policies and programmes for transgender.

**Techniques of Teaching and Learning** - Lecture, Powerpoint presentations and Video presentations

**Activity Based Learning** - Seminar, Assignments, Group discussions, Role play, Simulation, Exercises, Case study and Group Activities

## REFERENCE

1. Anand Sirohni. (2005). *Encyclopedia of Social Welfare*. New Delhi: Dominant Publishers and distributors.
2. Bhattacharya Sanjay. (2004). *Social Work an Integrated Approach*. New Delhi: Deep & Deep.
3. Devi Rameshwari & Ravi Prakash. (2004). *Social Work Methods, Practices & Perspectives*. Vol. 1,2,3, Jaipur: Mangal Deep.
4. Hajirakumar. (1994). *Social Work an Experience, Experiments in India*. New Delhi: Gitanjali.
5. Harishkumar. (2004). *Social Work*. vol. I,II & III, Delhi: Isha Books.
6. Jacob K.K. (Ed.). (1994). *Social Work Education in India Retrospect*. New Delhi: Himachal.
7. Jha (Ed.). (2002). *Practice of Social Work*. New Delhi: Anmol.
8. Louise C. Jonson. (1994). *Social Work a Generalist Approach*. London: Allyan and Baco.
9. Martin Daview (Ed.). (2002). *Companion to Social Work*. USA: The Black Wall.
10. Misra P.D.(1994). *Social Work Philosophy and Methods*. New Delhi: Inter India.
11. Nitin Batra.(2004). *Dynamic of Social Work in India*. Jaipur: Raj publishing House.

## SUGGESTED READINGS

1. Chowdry Paul P. (1972). *Introduction to Social Work*. New Delhi: Athmaram & Sons.
2. Das Gupta, S. (Ed.). (1964). *The Concepts, Contents and Approaches Gandhian Constructive Work and professional Social Work*. New Delhi: Popular.
3. Fink A.E. (1974). *The Fields of Social Work*. Hendry Hold.
4. Fried Lander A.W. (1974). *Introduction to Social Work*. New Jersey: Prentice Hall.
5. Gangrade K.D. (1976). *Dimensions of Social Work in India*. New Delhi: Marwah.
6. Gore M.S. (1965). *Social Work and Social Education*. Bombay: Asia.
7. Govt. of India. (1987). *Encyclopedia of Social Work in India*. Vol. - I,II & III.
8. Khinduka S.K. (Ed.). (1965). *Social Work in India*, Rajasthan: Sarvodaya Sahitya Samaj.
9. Stroup H.H. (1960). *Introduction to Social Work*. New Delhi: Eurasis.
10. Subedhar I.S. (1974). *Field work training in Social Work*. Jaipur & New Delhi: Rawat.
11. University Grants Commission. (1980). *Review of Social Work Education in India, Retrospect and prospect*. New Delhi.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code: 20PSW1C02**

**Course title : CORE: Working With Individuals and Groups**

**Semester: 1**

**Duration: 4 hours / week**

**Credit: 4**

**OBJECTIVES**

- To introduce students to the concepts of working with individuals and its process.
- To help them to understand the concepts of working with groups and its process.
- To enrich them with the available fields of practice.
- To facilitate their learning on the significance of recording.

**COURSE OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand the concepts related to working with individuals	K1
CO2	Enhance their understanding and application of various tools in case work practice	K2
CO3	Practice Social Case Work at different settings.	K3
CO4	Prepare different types of records and practice different case work therapies.	K4

**K1**-Remember; **K2**- Understanding; **K3**- Apply; **K4**-Analyze; **K5**- Evaluate

PSO CO	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S	S	M	M		S	M	M	M	S
CO2	S	M	M	S		S	M	M	M	S
CO3	S	M	S	M		S	S	S	M	M
CO4	M	M	S	M		S	S	M	M	S

S — Strong; M — Medium; L — Low

**UNIT – I**

**Social Case Work:** Definition, Objectives, Principles, Tools, Skills, Techniques - Genogram, Eco maps and Family schema - **Relationship:** Use of relationship in the helping process - **Problems in professional relationship:** Transference, Counter-transference and Resistance - *Scope of Social case work.*

## UNIT – II

**Social Group Work:** Definition, Objectives, Principles - **Groups:** Definition, Tuckman model of group development - **Group dynamics:** Group and group membership, Group cohesiveness, Group norm, Group culture, Group control, Group morale, Group attraction, *Communication and Interaction pattern* - **Assessment of group interaction:** Sociometry, Socio-gram and Network analysis.

## UNIT – III

**Components of Social Case Work:** *Person, Problem, Place and Process* – **Case Work**

**Process:** Intake, Study, Diagnosis, Treatment **Termination:** Monitoring, Evaluation, Follow-up and Termination.

**Social Group Work Process:** Pre-group planning, Beginning stage, Middle stage and Termination stage.

## UNIT – IV

**Social Case Work models:** Psycho-social, Functional, Problem solving models – **Social Group Work models:** Social goal, Remedial, Reciprocal and Developmental models - **Social Case Work therapies:** Psycho therapy, Behaviour modification therapy, Family therapy, *Crisis intervention* and Counseling – **Social Group Work therapies:** Group therapy, Transactional analysis, T groups, Socio-drama, Psycho-drama, Gestalt therapy, Role play, Buzz group, Brain storming and *Focused group discussion*.

## UNIT – V

**Social Case Work and Group Work practice in different Settings:** Family and Child Welfare, School, Medical and Psychiatry, Correctional, Industry, Persons with disabilities and Geriatrics – **Recording:** Significance, Principle, Types and Content - *Problems and limitations of Social case work and Group work practice in India*.

**Techniques of Teaching and Learning :** Lecture, Powerpoint presentations and Video presentations

**Activity Based Learning :** Seminar, Assignments, Group discussions, Role play, Simulation, Exercises, Case study and Group Activities

## REFERENCE

1. Aptekar, Herbert, H. (1982). *Dynamic of Casework and Counseling*. Boston: Houghton Mifflin.
2. Bhattacharya Sanjay. (2003). *Social Work – An Integrated Approach*. Delhi: Deep and Deep Publishers.
3. Brown Allan. (2005). *Group Work 3<sup>rd</sup> Edition*. Jaipur: Rawat Book Sellers.
4. Corey, Marianne Schneider and Corey, Gerald. (1992). *Groups: Process and Practice*. California: Brooks/Cole.
5. Devi Rameshwari, Ravi Prakash. (2004). *Social Work Methods, Practices & Perspectives Vol. 3*. Jaipur: Mangal Deep Publications.
6. Dirvedi. (2005). *Group Work with Children and Adolescents*. Jaipur: Rawat Book Seller.
7. Garrin. (2006). *Handbook of Social Work with Groups*. Jaipur: Rawat Book Sellers.
8. Mathew Grace. (1992). *An Introduction to Social Casework*. Bombay: Tata Institute of Social Sciences.
9. Mehr. Joseph. (1980). *Human Services: Concepts and Intervention Strategies*. Boston: Allen and Bacon.
10. Mishra P.D. (1994). *Social Work – Philosophy and Methods*. New Delhi: Inter India.
11. Misra P.D and Beena Misra. (2008). *Social Group Work – Theory and Practice*. Lucknow: New Royal Book Company.
12. Sheaffer, Bradford, W. Horejsi, Charles, R. and Horejsi, Gloria, A. (1988). *Techniques and guidelines for Social Work Practice*. Boston: Allen and Bacon.
13. Siddiqui H.Y. (2008). *Group Work Theory and Practice*. Jaipur: Rawat Book Sellers.
14. Upadhyay P.K. (2003). *Social Case Work*. New Delhi:

## SUGGESTED READINGS

1. Balgopal, Pallasaama, R. Vassill, Thomas, V. (1983). *Groups in Social Work: An Ecological and Perspective*. New York: Macmillan.
2. Ephross. (1988). *Group that Work: Structure and Process*. Jaipur: Rawat Book Sellers.
3. Fischer, Joel. (1976). *The Effectiveness of Social Casework*. Springfield.
4. Garvin, Charles, D. (1987). *Contemporary Group Work*. New Jersey: Prentice Hall.
5. Gouglas, Tom. (1976). *Group Work Practice*. New York: International University.
6. Hamilton, G. (1963). *Social Case Recording*. New York: Columbia University.
7. Hamilton, G. (1967). *Theory and Practice of Social Casework*. Columbia University.
8. Konopka, Gisela. (1963). *Social Group Work: A Helping Process*. New Delhi: Prentice
9. Konopka, Gisela. (1984). *Groups in the Institutions: A Modern Challenge*. New Delhi: Association.
10. Philips, V. (1957). *Essential of Social Work Skills*. New York: Association.
11. Piccard, Betty, J. (1983). *An Introduction to Social Work: A Premier*. Illinois: The Dossey.
12. Roberts, R.W. Nee, R.H. (Ed). (1970). *Theories of Social Casework*. Chicago: University of Chicago.

13. Toseland, Ronald, W. and Rivas, Robert, F. (1984). *An Introduction to Group Work Practice*. New York: Macmillan.
14. Trecker, Harleigh, B. (1967). *Social Group Work: Principles and Practices*. New York: Association.
15. Turner, Francis, J. (1974). *Social Work Treatment – Interlocking Theoretical Approaches*. New York: Free Press.



**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code: 20PSW1C03**

**Course title : CORE: Personality Development and Human Behaviour**

**Semester: 1**

**Duration: 4 hours / week**

**Credit: 4**

**OBJECTIVES**

- To update the knowledge of schools of psychology and recent trends of psychology.
- To be familiarized with the developmental changes in various development stages across the life span.
- To equip the knowledge of personality, intelligence, motivation, perception, learning and attitude.
- To understand the importance of developmental stages of psychology and Health Psychology in social work practice and be able to know the real life situations.

**COURSE OUTCOMES**

After learning the course, the students will be able to

<b>CO1</b>	Understanding the historical development of psychology and linked the social work skills in various disciplines of psychology.	K1
<b>CO2</b>	Familiarize with the developmental stages of human life span.	K1 & K2
<b>CO3</b>	Use and apply the psychological knowledge in different concept of social psychology	K3
<b>CO4</b>	Analyze the knowledge on intelligence, classification of IQ, Mentally retardation, Mental illness and psychiatric disorders and mechanisms of human beings	K4

K1 – Remember; K2 - Understand; K3 - Apply; K4 - Analyze

	<b>PO1</b>	<b>PO2</b>	<b>PO3</b>	<b>PO4</b>		<b>PSO1</b>	<b>PSO2</b>	<b>PSO3</b>	<b>PSO4</b>	<b>PSO5</b>
<b>CO1</b>	S	S	S	S		S	S	S	S	S
<b>CO2</b>	S	S	S	M		S	M	S	M	S
<b>CO3</b>	M	S	S	S		M	S	M	S	M
<b>CO4</b>	S	M	S	S		S	S	M	S	S

S — Strong; M — Medium; L — Low

## UNIT – I

**Psychology:** Definition - **Schools of Psychology:** Structuralism, Functionalism and Gestalt - **Recent trends:** Biological, Psychodynamics, Cognitive, Behavioural, Humanistic – *Branches of psychology*, Application of Psychology in Social Work.

## UNIT – II

**Evolution of human life:** Conception – Stages of Prenatal development a) Period of Ovum, b) Period of embryo, c) Period of Fetus – *Birth and its types - Pre and Post natal care* - **Human growth and development:** Developmental tasks, Hazardous, Physical, Social, Emotional and Cognitive development of Infancy, Babyhood, Childhood, Puberty, Adolescence, Adult, Middle age, Old age (Applicable wherever relevant).

## UNIT – III

**Personality:** Definition and Characteristics - **Major approaches to personality:** Trait, Learning, Biological, Humanistic, Freudian and Neo Freudian - Assessment of personality - Influence of Heredity and Environment in one's personality development - **Intelligence:** Definition - **Theories of intelligence:** Unitary, Multi-factor, Two factor, Group factor, Hierarchical – *Types of intelligence - Measurement of intelligence – Classification of I.Q – Mentally retarded – Gifted* - **Motivation:** Definition, Human needs and motivation - Interaction of motivation – **Theories of motivation:** Instinct, Drive reduction, Arousal, Incentive, Cognitive, Maslow's Hierarchy.

## UNIT – IV

**Perception:** Definition, Characteristics, Perceptual processes, Factors influencing perception, Depth perception and Motion perception, Perceptual illusion, Subliminal perception and Extra sensory perception - **Learning:** Concept and **types of learning:** Cognitive, Sensory, Motion and Verbal learning – **Theories:** *Trial and error, Classical conditioning, Operant conditioning, Insightful – Transfer of learning* - **Attitude:** Definition, Nature, Components of attitude and their Consistency, Prejudice, Process of attitude change.

## UNIT – V

**Health Psychology:** Stress, Factors influencing stress, Stress reduction strategies (Coping, relaxation, Meditation, Group, Music, exercise and relationship therapies) – Defense mechanisms – A brief idea on major psychiatric illness – *Significance of mental health – Role of social workers in promoting mental health.*

**Techniques of Teaching and Learning:** Lecture, PowerPoint presentations, Video presentations,

**Activity Based Learning :** Seminar, Assignments, Experience discussion, Group discussions, case analysis, role-play, practical training to other colleges.

## REFERENCE

1. Feldman Robert. S. (2006). *Introduction to Psychology*. New Delhi: Tata Mc Graw Hill.
2. Mangal. S.K. (2007). *General Psychology*. New Delhi: Sterling.
3. Pankajam. G. (2005). *Know your Child*. New Delhi: Concept.
4. Pathak Shalini. (2007). *Human Development*. New Delh:, Sonali.
5. Sharma. K.K. (2003). *Principles of Developmental Psychology*. Jaipur: Sublime.

## SUGGESTED READINGS

1. David Off Linda. L. (1976). *Introduction to Psychology*. New Delhi: Mc Craw Hill.
2. Hilgard. E.R. (1975). *Psychology and Modern Life*. New Delhi: Mc Graw Hill.
3. Hurlock Elizabeth. B. (1995). *Developmental Psychology*. New Delhi: Mc Graw hill.
4. Joshi Sandya. (1996). *Child Survival and Social Work Intervention*. New Delhi: Concept.
5. Morgan and King. (1975). *Introduction to Psychology*. New Delhi: Mc Graw Hill.
6. Regis and Richard. (2004). *Stress Management*. Coimbatore: National HRD Network.
7. Sharan. A.K. (1997). *International Understanding of Human Psychology*. New Delhi: Common wealth.
8. Sharma Ramnath. (1995). *Outlines of Genral Psychology*. Meerat: Kedarnath Ramnath.
9. Vishala Mary. (2006). *Guidance and Counselling*. New Delhi: S.Chand.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code: 20PSW1EL1**

**Course title : ELECTIVE – 01: Understanding Indian Society**

**Semester: 1**

**Duration: 4 hours / week**

**Credit: 4**

**OBJECTIVES**

- To provide students a sociological perspective on Indian Society and its structure.
- To enrich their knowledge on social institutions.
- To sensitize them the need to acquire suitable skills to deal with social issues.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand the relevance of sociological concepts to social work practice.	K1 & K2
CO2	Develop skills in analyzing and reflecting on existing and emerging social problems.	K4
CO3	Gain knowledge in identifying various communities.	K2&K4
CO4	Gain knowledge on social institutions.	K2&K4

K1 – Remember

K2 – Understand

K3 – Apply

K4 – Analyse

K - 5 Evaluation

**Mapping**

	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S	M	M	S		S	M	M	S	M
CO2	M	S	S	S		M	S	S	S	S
CO3	M	S	S	S		M	S	S	S	S
CO4	M	S	S	M		M	S	S	M	M

S- Strong

M-Medium

L-Low

## UNIT – I

**Basic Concepts:** Society, Community, Institution and Association – **Social Structure:** Meaning, Elements – **Social System:** Meaning, Characteristics, Elements and Mechanism of social system – **Social Groups:** Definition, Characteristics, *Classifications and Importance of social groups* – *Reference Groups*.

## UNIT – II

**Social Institutions: Marriage:** Meaning, Functions, Types – **Family:** Meaning, Characteristics, Functions – **Types of family:** Definition, Characteristics, Merits and Demerits of Joint family and Nuclear family – Recent trends in the modern nuclear family — Kinships – **Religion:** Definition and Functions – **Political System:** *Meaning, Functions of Welfare State*.

## UNIT – III

**Social process:** Integrative (Cooperation, Accommodation, Assimilation) and Disintegrative (Competition and Conflict) – **Rural, Urban and Tribal Communities:** Meaning, Characteristics – **Social Stratification:** Meaning, Characteristics, Functions – Caste, Class – **Collective behaviour:** *Crowd, Audience, Public Opinion and Propaganda*.

## UNIT – IV

**Leadership:** Meaning, Functions, Types – Power structure – **Social Control:** Definition, Types and Agencies of social control – **Social norms:** Meaning, Characteristics, Functions – **Social Values:** Meaning, Functions – **Social Movements:** *Definition, Characteristics, Causes, Types*.

## UNIT – V

**Social Change:** Meaning, Theories, Causes – Process of social change – **Social mobility:** *Sanskritisation, Westernization, Modernization, Secularization and Urbanization* – **Culture:** Meaning, Characteristics, Functions – Cultural Lag – Cultural diffusion – **Socialisation:** Concept, Process, Types, Theories – **Social Problems:** Meaning, Characteristics, **Types:** Divorce, Corruption, Alcoholism, Terrorism, Pollution.

**Techniques of Teaching and Learning** - Lecture, Powerpoint presentations and Video presentations

**Activity Based Learning** - Seminar, Assignments, Group discussions, Role play, Simulation, Exercises, Case study and Group Activities

## REFERENCE

1. Ahuja Ram. (1992). *Social Problems in India*. Jaipur: Rawat.
2. Rao Shankar. (2006). *Sociology*. New Delhi: S.Chand.
3. Rao Shankar (2006). *Sociology of Indian Society*. New Delhi: S.Chand.
4. Vidyabhushan and Sachdeva D.R. (2005). *An Introduction to Sociology*. New Delhi: Kitab Mahal.

## SUGGESTED READINGS

1. Ahuja Ram. (1993). *Indian Social System*. Jaipur: Rawat.
2. Sirohi Anand. (2005). *Encyclopedia of Social Welfare*. New Delhi: Dominant.
3. Dube S.W. (1990). *Indian Society*. New Delhi: National Book.
4. Madan G.R. (1993). *Indian Social Problems*. New Delhi: Allied.
5. Memoria C.B. (1986). *Social Problems and Social Disorganisation in India*. Alahabad: Kitab Mahal.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code: 20PSW2C04**

**Course title : CORE: Working With Communities**

**Semester: 2**

**Duration: 4 hours / week**

**Credit: 4**

**OBJECTIVES**

- To gain knowledge on concept, phases and methods of community organization and community welfare organization.
- To update the require skills of community organization and role of community organizer in the different fields.
- To gain insight into concept of social action and recent active Social movements & Social activist in the social work field.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand the concepts of community organization and social action.	K1 & K2
CO2	Gain knowledge on various social movements.	K4
CO3	Make need assessment of the community.	K2
CO4	Organize community welfare programmes with the application of community organization skills.	K3

K1 – Remember      K2 – Understand      K3 – Apply      K4 – Analyse      K5- Evaluation

**Mapping**

	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
<b>CO1</b>	S	M	M	S		S	M	M	S	M
<b>CO2</b>	M	S	S	S		M	S	S	S	S
<b>CO3</b>	M	S	S	S		M	S	S	S	S
<b>CO4</b>	M	S	S	M		M	S	S	M	M

S- Strong

M-Medium

L-Low

**UNIT – I**

**Community Organization:** Definition, Philosophy, Objectives, Assumption, Values, Ethics, Characteristics, Steps, Principles, Models, Approaches, Scope and *History of community organization in India* - Community organization as a method of social work.

## UNIT – II

**Phases & Methods of Community Organisation: Phases:** Reconnaissance, Social Study or diagnostic, Planning or developmental, Implementation - **Other phases:** Relationship, Assessment, Discussion, Organization, Reflection, Modification and Continuation - **Methods:** Planning, Education, Communication, *Community participation, Collective decision making, Leadership development, Resource mobilization, Community action, Legislative and Non-legislative promotion, Co-ordination.*

## UNIT – III

**Skills in Community Organization: Skills:** Conference and Committee, Communication, Training, Consultation, Negotiation, Conflict resolution, Public relations, Resource mobilization, Organizing, Writing reports, Networking - **Roles:** Guide, Enabler, Expert, Therapist, Communicator, Animator, Counselor, Collaborator, Consultant, Innovator, Motivator, Catalyst, Facilitator, Mediator, Educator, Advocate - **Community Welfare Organization:** *Nature, Types: Community Council, Community Chest, Neighbourhood association, Welfare association* - **Community organization practice:** Rural, Urban, Tribal, Religious and Ethnic minorities - Problems faced by community organizer.

## UNIT – IV

**Social Action:** Definition, Objectives, Principles, Models, Means and Strategies - **Social action approach:** Paulo Freire (Conscientisation approach) and Saul Alinsky (Individual and Community approach) - *Role of social worker - Social action in Indian context.*

## UNIT – V

**Social activist & Social movements:** Mehta Patkar (Narmada Bachao Andolan Movement), J. Bandopadhyay and Vandana Shiva (Chipko movement), *Bunker Roy* (Barefoot movement), Sugathakumari (Silent Valley movement), C. Radhakrishnan (Solidarity Youth Movement), *Kailash Satyarthi* (Bachpan Bachao Andolan - Save the Childhood Movement), Kurian (White



Revolution movement) and UNICEF (Micro Finance Movement), *Rajendrasing (Water Conservation Movement)*

**Teaching-learning activities:** Lecture, PowerPoint presentations, Video presentations.

**Activity Based Learning :** Group discussions, Seminar, Assignments, Experience discussion, Village visit.

## REFERENCE

1. Brisco Catherine and Thomas David. N. (1977). *Community Work, Learning and Supervision*. Boston: George Allen & Unwin.
2. Christopher. A. J. & William Thomas. A. (2006). *Community Organisation and Social Action*. Mumbai: Himalaya.
3. Delgado Melvin. (2000). *Community Social Work Practice in an Urban Context*. New York: Oxford.
4. Krammer and Specht. (1975). *Community Organisation Practice*. New Jersey: Englewood Cliffs.
5. Oza. D.K. (1981). *Voluntary Action and Gandhian approach*. New Delhi: National Book trust.
6. Ross. M.G. (1955). *Community Organisation Theory, Principles and Practices*. New York: Harper and Row.
7. Siddiqui. H.Y. (1984). *Social Work and Social Action*. New Delhi: Harnam.

## SUGGESTED READINGS

1. Bhatia. K.C. (1994). *Social Justice and Indian Constitution*. New Delhi: Deep & Deep.
2. Gangrade. K.D. (1971). *Community Organisation in India*. Bombay: Popular Prakasam.
3. Henderson Paul. Jones David & Thomas Davis. N. (1995). *The Boundaries of Change in Community Work*. Boston: George Allen & Unwin.
4. Hillman Arthur. (1950). *Community Organisation and Planning*. New York: McMillan.
5. Murphy Campbell. G.(1954). *Community Organisation Practice*. New York: Houghton Mifflin.
6. Thomas David. N. (1976). *Organizing for Social Change*. London: George Allen & Unwin.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code: 20PSW2C05**

**Course title : CORE: Social Work Research and Statistics**

**Semester: 2**

**Duration: 4 hours / week**

**Credit: 4**

**OBJECTIVES**

- To understand the importance of research and its process.
- To facilitate the knowledge on qualitative and quantitative research techniques.
- To introduce to different statistical methods.
- To develop the capacity to independently conceptualize a problem and execute research.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand the concepts of Rights, Human Rights and its relation to social work	K1
CO2	Gain theoretical understanding of Human Rights.	K2
CO3	Develop knowledge and skills required for working in human rights organization.	K3
CO4	Acquire a critical understanding of institutional mechanisms of human rights.	K4

KI - Remember; K2 - Understand; K3 - Apply; K4 – Analyze

**Mapping**

	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S	M	M	L		S	M	L	M	M
CO2	S	S	M	M		S	M	M	M	M
CO3	M	S	M	S		S	M	L	L	M
CO4	M	S	M	S		S	S	S	S	S

**S — Strong; M — Medium; L — Low**

**UNIT – I**

**Social Science Research:** Definition, Characteristics – **Social Work Research:** Definition, Scope of social work research in India - **Problem Identification:** Criteria for selection of research problem, problem formulation – **Review of Literature:** Need and Sources -

**Hypothesis:** Meaning, Definition, Importance, Sources, Types - **Theory:** Meaning, Role of theory in research. – Ethics in research.

## UNIT – II

**Research Design:** Definition, Importance - **Types of Research Design:** Exploratory, Descriptive, Experimental, Historical, Comparative, Case Study, Survey - **Sources of Data:** Primary and Secondary data – **Types of research:** *Qualitative and Quantitative* - Differences between qualitative and quantitative research.

## UNIT – III

**Methods of Data Collection: Observation:** Meaning and types – **Questionnaire, Interview guides and Interview schedule - Scaling techniques:** Concept, **Types:** Bogardus and Likert – **Variables:** Independent and Dependent variables - **Sampling:** *Universe, Sampling frame, Sample* - Census - Principles of sampling – **Sampling procedure:** Probability and Non - probability sampling.

## UNIT – IV

**Processing of data:** Editing, Coding, Classification, Tabulation, Frequency distribution, Diagrammatic and Graphic presentation - **Research reporting:** Interpretation of data, *Contents of research report*, Difference between reference and bibliography - **Statistics:** Definition, Importance, Functions and Limitations – Measures of Central Tendency (Mean, Median and Mode) (**Practical sums**), Uses and Conditions of using Measures of Dispersion (Range, Quartile and Standard Deviations), Correlations, Chi-square, t-test and Anova. (**No practical sums**).

## UNIT – V

**Qualitative Research:** Definition - **Methods of data collection:** Observation, Interview, Case studies and Focus groups - **Types of qualitative research:** Ethnography, Ethnomethodology, Field research, Action research, Frame analysis, Grounded theory, Phenomenology, Phenomenography, Life word analysis and Narrative research - *Ethical guidelines* - Writing qualitative research report.

### Techniques of Teaching and Learning

Lecture, Powerpoint presentations and Video presentations

## Activity Based Learning

Seminar, Assignments, Group discussions, Exercises, Quiz and Expert lectures

## REFERENCE

1. Babbie Ear J.R. (1995). *The Practice of Social Research*. New York: Woodworth.
2. Baipai S.R. (1992). *Methods of Social Survey and Research*. Kanpur: Kitab Ghar.
3. Creswell John W. *Qualitative Inquiry and Research Design: Choosing among Five Approaches*.
4. Creswell John W. *Research Design: Qualitative, Quantitative and Mixed Methods Approaches*.
5. Denzin Norman K. and Yvonna S. Lincoln. *The SAGE Handbook of Qualitative Research*. Sage Publishers
6. Flick UWE. (2009). *An Introduction to Qualitative Research*. New Delhi: Sage Publications.
7. Ghosh B.N. (1992). *Scientific Methods and Social Research*. New Delhi: Sterling.
8. Kothari C.R. (1992). *Research Methodology - Methods and Techniques*. Madras: Wiley Esfern.
9. Kothari C.R. (1998). *Research Methodology - Techniques and Trends*. Delhi:
10. Krishnaswami O.R. (1993). *Methodology of Research in Social Sciences*. Bombay: Himalaya.
11. Merriam Sharan B. *Qualitative Research: A Guide to Design and Implementation*.
12. Quinn Patton Michael. *Qualitative Research & Evaluation Methods*.
13. Ramachandran P. (1993). *Survey Research for Social Work*. Bombay: A Primer.
14. Sadhu F. Singh. (1998). *Research Methodology in Social Science*. New Delhi: Himalaya.
15. Saldana Johnny. *The Coding Manual for Qualitative Researchers*.
16. Sioberg F. Nett. (1992). *A Methodology for Social Research*. New Delhi: Rawat.
17. Sirkin R.K. (1995). *Statistics for the Social Sciences*. New Delhi: Sage.
18. Wajliman, Nicholas. (2001). *Your Research Project*. New Delhi: Sage and Baiche, Bonsmahu.

## SUGGESTED READINGS

1. Aggarwal, Y.P. (1988). *Better Sampling – Concepts, Techniques and Evaluation*. New Delhi: Sterling.
2. Cochran W.G. (1987). *Sampling Techniques*. New York: John Wiley & Sons.
3. Devadas P. Rajammal. (1969). *A Handbook on Methodology of Research*. Coimbatore: Vidyalyaya.
4. Fisher A. (1958). *Statistical Methods for Research Worker*. London: Oliver and Boyd.
5. Garrett Henry E. (1973). *Statistics in Psychology and Education*. Bombay: Woodworth, R.S. Vakils, Fetter and Simons.
6. Goode William J. and Hatt Paul K. (1981). *Methods in Social Research*. Singapore: McGraw Hill.
7. Gopal M.H. (1964). *An Introduction of Research Procedures in Social Sciences*. Bombay: Asia.
8. Grosop Miriam Schapiro and Sardy Hyman. (1985). *A Research Primer for the Social and Behavioural Sciences*. London: Academic.

9. Gupta S.C. (1984). *Fundamentals of Statistics*. Bombay: Himalaya.
10. Mohsin S.M. (1989). *Research Methods in Behavioural Sciences*. Madras: Oriem Longman.
11. Moser C.A. (1959). *Survey Methods in Social Investigation*. London: William Heineman.
12. Muiler Daniel J. (1986). *Measuring Social Attitudes*. New York: Teachers College Press.
13. Schuessler K. (1971). *Analysing Social Data*. Boston: Houghton Mifflin.
14. Tripathi .C. (1987). *Research Methodolog*
15. *y in Social Sciences*. New Delhi: Sultan Chand and Sons.
16. Wilkinson and Bandarkar. (1977). *Methodology and Techniques of Social Research*. Bombay: Himalaya.
17. Young P.N. (1956). *Methods of Social Survey and Research*. USA: Prentice Hall.
18. Young Pauline V. (1966). *Scientific Social Survey and Research*. Bombay: Schmid, Calvin. Asia

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code: 20PSW2CC6**

**Course title : CORE: Management of Development Organization**

**Semester: 2**

**Duration: 4 hours / week**

**Credit: 4**

**OBJECTIVES**

- To understand the knowledge of management of development organization and its related legislations.
- To equip the knowledge of project and project proposal writing and funding agencies in India.
- To imbibe the budgeting and fund raising skills in development organization.
- To impart knowledge of Project Monitoring and Evaluation development organization.
- To acquire the training, training institution, report writing and filling skill of development organization.

**OUTCOMES**

After learning the course, the students will be able to

<b>CO1</b>	Understand the concepts, legislations and project related to development organization	K1& K2
<b>CO2</b>	Analysis the functional Development organizations in the field of social work practice	K4
<b>CO3</b>	Apply the fundraising techniques for various funding organizations.	K3
<b>CO4</b>	Get an employment and to run the development organizations	K3

**K1 – Remember; K2 - Understand; K3 - Apply; K4 - Analyze**

**Mapping**

	<b>PO1</b>	<b>PO2</b>	<b>PO3</b>	<b>PO4</b>		<b>PSO1</b>	<b>PSO2</b>	<b>PSO3</b>	<b>PSO4</b>	<b>PSO5</b>
<b>CO1</b>	S	S	S	S		S	S	S	S	S
<b>CO2</b>	S	S	S	M		S	S	M	S	M
<b>CO3</b>	M	S	S	S		M	S	S	S	S
<b>CO4</b>	S	M	S	S		S	S	M	M	S

S- Strong

M-Medium

L-Low

**UNIT – I**

**Introduction to Development Organization: Volunteerism:** Meaning, Theories -

**Development Organization:** Definition, Objectives, Characteristics, Types, Strategies – Difference between *Voluntary Organization & Development Organization* – Formulation of Society, Trusts, Salient features of The Societies Registration Act, 1860, The Indian Trust Act, 1882, The Companies Act, 2013, *Difference between Society and Trust*.

**UNIT – II**

**Project Identification:** Feasibility (or) Baseline studies, *Problem tree*, Tools and techniques, Need assessment, Planning – Project formulation – Strategic formation – *Preparation of Project Proposals* – Project implementation – *Community-based rehabilitation* - **Funding agencies & projects in India:** WHO, UNICEF, World Bank, Bill Gates Foundation, ILO, Ministry of Social Justice and Empowerment (Social Defense and Women and Child Welfare), Women Development Corporation and Skill Development Corporation.

**UNIT – III**

**Budgeting:** Meaning, Purpose, Sources, Important items, *Steps in preparing budget, problems of preparing budget* - **Fund raising:** Meaning, Types, Principles, Steps and Basic requirements, Basic techniques, Documentation of fund raising - Procedure to register under FCRA (Foreign Contribution and Regulation Act, 2012) - *Problems of fund raising*.

**UNIT – IV**

**Project Monitoring & Evaluation: Monitoring:** Meaning, Objectives and Types, approaches, PCM (Project Cycle Management), Impact Analysis and Indicator Based Assessment in a project – **Evaluation:** Meaning, Objectives, Procedure of project evaluation, **Project evaluation techniques:** Management Information System, Project appraisal through Participatory Rural Appraisal (Principles and Methods), *SWOC (Strengths, Weaknesses, Opportunities, Challenges) Analysis and Social auditing, LFA (Logical Frame Analysis)*.

**UNIT – V**

**Training & Development Organization: Training:** Meaning, Need and Importance of training in the social welfare sector - **Process of training:** Determining objectives, Sessions designing, Required facilities to conduct the training, Training techniques and Aids, Validation and Implementation of training, Evaluating effectiveness and Assessment methods of training - Role

and skills required for a trainer - **Training institutions:** CPME (Centre for Planning, Monitoring and Evaluation) and Karl Kubale – *Report Writing – Types of records, Record Maintenance – Employee's Benefit Schemes - Problem faced by Development Organisations.*

**Techniques of Teaching and Learning :** Lecture, PowerPoint presentations, Video presentations.

**Activity Based Learning :** Group discussions, Seminar, Assignments, Experience sharing, case analysis, role-play.

## REFERENCE

1. Behera M. C. (2006). *Globalizing Rural Development*. New Delhi: Sage.
2. Chowdhry Paul. (1973). *Administration of Social Welfare Programmes in India*. Bombay: Somaia.
3. Clark John. (1991). *Voluntary Organizations: Their Contribution to Development*. London: Earth Scan.
4. Emmanuel S. Fernando. (1999). *Prospect from Problems*. Mumbai: St. Francis Xavier's Church.
5. Ginsberg Leon. H. (2001). *Social Work Evaluation – Principles and Methods*. Singapore: Allyn and Bacon.
6. Jack Rothman, John John E. Tropman. (2001). *Strategies of Community Intervention*. Illinois: P.E. Peacock.
7. Jain R.B. (1995). *NGO's in Development Perspective*. New Delhi: Vivek Prakashan
8. Joel S.G.R Bhose. (2003). *NGO's and Rural Development Theory and Practice*. New Delhi: Concept.
9. Julie Fisher. (2003). *Non-Governments – NGO's and the Political Development of the Third World*. New Delhi: Rawat
10. Kalirani B.T. (1999). *Non-Government Organisation in Development*. New Delhi: Rawat
11. Kandasamy M. (1998). *Governance and financial management in Non-Profit Organizations*. New Delhi: Caritas India.
12. Kappor K.K. (1986). *Directory of Funding Organizations*. New Delhi: Information and News Network.
13. Mukherjee amitava. (1995). *Participatory rural Appraisal: Methods and Application in rural Planning*. New Delhi: Vikas.
14. Mukherjee K.K and Mukherjee, Sutapa. (1986). *Voluntary Organization: Some Perspectives*. Hyderabad: Gandhi Peace Concept.
15. Mukherjee Neela. (1995). *Participatory Rural Appraisal and Questionnaire Survey*. New Delhi: Concept
16. Pricilla R. Ulin Elizabeth T. Robinson, Elizabeth E. Toller and Erin T. McNeill. (2002). *Qualitative Methods – A Field Guide for Applied Research*. North Carolina: Family Health International.
17. Richard A. Krueger. (1988). *Focus Groups – A Practical Guide for Applied Research*. New Delhi: Sage.



18. Sakararan and Rodrigues. (1983). *Handbook for the Management of Voluntary Organization*. Madras: Alfa
19. Vetrivel Surendra Kumar. (1999). *Participation – Concept, Approach and Techniques*. New Delhi: Vetri.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code: 20PSW2CH6**

**Course title : CORE: Labour Welfare and Labour Legislations**

**Semester: 2**

**Duration: 4 hours / week**

**Credit: 4**

**OBJECTIVES**

- To develop knowledge on labour welfare and problems of labour welfare.
- To understand the importance of health, hygiene and problems related to industrial hazards, occupational diseases and its safety management.
- To gain knowledge on various government organisations working for labour welfare.
- To develop knowledge about labour laws that are applicable to factories, mines, plantation, contract labour and shops and establishments.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand knowledge about basic concept of labor welfare and labour laws.	K1&K2
CO2	Gain knowledge on various labour welfare, wage and social security legislations.	K2
CO3	Analyses the existing labour issues and problems in the industries.	K3& K4
CO4	Evaluate the statutory and non-statutory welfare measures.	K5

K1 – Remember

K2 – Understand

K3 – Apply

K4 – Analyze

K5- Evaluation

**Mapping**

	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S	M	M	S		S	M	M	S	M
CO2	M	S	S	S		M	S	S	S	S
CO3	M	S	S	S		M	S	S	S	S
CO4	M	S	S	M		M	S	S	S	S

S- Strong

M-Medium

L-Low

## UNIT – I

**Employee:** Concept, Characteristics of Indian labour - **Problems of Employees:** Absenteeism, Alcoholism, Sexual Harassment and Migrant - Labour in organized and unorganized Sectors - Recommendations of National Commission on Labour - Directive Principles of State Policy on Labour - *Labour Policy of Government of India.*

## UNIT – II

**Labour Welfare:** Concept, Objectives, Principles, Theories, **Types:** Statutory and Non-statutory –Labour welfare fund – Need and Role of Labour welfare officer. **Labour Legislations:** Concept, Principles, Need, ILO and labour legislation in India – *Sources and Shortcomings of labour legislations in India.*

## UNIT – III

### Welfare Legislations

1. The Factories Act, 1948
2. The Tamilnadu Factories (Welfare Officers) Rules 1953
3. The Plantation Labour Act, 1951
4. The Mines Act, 1952
5. The Apprentice Act, 1961
6. The Motor Transport Workers Act, 1961
7. *The Contract Labour (Regulation and Abolition) Act, 1970*

## UNIT – IV

### Wage Legislations

1. The Payment of Wages Act, 1936
2. The Minimum Wages Act, 1948
3. The Payment of Bonus Act, 1965
4. The TN Shops and Establishment Act, 1947
5. *The Unorganised Services Act, 2011*

## UNIT – V

### Social Security Legislations

1. The Employees State Insurance Act, 1948
2. The Employees Provident fund and Miscellaneous Provisions Act, 1952
3. The Pension Scheme, 1995
4. The Payment of Gratuity Act, 1974
5. The Employee Compensation Act, 1923
6. *The Tamil Nadu Labour Welfare Fund Act, 1972*

**Techniques of Teaching and Learning** - Lecture, Powerpoint presentations and Video presentations

**Activity Based Learning** - Seminar, Assignments, Group discussions, Exercises and sharing experience.

## REFERENCE

1. Deepak Bhatnagar. (1985). *Labour welfare and Social Security Legislations in India*. New Delhi: Deep and Deep.
2. Deepak Bhatnagar. (1986). *Labour and Industrial Laws*. Pioneer
3. Giri . V.V. (1986). *Labour Problems in Indian Industry*. Bombay: Asia
4. Govt. of India. (1985). *Dept. of Labour Employment Report of the NCL*. Delhi: Delhi Manages
5. Kannan & Sowrirajan. (1996). *Industrial and labour procedure*. New Delhi: Taxman Allied Services
6. Memoria, C.B. & Drshi,S.L.(1985). *Labour problems and welfare in India*. Bombay: Kitab Mahal
7. Misra, S.L. (1986). *Labour and Industrial Laws*. Delhi, Allahabad: Law Agency
8. Pant, S.C.(1986). *Labour and Industrial Laws*. Delhi, Allahabad: Law Agency
9. Puri, S.K.(1986). *Indian Labour Problems*. Allahabad: Chaitanya.
10. Ramasamy E.A , Uma Ramasamy.(1981). *Industry and labour an Introduction*. Meerut: Oxfort University Press.
11. Saxana, R.C.(1986). *Labour Problems and Social welfare*. Meerut: K.Nath
12. Vaid, K.N. (1989). *Labour welfare in India*. Bombay: Asia
13. Vaithiyanathan S. (1994). *Factory Law Applicable in Tamil Nadu* .Vol. I,II,III & IV, Madras Book Agency.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code : 20PSW2EL2**

**Course title : ELECTIVE – 02: Social Work and Human Rights**

**Semester : 2**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To understand the concept of Human Rights.
- To develop the knowledge of Human Rights institution in Central & State level.
- To expand the information about the Indian Constitution.
- To ensure the international level Human Rights interventions.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand the concepts of Rights, Human Rights and its relation to social work	K1
CO2	Gain theoretical understanding of Human Rights.	K2
CO3	Develop knowledge and skills required for working in human rights organization.	K3
CO4	Acquire a critical understanding of institutional mechanisms of human rights.	K4

KI - Remember;      K2 - Understand;      K3 - Apply;      K4 – Analyze

**Mapping**

	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
<b>CO1</b>	S	M	M	L		S	M	L	M	M
<b>CO2</b>	S	S	M	M		S	M	M	M	M
<b>CO3</b>	M	S	M	S		S	M	L	L	M
<b>CO4</b>	M	S	M	S		S	S	S	S	S

**S — Strong; M — Medium;      L — Low**

**UNIT – I**

**Human Rights:** Meaning, Historical development – *Universal Declaration of Human Rights (1948)* – International convention on civil and political rights (1966) – International convention on economic, social and cultural rights (1966).

## UNIT – II

**Theories of Human Rights:** Natural Rights theory, Positivist theory, *Social Contract theory*, Social Welfare theory, Idealistic theory of rights (Personality theory of rights).

## UNIT – III

**Indian Constitution and Human Rights:** Directive Principles of State Policy (DPSP) – *Fundamental rights* – **Rights of vulnerable groups in social work perspectives:** Child, Women, Aged, Patients, Persons with disabilities, Convicted prisoners, Minorities and Displaced populations.

## UNIT – IV

**Human Rights Protection in India: Human Rights Commission (Central and State):** Administrative structure, Functions and Power, Inquiry procedure and steps, Investigations – *Human rights courts*.

## UNIT – V

**Social Work Profession and Human Rights Approach:** Foundations of Social Work Profession - **Major Intervention Strategies:** Challenging oppression, Empowerment - Mission of social work profession – **Human Rights Issues:** Ethical principle, Ethical responsibilities - **Role of Human Rights Organisations:** Amnesty International (AI), *Human Rights Watch*, *UNHCR (United Nations High Commission for Refugees)* – Discussion of few case studies.  
**Techniques of Teaching and Learning** : Lecture, Powerpoint presentations, Video presentations.

**Activity Based Learning** : Buzz Group, Seminar, Assignments, Discussion with News Paper Cuttings, Experience discussion, Exercises, Case Study Discussion

## REFERENCE

1. Devasia V.V and Devasia Leelamma. *Women Social Justice and Human Rights*. New Delhi: APH Publishing Corporation.
2. Dr. S. R. Myneni. *Human Rights*.
3. Gupta D.N. Chandrachursingh. (2003). *Human Rights – Acts Statutes and Constitutional Provisions Vol-I*. Delhi: Kalpaz.
4. Jaswal. S. Parakjit, Jaswal Nishtha. (2003). *Human Rights and Law*. New Delhi: APH Publishing Corporations.

5. Kohli A.S. (2004). *Human Rights and Social Work: Issues Challenges and response*. New Delhi: Kanishlea Publishers.
6. Reichert Elisabeth. (2003). *Social Work and Human Rights – a Foundation for Policy and practice*. Delhi: Rawat Publications.
7. Sehgal, Singh. B.P. *Human Rights in India – Problems and percespectives*. New Delhi: Deep and Deep.
8. Subramaniam. S. (1997). *Human Rights – International Challenges Vol - I & II*, New Delhi: Maras Publication.

### **SUGGESTED READINGS**

1. Chakraborty Manik. *Human Rights and Refugees – Problems, Laws and Practice*. New Delhi: Deep and Deep.
2. Sankar Rao, C.N. (2006). *Sociology of Indian Society*. New Delhi: S.Chand.
3. Sen Sankar. *Human Rights in Developing Society*. New Delhi: APH Publishing Corporation.
4. UNICEF. (2005). *Manual for Social Workers: Dealing with Child victims of trafficking and commercial sex exploitations*. New Delhi: Govt. of India.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code : 20PSW3C07**

**Course title : CORE: Social Policy, Social Welfare Administration and Social Legislations**

**Semester : 3**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To introduce social policy and social welfare policy to the students.
- To equip their understanding on social welfare administration.
- To bring an awareness on the available social legislations.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand the concepts of social welfare policy and social welfare administration.	K1
CO2	Equip their knowledge about functions of social welfare administration, welfare organization and Prepare project proposals.	K2
CO3	Analyse personal laws and social legislations.	K4
CO4	Apply the knowledge of social welfare administration in different fields of practice.	K3

K1 – Remember      K2 – Understand      K3 – Apply      K4 – Analyze      K5- Evaluation

**Mapping**

	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S	M	M	S		S	M	M	S	M
CO2	M	S	S	S		M	S	S	S	S
CO3	M	S	S	S		M	M	S	L	S
CO4	M	S	M	M		M	S	L	M	S

S- Strong

M-Medium

L-Low

**UNIT - I**

**Social Policy:** Definition, need, evolution and *sources of social policy* - **Policies regarding:** Backward classes, Scheduled castes, Scheduled tribes and De-notified communities - **Social**



**welfare policy:** Definition, Policies regarding women, family, child, youth, aged and handicapped.

## UNIT - II

**Social welfare administration:** Concept, Evolution, Need, Principles, Techniques and Functions - **Field of administration:** Family and Child welfare, School, Youth welfare, Persons with Disabilities, disaster relief, BC, SC and ST – **Models:** Familial model, Residual model, Mixed economy model, Model of state control - **Welfare organisations:** Central and State social welfare boards and their functions, *Functions and Problems of development organizations (NGOs / NPOs) in India.*

## UNIT - III

**Functions of Social Welfare Administration:** Planning, organising, staffing, directing, controlling, reporting and budgeting (POSDCORB). *The duties and responsibilities of office bearers and executives* - Role of the general body and the governing board. Fund raising, Public relation and Publicity communication. **Project Administration:** Project identification, preparation of the proposal, implementation strategy, Evaluation and Reporting.

## UNIT - IV

**Social legislation:** Concept, Need and Scope - Social legislation as an instrument for social control, social change, social justice, social defense and social reform - History of social legislation in India - **Legislations pertaining to women - over view of the Act:** Tamil Nadu Prohibition of Harassment of Women Act, 2000, *Medical Termination of Pregnancy Act, 1971, The Domestic Violence Act, 2005*, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

## UNIT - V

### Overview of Major Social Legislations in India

**Legislations pertaining to marriage and divorce:** Hindu Marriage Act, 1955, The Indian Christian Marriage Act, 1872, The Muslim Marriage Act, 1954, and Special Marriage Act, 1954 - **Legislations pertaining to children:** Hindu Adoption and Maintenance Act, 1956, Juvenile Justice (Care and Protection) Act, 2015, Right to Education Act, 2010, The Protection of Children from Sexual Offences (POCSO) Act, 2012 - **Legislations pertaining to social**

**problems:** Protection of Civil Rights Act, 1976, The Mental Health Act, 1987, The Bonded Labour Abolition Act, 1976, Transplant of Human Organs Act, 1994, *Persons with Disabilities Act, 1995*, Right to Information Act, 2005, The Maintenance and Welfare of Parents and Senior citizens Act, 2007 – *Lokpal Bill - Legal aid and Public Interest Litigation (PIL)*.

**Techniques of Teaching and Learning :** - Lecture, Powerpoint presentations and Video presentations.

**Activity Based Learning** - Seminar, Assignments, Group discussions, Role play, Simulation, Exercises.

## REFERENCE

1. Baldock John & Manning Nick. (1999). *Social Policy*. Delhi: Oxford University.
2. Devi Laxmi. (1993). *Encyclopaedia of Women's Development and Family Welfare (Vol. I-V)*. Lucknow: Anmol.
3. Goel S.L and Jain R.K. (1998). *Social welfare Administration Vol.I-III*. New Delhi: Deep and Deep.
4. Kulkarni P.D. (1996). *The Central Social Welfare Board*. New Delhi: Asia.
5. Choudry Paul. *Voluntary Social Welfare in India*. New Delhi: Sterling.
6. Prashad R.K. (1990). *Population Planning Policy and Programme*. New Delhi: Deep & Deep.
7. Devi Rameswari and Ravi Prakash. (1998). *Social Work and Social Welfare Administration: Methods and Practice ( Vol. I – III)*. Jaipur: Mangal Deep.
8. Rupa C. (1992). *Reservation Policy – Mandal Commission and After*. New Delhi: Sterling.
9. Sachdeva D.R. (1993). *Social Welfare Administration in India*. Allahabd: Kitab Mahal.

## SUGGESTED READINGS

1. Biswas B. et.al. (1971). *Impact of Social Legislation on Social Change*. Calcutta: The Minerva Associates.
2. Bose A.B. (1970). *Social Welfare Planning in India*. New Delhi: Ecafe.
3. Chopra R.K. (1981). *Office Organization and Management*. Bombay: Himalaya.
4. Choudry P. (1979). *Social Welfare Administration*. New Delhi: Atman Ram & Sons.
5. Choudry P. (1979). *Voluntary Social Welfare in India*. New Delhi:
6. Dennison D and Chapman V. (1965). *Social Policy and Administration*. London: George Allen and Unwin.
7. Dubey S.N.and Murdia Patia. (1976). *Administration of Policy and Programmes for Backward Classes in India*. Bombay: Somaiya.
8. Gangrade K.D. (1978). *Social Legislation in India (Vol. I – III)*. Delhi: Concept.

9. Heraldd L. Wilensky and Charles N.Lebeaux. (1965). *Industrial Society and Social Welfare*. Newyork: The Free Press.
10. Kulkarni P.D. (1969). *Social Policy and Social Development in India*. Madras: ASSWI

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code : 20PSW3CC8**

**Course title : CORE: Rural and Tribal Community Development**

**Semester: 3**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To understand the knowledge of rural, rural community development, Panchayat raj and planning for rural development.
- To understand the knowledge of tribes, tribal movement and tribal development administration.
- To equip the knowledge Rural and Tribal Community Development, Training Institution, Salient features of Rural and Tribal Development Programmes and Application of social work methods in rural and tribal development.

**OUTCOMES**

At the end of the course, the students are able to:

<b>CO1</b>	Understand the Characteristics and administrative structure of rural and tribal community	K1
<b>CO2</b>	Understand the rural and tribal problems and applications of social work methods	K1 & K2
<b>CO3</b>	Evaluate the various social movements and central and state government welfare programmes	K4
<b>CO4</b>	Apply the social work methods in rural and tribal communities	K3

K1 – Remember    K2 - Understand    K3 - Apply    K4 – Analyze    K5-Evaluation

**Mapping**

	<b>PO1</b>	<b>PO2</b>	<b>PO3</b>	<b>PO4</b>		<b>PSO1</b>	<b>PSO2</b>	<b>PSO3</b>	<b>PSO4</b>	<b>PSO5</b>
<b>CO1</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>		<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>S</b>
<b>CO2</b>	<b>S</b>	<b>S</b>	<b>S</b>	<b>M</b>		<b>S</b>	<b>S</b>	<b>S</b>	<b>M</b>	<b>M</b>
<b>CO3</b>	<b>M</b>	<b>S</b>	<b>S</b>	<b>S</b>		<b>M</b>	<b>S</b>	<b>M</b>	<b>S</b>	<b>S</b>

CO4	S	M	S	S		S	M	M	S	S
-----	---	---	---	---	--	---	---	---	---	---

S – Strong;

M – Medium;

L - Low

**UNIT – I**

**Rural Community:** Definition, Characteristics - **Rural Community Development:** Definition, Objectives, Scope, Theories and Approaches - **Origin and development:** *Early experiment, Pilot projects and Five year plans* - **Rural problems in India:** Poverty, Community health, Unemployment and Untouchability.

**UNIT – II**

**Panchayat Raj:** Concept, Objectives - **Development of Panchayat Raj after Independence:** Balwant Raj Mehta Committee, Ashok Mehta Committee - Main features of Panchayat Raj Legislation (73<sup>rd</sup> Amendment) – **Structure and Functions of Panchayat Raj:** Village panchayat, Block panchayat, and District panchayat, Resources of panchayat – State control over Panchayat Raj Institutions – Problems of Panchayat Raj system - **Planning for rural development:** Planning process, National, State, District and block level planning – *Role of Panchayat Raj Institutions in Planning – Grama Sabha – Lacuna in Planning - E- Governance.*

**UNIT – III**

**Tribes:** Concept, Characteristics, Types and Characteristics of PTGs (Primitive Tribal Groups) - **Tribal Movements in India:** The Santhal Insurrection, The Munda Rebellion, The Bodo movement, Jharkhand movement - **Tribal problems:** Loss of control over natural resources, Lack of education, Displacement and Rehabilitation, *Problems of health and nutrition, Gender issues, Erosion of identity, Indebtedness, Illiteracy, Bondage and Exploitation.*

**UNIT – IV**

**Tribal Development Administration:** Administrative structure at Central, State and District levels - Hill Development Councils - Functions of Tribal Development Blocks/Agencies - Constitutional safeguard for tribal community development - *Legislations related to Tribes.*

**UNIT – V**

**Training Institutions for Rural and Tribal Community Development:** NIRD, SIRD, Tribal Cultural Research & Training Institute, Hyderabad – NABARD in Rural Development – State Resource Centre. **Salient features of Rural Development Programmes:** SGSY (Swarnajayanti Gram Swarozgar Yojana), SGRY (Sampoorna Gram Rozgar Yojana), IAY (Indira Awaas Yojana),

PMSG (Prime Minister Gramiya Satak Yojana), DPAP (Drought Prone Area Development Programme), IWDP (Integrated Watershed Development Programme), Housing (Upgradation of Hucha Houses), Swatch Bharath, THADCO Schemes (Tamilnadu Housing and Adi Dravida Development Corporation), ICDS (Integrated Child Development Scheme) and Social Welfare Programmes of Government of Tamilnadu.

**Salient features of Tribal Development Programmes:** *Tribal Area Development Programme, Hill Area Development Programmes, The Tribal Cooperative Marketing Development Federation (TRIFED) and Tribal Sub Plan (TSP). Application of social work methods in rural and tribal development, Problems in implementation of rural and tribal development programmes.*

**Techniques of Teaching and Learning :** Lecture, PowerPoint presentations, Video presentations.

**Activity Based Learning:** Group discussions, Seminar, Assignments, Experience discussion, case analysis, role-play. E-Governance innovative assignment, village visit.

## REFERENCE

1. Aruna Sharma and Rajagopal. (1995). *Planning for Rural Development Administration*. New Delhi: Rawat.
2. Bhadouria and Dua. (1986). *Rural Development Strategies and Perspectives*. Delhi: B.R.
3. Dahama O.P. (1982). *Extension and rural Welfare*. Agra : Ram Prasad and sons.
4. Dubey. M.K. (2000). *Rural and Urban Development*. New Delhi: Common Wealth.
5. Goel. S.L. and Shalini Rajneesh. (2003). *Panchayati Raj in India – Theory and Practice*. New Delhi: Deep and Deep Publications.
6. Mahajan. J.M. (1993). *Employment through Rural Development towards Sustainability*. New Delhi: Deep and Deep.
7. Mathur. B.L. (2000). *Rural Development and Cooperation*. Jaipur: RBSA Publishers.
8. Ram K. Verma. (1996). *Development Infrastructure for Rural Economy*. Jaipur: Print well.
9. Singh (2000). *Ministry of Information and Broadcasting in India: A Reference Manual*. New Delhi: Publication Division.
10. Singh. (1990). *Panchayat Raj and Rural Organisations*. New Delhi: Publication Division.
11. Thakur. B.N. (1988). *Sociology of Rural Development*. New Delhi: Classical.
12. Thoha. M and Om Prakash. (1989). *Integrated Rural Development (Vol. I – IV)*. Bangalore: Sterling.
13. Vasant Desai. (2005). *Rural Development in India – Past, Present and Future a Challenge in the Crisis*. Mumbai: Himalaya Publishing House.
14. Vasudeva Rao. D. (1985). *Fact and Rural Development*. New Delhi: Ashish.

15. Vijay. C.M. (1989). *Rural Development Administration in India*. Jaipur: Prateeksha.

#### **SUGGESTED READINGS**

1. Arjunroa and Dharshan Singh. (1979). *Leadership in Panchayat Raj*. Delhi: Panchasheel.
2. Dubey. S.C. (1958). *India's Changing Villages*. London: routledge and Kegan Paul.
3. Heredro. J.M. (1971). *Rural Development and Social Change*. New Delhi: Manohar.
4. Rajeswar Dayal. (1962). *Community Development Programme in India*. Kitab Mahal: Allahabad.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code : 20PSW3CH8**

**Course title : CORE: Human Resource Management**

**Semester : 3**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To achieve a sound theoretical understanding about Human Resource Management.
- To develop knowledge and skill in handling Human Resource in an organisation.
- To orient the student about the social compliance & Social Audit followed by an organisation.
- To acquaint the student with the goals of the organization.

**OUTCOMES**

At the end of the course, the students are able to:

CO 1	Gain knowledge on the methods, techniques and process in handling human resources	K1
CO 2	Develop competencies to approach the functions of Human Resource Department	K2
CO 3	Undertake social compliance audit under supervision	K3
CO 4	Imbibe and apply strategies of quality management	K4

**K1: Remember**

**K2: Understand**

**K3: Apply**

**K4: Analyse**

**Mapping**

PSO CO	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO 1	S	S	M	S		S	M	M	S	S
CO 2	S	S	S	M		S	S	S	S	M
CO 3	S	M	M	M		S	M	M	M	S
CO 4	S	M	M	S		S	M	M	M	S

**S - Strong;**

**M - Medium;**

**L - Low**



## UNIT – I : **Introduction to Human Resource Management:**

**Human Resource Management:** Definition, Objectives, Importance and Functions (An overview of Operative and Managerial) – **HRM Models:** Rational model, Social system model, Human resource development model - **Human Resource Policies:** *Meaning, importance, types* and formulation - Role of human resource manager.

## UNIT – II : **Acquiring Human Resources:**

**Human Resource Planning:** Definition, Need, Process – **Job analysis:** Job Description, Job specification – **Recruitment:** Meaning, Sources of Recruitment (internal and external) - e-recruitment - Recent trends in Recruitment - **Selection:** *Meaning and Steps* – Placement and Induction.

## UNIT – III : **Developing Human Resources:**

**Employee Training:** Meaning, Objectives, Importance, *Types*, Methods, Needs for Training and Evaluation of Training effectiveness – **Human Resource Development:** Concept, Need, Interventions – **Performance Appraisal:** Objectives, Uses and **Methods:** Traditional and Modern methods (720 Degree performance appraisal system), Barriers of performance appraisal - Career planning, Succession planning and Competency map.

## UNIT – IV : **Compensation, Retaining and Controlling of Human Resource:**

**Wage and Salary Administration:** Concept and Methods of Wages – Theories - Incentives – Job evaluation - Employee Benefits and Services. **Retaining of Human Resource:** *Promotion: Meaning, purpose, types – Demotion – Transfer – Separation.* **Controlling of Human Resource:** Human Resource Records: Meaning, objectives, importance, types and Principles of Record Keeping – Human Resource Reports – Human Resource Audit : Meaning, objectives, importance and scope – Human Resource Research: Meaning, objectives and techniques.

## UNIT – V : **Strategy of quality management:**

**Social Compliance:** Definition, Meaning and Significance – **Social Compliance Audit:** Purpose, Obligations of employers, Audit process – **Social Compliance Standard:** SA 8000 (Social Accountability 8000) – **Social Compliance Training:** GSCP (Global Social Compliance Programme) – **Social Compliance Certification:** Principles, Significance of WRAP (Worldwide Responsible Accredited Production).

**Strategy of quality management:** Six Sigma, Keizen, TQM, TPM, QMS - ISO Systems, ISO Certification Schemes, **ISO types:** ISO 9001, 14001, ISO/TS 16949– Preparing an Organization for ISO Certification - **Quality assurance:** *Mckinesey's 7s frame work*, HR out sourcing – People Capacity Maturity Model (PCMM).

**Techniques of Teaching and Learning:** Class Room Lectures, Power point presentation, Video presentation, Sharing of practical knowledge by experts.

**Activity based learning:** Simulation, Exercise, Group Discussion, Role Play, Assignment, Seminar.

## REFERENCE

1. Ahuja. (2002). *Personnel Management*. Luthian: Kalyani Publishing.
2. Biswajeet Pattanayak. (2001). *Human Resource Management*. New Delhi: Prentice Hall of India Private Ltd.
3. Decenzo and Robbins. (2001). *Personnel/Human Resource Management*. New Delhi: Prentice Hall.
4. Jayagopal R. (1992). *HRD Conceptual Analysis and Strategies*. New Delhi: Sterling.
5. Lynton and Pareek. (1990). *Training for Development*. New Delhi: Vistar.
6. Mamoria C.B. (1993). *Personnel Management (Management of Human Resources)*. Bombay: Himalayan.
7. Mathur B.L (Ed). (1994). *Human Resource Management*. Jaipur: Harihani Publishing House.
8. Milkovinch & Boudreau. (1990). *Personnel and Human Resource Management*. Delhi: All India traveler Book Seller.
9. Prasad, Lallan & Bannerjee. (1997). *Management of Human Resource*. New Delhi: Sterling.
10. Rao Subba. (1996). *Essentials of Human Resource Management and Industrial Relations*. Mumbai: Himalaya.
11. Scarpello, Levinka. (1995). *Human Resource Management Environments*. Bergman Ohio South: Western College.
12. Shooka M.S. (2004). *A Hand Book of Human Relations with Structural Experiences and Instruments*. Delhi: Macmillan India Ltd.
13. Subash Garg. (1992). *Personal Human Resources*. Jaipur: Arihant.
14. Tripathi P.C.(2003). *Human Resource Development*. New Delhi: Sultan Chand & Sons.

## SUGGESTED READINGS

1. Krishnaswami O.R. (1987). *Human resource Management & Industrial Relations*. Coimbatore: Rainbow.

2. Yoder & Statudohar. (1986). *Personnel Management and Industrial Relations*. New Delhi: Prentice hall.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code : 20PSW3CC9**

**Course title : CORE: Livelihood Promotion**

**Semester : 3**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To understand the concept of livelihood and livelihood promotion.
- To develop understanding about the livelihood frameworks.
- To acquire skills in developing livelihood interventions.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand the meaning and relevance of livelihood promotion.	K1
CO2	Develop insights about the areas of livelihood promotional activities.	K2
CO3	Analyse various frameworks of the programmes, approaches and models of livelihood promotion.	K3
CO4	Apply various livelihood intervention methods.	K4

**K1 - Remember; K2 - Understand; K3 - Apply; K4 – Analyze**

**MAPPING**

PSO CO	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S	M	S	M		S	L	M	S	L
CO2	L	S	S	S		S	S	S	S	M
CO3	S	S	M	S		S	M	S	S	M
CO4	S	S	M	M		M	S	S	S	M

**S — Strong; M — Medium; L — Low**

**UNIT - I**

**Livelihood Promotion:** Concept, Meaning, Principles, Need, History and Importance of livelihood promotion - **Understanding Livelihood Assets/Capitals:** Natural, Physical, Financial, Human and Social - Policies and Process of livelihood promotion – *Sustainable Development Goals.*

## UNIT - II

**Areas of livelihood promotional Activities:** Enhancing income, Increasing food security, Reducing risk, Reducing variances in income, Reducing migration, Organizing producers, Enhancing money circulation, Vulnerability reduction and Livelihood enhancement, *Poverty reduction and Livelihood promotion*.

## UNIT – III

**Approaches:** The sustainable livelihood approach, Sustainable livelihood enhancement and Diversifications - Livelihood frame-work analysis - Different models of livelihood promotion – International Fund for Agricultural Development (IFAD), United Kingdom Department for International Development (DFID), Cooperative for Assistance and Relief (CARE), *Bhartiya Samruddhi Investments and Consulting Services Ltd (BASIX)*.

## UNIT – IV

**Linkages and Interventions:** *Understanding rural & urban livelihood linkages* – **Methods of Interventions:** Technology, Training, Marketing, Policy advocacy, Asserting rights, Developing local economy, Credit, Infrastructure and Institution building – Ownership and management.

## UNIT – V

**Case studies in Livelihood Promotion:** Watershed, Animal husbandry, Micro enterprises, Micro finance, Business and Services – **Initiatives:** Corporate, Government (State and National level), and **Development Organisations:** National and International (NRLM, NULM, *World Bank, IMF, UN, Asian Bank and Commonwealth*).

**Techniques of Teaching and Learning:** Lecture, Powerpoint presentations, Video presentation.  
**Activity based learning:** Buzz Group, Seminar, Assignments, Discussion with News Paper Cuttings, Exercises.

## REFERENCES

1. Datta, S.; Mahajan, V.; Thakur, G.: (Eds). (2014). *An Introduction to Livelihood Promotion*: BASIX; New Economics Foundation; Ford Foundation

2. Dr. Sankar Datta, .Ms. Rama Kandarpa& Mr. Vijay Mahajan. (Fourth Edition). *Resource Book for Livelihood Promotion*: Institute of Livelihood Research and Training (earlier The Livelihood School)
3. Keshav Lall Maharjan. (24 March 2014). *Communities and Livelihood Strategies in Developing Countries*. Publisher: Springer;
4. Kirti Singh, Meena Ramjee Lal and Mandal Pankaj Kumar (7 Feb 2014). *Role of Social Capital in Rural Livelihood Promotion Paperback*.
5. Niraula and Bikash. *Assessment on Livelihood Promotion Activities of Rural Sector Author*: LAP Lambert Academ
6. Perpetua Katepa. (2005). Sustainable Livelihood Approaches in Operation: A Gender Perspective, International Associates for Development.
7. Phansalkar. (2003). *Livelihoods: Promoting Livelihood Enhancement*, Mumbai: Sir Dorabji Tata Trust.
8. State of India's Livelihoods Report. (2011). *The State of India's Livelihoods: A Time of Volatility*', edited by Orlanda Ruthven and Vipin Sharma. New Delhi: Sage Publications
9. The Livelihood School (TLS). (2009): *Resource book for livelihood promotion*.
10. Vijay Mahajan, Sankar Datta and Gitali Thakur, (2001). *A Resource Book for Livelihood Promotion*. Hyderabad: BASIX

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

For candidates admitted from the academic year 2020-21 and onwards under new CBCS

**Programme : MSW (SOCIAL WORK)**

**Subject Code : 20PSW3CH9**

**Course title : CORE: Organizational Behaviour**

**Semester : 3**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To develop a sound theoretical knowledge and understanding of organizational behavior.
- To know how the people at work in an organisation could be motivated to work together in harmony.
- To orient the student about leadership and perspective of organizational behavior.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand various concepts of OB.	K1 & K2
CO2	Apply OB knowledge at work place	K3
CO3	Analyse the motivational factors among employees.	K4
CO4	Contribute for organizational development and organizational change	K3

K1 – Remember

K2 – Understand

K3 – Apply

K4 – Analyse

K5- Evaluation

**Mapping**

	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S	M	M	M		S	M	M	S	M
CO2	M	S	S	S		M	S	S	S	S
CO3	M	H	H	H		M	S	S	H	H
CO4	M	S	S	M		M	S	S	S	S

S- Strong

H-High

M-Medium

L-Low

**UNIT – I**

**Organizational Behaviour:** Concept, Historical background, Approaches and Models of OB - Challenges and Opportunities for OB – Contributions of Hawthorne studies - **Behavioural**

**Science foundation:** Sociology, Psychology & Anthropology.

## UNIT – II

**Individual Dimension of OB: Personality:** *Self-esteem, Self-efficacy*, perception, values – **Attitude:** Job satisfaction, job involvement, Organizational commitment – **Work Motivation:** Theories (Content, process) – **Job Design:** Job rotation, Job enlargement, Job enrichment - QWL – **Learning Theories:** Behaviourist, Cognitive and Social learning, Principles of learning - Punishment & Reinforcement.

## UNIT – III

**Dynamics of OB:** Groups & Teams - Conflict & Negotiation - Stress & Stress management – **Leadership:** Types (Charismatic, Transformational and Substitute), Approaches (Managerial grid approaches, Likert's four system approaches), Skills - *Emotional intelligence* and managerial test - Implications of EION managers and their performance.

## UNIT – IV

**Perspective of OB:** *Use and Types of Information Technology in Communication (MIS)*, Telecommunication, E-mail & Voice messaging) – **Non Verbal Communication:** Body Language & Paralanguage - **Decision making:** Group decision making, Delphi technique, Nominal group technique – Organizational Design – **Organizational culture and climate:** Definition and Characteristics.

## UNIT – V

**Organizational Change and Development: Organizational Change:** Concept, Planned change, Resistance to change, Merges and Acquisitions - **Organizational analysis:** Tools, techniques - **Organizational Development:** Concept, ESOP (Employee Stock Ownership Plan), *Down sizing, Smart sizing* - Organizational ergonomics - **OD Intervention:** Sensitivity training, Grid OD, Survey feedback, Process consultation, Team building, MBO.

**Techniques of Teaching and Learning:** Lecture, Powerpoint presentations and Video presentations.

**Activity Based Learning :** Seminar, Assignments, Group discussions Experience discussions and Exercises.



## REFERENCE

1. Amrik Singh Sudan & Kumar N. (2003). *Management Process and OB*. Delhi: Anmol Publications.
2. Don Hellriegel, John (etall). (1995). *Organizational Behaviour*. New York: West Publishing Company.
3. Jit S. Chandan. (1999). *Organisational Behaviour*. N. D: Vikas Publishing House.
4. Mishra M.N. (2001). *Organizational Behaviour*. Mumbai: vikas.
5. Nirmal Sign. (2000). *Human Relations and Organisational Behaviour*. New Delhi: Deep & Deep Publications Pvt., Ltd.
6. Ronald E. Riggio. (1990). *Introduction to Industrial Organizational Psychology*. Illinoide Scott: forcemen.
7. Shajahan. S, Lina Shajahan.(2004). *Organizational Behaviour*. New Delhi: New Age International.
8. Stephen P. Robbins. (2004). *Organizational Behaviour*. New Delhi: Prentice Hall of India.
9. Stephen. P. Robbins. (2003). *Essentials of Organizational Behaviour*. New Delhi: Prentice Hall.
10. Udaipareek. (1996). *Organizational Behaviour Process*. Jaipur: Rawat Publications.
11. Uma Sekaran. (2004). *Organizational Behaviour*. New Delhi: Tat Mc Graw.

## SUGGESTED READINGS

1. Andrew D. Szilaghi and Marc J. Wallace. (1985). *Organizational Behaviour and Performance*. Illinoide Scott: Forcement Inc.
2. Berne, E.(1961). *Transactional Analysis in Psychotherapy*. New York: Grove.
3. Berne, E.(1967). *Games People Paly*. London: penguin.
4. Fred Luthans. (1955). *Organizational behavior*. M.N: West Publishing Company.
5. Fred Luthans. (1955). *Organizational Behaviour*. New Delhi: McGraw Hill, Inc.
6. Keith Davis and. (1985). *Human Behaviour at Work Organizational John Newstrom Behaviour*. New York: McGraw Hill.
7. Lee W. Frederiksen (ed.). (1982). *Handbook of Organizational Behaviour Management*. New York: Inter Science Wiley.
8. New Strom & Davis. (1986). *Human Behaviour at Work and organizational Behaviour*. New York: Mc Graw Hill.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code : 20PSW3EL3**

**Course title : ELECTIVE - 03: Event Management and Social Marketing**

**Semester : 3**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To get introduced to Events and its Management.
- To enrich knowledge on Event Marketing.
- To orient to Social Market and Social Marketing Strategies.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand various concepts of Event management and Social marketing.	K1 & K2
CO2	Organize events / programmes effectively.	K3
CO3	Utilise event marketing tools for the promotion of programmes.	K4
CO4	Apply social marketing strategies to strengthen social enterprises.	K3

**K1 – Remember**

**K2 – Understand**

**K3 – Apply**

**K4 – Analyse**

**K - 5 Evaluation**

**Mapping**

CO/ POS	PO1	PO2	PO3	PO4		POS1	POS2	POS3	POS4	POS5
CO1	S	M	M	M		S	L	M	L	M
CO2	M	S	M	S		S	M	M	L	M
CO3	S	S	S	S		S	L	S	M	S
CO4	M	S	S	M		S	L	M	M	L

**S- Strong**

**M-Medium**

**L-Low**

**UNIT – I**

**Introduction to Event:** Scope, Nature, Importance, Types, Unique features and similarities – Practices in event management – *Duties and Responsibilities of event manager* – Key steps to a successful event.

## UNIT – II

**The Dynamics of Event Management:** Event planning and Organising, Leadership traits and Characteristics, *Event proposal*, *SWOC (Strength, Weakness, Opportunity and Challenges) analysis* Event budget, Implementation, Evaluation, Site and Infrastructure management.

## UNIT – III

**Event Marketing:** Customer care equipment and **Tools:** Promotion, Media relation and Publicity – Event coordination – Visual and Electronic communication – *Event sponsorship* – Event presentation – *Event evaluation*.

## UNIT – IV

**Market:** Concepts, Functions, Classification of market – **Social Marketing:** Definition, Nature, Scope, Challenges, Conceptual frame work, *Need and Problems of social marketing*.

## UNIT – V

**Social marketing strategies and applications:** Social market segmentation - Product strategies - *Marketing mix* - Pricing strategies - Promotion strategies - *Role of Government and Development Organisations in social marketing*.

## REFERENCE

1. Balu V. Dr. *Marketing Management*. Chennai: Sri Venkateshwara Publications.
2. Barry Avrich. (1994). *Event and Entertainment Marketing*. New Delhi: Vikas Publishers.
3. Bhatia. A.K. (2001). *Event Management*. New Delhi: Sterling Publishers.
4. David. C. Watt. (1998). *Event Management in Leisure and Tourism*. UK: Pearson.
5. Gupta C.B Dr. and Rajan Nair N. Dr. *Marketing Management*. New Delhi: Sultan Chand & Co.
6. Gupta Dr. S.L and Varshney R.L Dr. *Marketing Management*. New Delhi: Sultan Chand & Co.

7. Joe Gold Blatt. (1997). *Special Events – Best Practices in Modern Events Management*. New York: John Wiley and Sons.
8. Mathews J.M. I st ed. (2006). *Hospitality Marketing and Management*. Avishkar Publisher.
9. Natarajan L. Dr. *Service Marketing*. Chennai: Margham Publications.
10. Pillai and Bhagavathi. (2011). *Marketing Management*. New Delhi: Sultan & Chand Publishers.
11. Rapuda. *Media and Communication Marketing Management*. Himalaya Publishing House.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code : 20PSW4CC10**

**Course title : CORE: Urban Community Development**

**Semester : 4**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To understand the concept of urban and urban Community.
- To extend the knowledge about the slum and urban Problems.
- To attain skills in developing idea related to recent urban development programmes.
- To expand the information about the urban local self government.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand the meaning and relevance of urban community and urbanization	K1
CO2	Possess knowledge about slum and urban problems.	K2
CO3	Evaluate the implementation of urban development programmes.	K4&K5
CO4	Apply the role of social worker in urban administration and development.	K3

KI - Remember; K2 - Understand; K3 - Apply; K4 – Analyze K5-Evaluation

**Mapping**

PSO CO	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	M	L	M	L		M	M	S	M	M
CO2	S	M	M	L		S	L	S	M	L
CO3	M	S	S	L		S	S	M	M	M
CO4	S	S	S	S		M	S	M	S	S

S — Strong; M — Medium; L — Low

**UNIT – I**

**Urban:** Meaning, **Classification:** City, Town, Metropolis, Satellite town and Smart cities – **Urbanization:** Meaning, *Characteristics*, Theories of urban growth - **Urban Community:** Meaning, *Characteristics*.

## UNIT – II

**Slum:** Definition, Causes, *Characteristics*, Slum culture, Theories of slums - **Urban Problems:** Housing, Air, Water and Noise pollution, Solid waste management, e-waste management, Juvenile delinquency, Commercial sex workers and Migration.

## UNIT – III

**Urban Community Development:** Meaning, Objectives, Principles, UCD Pilot Project (Delhi and Hyderabad – An outline) - **Approaches:** Basic service approach, Integrated development approach, Participatory approach, Sustainable development approach - **Urban Development Agencies:** *Chennai metropolitan development authority (CMDA)*, Slum Clearance Board, EXNORA, SULAB International, United Nations Centre for Human Settlements (UNCHS), Institute of Urban Studies.

## UNIT – IV

**Urban Development Programme: Town Planning:** Meaning, *The Tamilnadu Town & Country planning Act, 1971* – Urban Basic Services Programmes (UBSP) - Tamil Nadu Urban Development Project (TNUDP) - National Slum Development Programme (NSDP) - Integrated Housing & Slum Development Programme (IHSDP) - *Jawaharlal Nehru National Urban Renewal Mission Scheme (JUNURUM)* - Prime Minister's Integrated Urban Poverty Eradication Programme (PMIUPES) - Swarna Jayanti Shahari Rozgar Yojana (SJSRY) - Nehru Rozgar Yojana (NRY) - Urban Health and Sanitation programme - Problems in implementation of urban community development programme.

## UNIT – V

**Local Self-government:** *History of local self-government* – Forms of urban local self government – **Urban Sector** (Town-Panchayat, Municipality and Corporation) – Organization structure, Various functions of departments in urban sector - **74<sup>th</sup> amendment in the Constitution** - Relationship between officials and non- officials - Problems in urban sector administration - Role of voluntary agencies and social workers in urban community development.

**Techniques of Teaching and Learning:** Lecture, Powerpoint presentations, Video presentations.

**Activity Based Learning:** Buzz Group, Seminar, Assignments, Discussion with News Paper Cuttings, Block Placement Experience discussion, Exercises

## REFERENCE

1. Clinard B. Marshall. (1970). *Slums and Community Development*. New York: The Free Press.
2. Datta. A (Ed.). (1980). *Municipal and Urban India*. New Delhi: Indian Institute of Public Administration.
3. David Antony Pinto. (1987). *The Mayor, The Commissioner and Metropolitan Administration*. New Delhi: Vivkas.
4. Delgado (Melvin). (2000). *Community Social Work Practice in an urban context*. New Delhi: Oxford University Press.
5. Deasai and Devodas Pillai. (1970). *slums and Urbanisation*. Bombay: Popular prakasham.
6. Desouza (Alfred). (1978). *The Indian City*. New Delhi: Manohar.
7. Jayabalan. K. (2002). *Urban Sociology*. New Delhi: Atlantic Publishers.
8. Mohanty. B. (1993). *Municipal System in India*. New Delhi: Ashish.
9. Thudipara Jacob. J. (1993). *Urban Community Development*. New Delhi: Rawat.

## SUGGESTED READINGS

1. Dr. Kumar. (2006). *Urban Sociology*, Agra: Lakshmi Narain Agarwal.
2. Ramnath Sharma. (1975). *Text Book of Urban Sociology*. Meerut: Rajhans Press.
3. Satish Sharma. (2002). *Social Transformation in Urban India*. New Delhi: Dominant.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code : 20PSW4CH10**

**Course title : CORE: Industrial Relations**

**Semester : 4**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To acquire a sound theoretical knowledge regarding the concept, origin and perspectives on industrial relations.
- To develop knowledge and skill to analyse Labour Management Cooperation in an organisation
- To acquire skills of Industrial Relations Machinery.
- To know the concept, objectives, origin and growth of trade unions and their social responsibilities.
- To acquire knowledge about Industrial Relations Acts.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand the concepts related to IR and IR legislations	K1 & K2
CO2	Analyses the problems and grievances of employees in industry	K3
CO3	Apply the IR knowledge on the conduct of domestic enquiry	K4
CO4	Utilize dispute solving machineries to maintain industrial peace.	K3

K1 – Remember      K2 – Understand      K3 – Apply      K4 – Analyses      K5 -Evaluation

**Mapping**

	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S	M	M	M		S	M	M	S	M
CO2	M	S	S	S		M	S	S	S	S
CO3	M	S	S	S		M	S	S	S	S
CO4	M	S	S	H		M	H	H	H	S

S- Strong

H-High

M-Medium

L-Low



**UNIT – I**

**Industrial Relations:** Meaning, Scope, Need, Factors influencing IR, Conditions for good IR - **Actors of IR:** Employees and their organization, Employers and the Government – *Roles and Responsibilities of IR* – **IR Approaches:** Marxist, Giri, Gandhian, Pluralist, Dunlop – **Tripartite bodies in India:** ILC, SLC, Industrial committees, Committees on convention – **Bipartite bodies:** Works committee, JMCs.

**UNIT – II**

**Discipline:** Meaning, Causes of indiscipline, Types (Positive and Negative discipline) – Hot stove rule - The Principles of natural justice – **Disciplinary Action:** Guidelines, Process (Show cause notice, Explanation, Domestic Enquiry) - **Penalties and Punishment:** *Fine, Suspension, Discharge and Dismissal - Code of discipline and Code of efficiency* – **Worker's Participation in Management in India:** Concept, Objectives, Importance and Various levels of participation.

**UNIT – III : Industrial dispute and Conflict:**

**Conflicts Resolution:** Meaning, Causes, Types, consequences of Conflicts – Weapons of Employees' (Strikes, Boycott, Picketing and Gherao) - Employers' weapons (Employers Association, Closure, Lock out, Lay off, Terminations of services)- **Grievance:** *Meaning, Causes, Redressal procedure* – **Collective Bargaining:** Meaning, Principles, Process, Levels, Difficulties in India –Industrial democracy – Industrial peace, Harmony and Unrest.

**UNIT – IV**

**Trade Union Movement:** Definition, Objectives, History, Theories, Functions, Structure and Governance – Major trade unions in India (National level) – Problems and weaknesses – Future roles of trade unions in India – Social responsibilities of trade Union – Trade union leadership – *Need for one union for one industry.*

**UNIT – V****IR Legislations:**

1. The Trade Unions Act, 1926
2. The Industrial Employment (Standing Orders) Act, 1946
3. The Industrial Disputes Act, 1947
4. The Subsistence Allowance Act, 1981

**Techniques of Teaching and Learning:**Class Room Lectures, Power point presentation, Video presentation, Sharing of practical knowledge by experts.

**Activity based learning:**Simulation, Exercise, Group Discussion, Role Play, Assignment, Seminar.

## REFERENCE

1. Dewan & Sudarshen. (1996). *Labour Management*. New Delhi: Discovery Publishing House.
2. Kumar H.L. (1992). *Law Relating to Strike, Lockout, Gherao and Demonstration*. Delhi: Universal Book Traders.
3. Makanday Katju. (1996). *Administration of Industrial Labour Disputes*. N.M.Tripathi Private Ltd.
4. Memoria C.B & Memoria S. (1995). *Dynamics of Industrial Relations in India*. Bombay: Himalaya Publishing House.
5. Preeti Oberai. (2002). *Labour Management Relations*. Delhi: IVY Publishing House.
6. Puneekar etal. (1998). *Labour Welfare, Trade unionism and Industrial Relations*. Mumbai: Himalaya.
7. Sinha P.R.N. (et, all). (2004). *Industrial Relations and Trade Unions and Labour Legislations*. New Delhi:

## SUGGESTED READINGS

1. Arun Monappa. (1989). *Industrial Relations*. New Delhi: Tata McGraw.
2. Gaur G.L. (1986). *Trade Unionism & Industrial Relations*. New Delhi: Deep & Deep Publisher.
3. Hagoliwel T.N. (1988). *Personal Management and Industrial Relations*. Agra: Sathya Bhavan.
4. John Zechariab. (1984). *Administration of Industrial Labour Disputes*. New Delhi: Ashish Publishing House.
5. Paril B.R. (1977). *Conciliation in India*. Allagabad: Chaudh Publication.
6. Rao K. (1966). *A Practical Approach to Domestic Enquiry*. Madras: Sitaram & Co.
7. Sri Vatsava S.C. (1983). *Industrial Relations Machinery*. Delhi: Deep & Deep.
8. Sri Vatsava S.C. (1984). *Industrial Disputes and Labour Management Relations*. New Delhi: Deep & Deep.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code : 20PSW4C11**

**Course title : CORE: Corporate Social Responsibility**

**Semester : 4**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To understand the scope and complexity of Corporate Social Responsibility (CSR).
- To gain knowledge on the impact of CSR implementation on corporate culture, particularly as it relates to social issues.
- To acquire skills to frame CSR policies and practices appropriate to the Indian conditions.

**OUTCOMES**

At the end of the course, the students are able to:

<b>CO1</b>	Gain the knowledge of CSR and its related concepts, Acts, Certifications	<b>K1</b>
<b>CO2</b>	Develop knowledge through CSR Practicing Areas.	<b>K1 &amp; K2</b>
<b>CO3</b>	Develop the role and skills to the social worker through case analysis.	<b>K4</b>
<b>CO4</b>	Apply CSR Practice in different settings.	<b>K3</b>

K1 – Remember; K2 - Understand; K3 - Apply; K4 - Analyze

**MAPPING**

	<b>PO1</b>	<b>PO2</b>	<b>PO3</b>	<b>PO4</b>		<b>PSO1</b>	<b>PSO2</b>	<b>PSO3</b>	<b>PSO4</b>
<b>CO1</b>	M	S	S	S		S	M	S	S
<b>CO2</b>	M	M	S	M		S	S	M	S
<b>CO3</b>	S	S	S	S		M	S	S	M
<b>CO4</b>	S	S	S	M		S	S	M	S

S – Strong;

M – Medium;

L - Low

## UNIT - I

**Corporate Social Responsibility (CSR):** Concept, Need, Principles, Scope, Evolution and Concentration areas of CSR, Phases of CSR, Strategic context of CSR, *Carroll's model of CSR (Pyramid of CSR)*, *Globalization and CSR*.

## UNIT – II

**CSR Policy:** Designing a CSR policy – Norms and standards of CSR - Factors influencing CSR policy – Managing CSR in an organization – *Role of HR Professionals in CSR – Global recognitions of CSR- ISO 14000 - SA 8000 - AA 1000 - Codes formulated by UN Global Compact – UNDP, Global Reporting Initiative.*

## UNIT – III

**Corporate-Community Participation:** *Corporate perspectives on building successful partnership* – Tools and techniques of CSR – **Roles and Skills:** Advocacy, Administration, Marketing, Mediating, Budgeting, Organizing, Documenting, Presenting, Public speaking, Teaching, Supervising and Reporting.

## UNIT – IV

**Implementing CSR:** CSR in the marketplace – CSR in the workplace – *CSR in the community* – CSR in the ecological environment – *Success and Challenges of CSR initiatives* - **Case Studies:** Lifebuoy Soaps' *Swasthya Chetna*, ITC's *e-Choupal* venture, Titan Industries Limited, Tata Iron & Steel Company, Larson & Toubro, Texmo, CRI Pumps, PRICOL.

## UNIT – V

**CSR in India:** Legal provisions (CSR Act) and specifications on CSR – TCCI (Tata Council for Community Initiatives), Tata Model on CSR – *National CSR HUB of TISS*, Mumbai – CSR Awards in India.

**Techniques of Teaching and Learning:** Class Room Lectures, Power point presentation, Video presentation.

**Activity based learning:** Group discussions, Seminar, Assignments, Experience discussion, case analysis, role-play, practical training to other colleges

## REFERENCES

1. Benn & Bolton, (2011). *Key concepts in corporate social responsibility*. Australia: Sage Publications Ltd.
2. Bradshaw, T. and D. Vogel. (1981). *Corporations and their critics: Issues and answers to the problems of corporate social responsibility*. New York: McGraw Hill Book Company.
3. Brummer, J.J. (1991). *Corporate Responsibility and Legitimacy: An interdisciplinary analysis*. Westport, CT: Greenwood Press.
4. C V Baxi, Ajit Prasad, 2005, *Corporate Social Responsibility*, Anurag Jain for Excel Books, New Delhi.
5. Cannon, T. (1992). *Corporate responsibility* (1st ed.) London: Pitman Publishing.
6. Crane, A. et al., (2008). *The Oxford handbook of corporate social responsibility*. New York: Oxford University Press Inc.
7. Ellington. J. (1998). *Cannibals with forks: The triple bottom line of 21st century business*. New Society Publishers.
8. Grace, D. and S. Cohen (2005). *Business ethics: Australian problems and cases*. Oxford: Oxford University Press.
9. [http://www.die-gdi.de/CMS-Homepage/openwebcms3.nsf/%28ynDK\\_contentByKey%29/ENTR-7BMDUB/\\$FILE/Studies%2026.pdf](http://www.die-gdi.de/CMS-Homepage/openwebcms3.nsf/%28ynDK_contentByKey%29/ENTR-7BMDUB/$FILE/Studies%2026.pdf)
10. <http://www.tatapower.com/sustainability/environmental.aspx>
11. Reddy, Sumati and Stefan Seuring. (2004). *Corporate Social Responsibility: Sustainable Supply Chains*. Hyderabad: ICFAI University Press.
12. Sanjay K. Agarwal. (2008). *Corporate Social Responsibility*. New Delhi: Response Book's Publication.
13. Werther, W. B. & Chandler, D. (2011). *Strategic corporate social responsibility*. Thousand Oaks, CA: Sage
14. William B. Werther, Jr. David Chandler, (2010). *Strategic Corporate Social Responsibility*. New Delhi: Sage Publications India Pvt Ltd.

**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code : 20PSW4EL4**

**Course title : ELECTIVE – 04: Counselling Skills for Contemporary Social Workers**

**Semester : 4**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To enrich knowledge on Counselling and its evolution.
- To have exposure to different therapeutic approaches.
- To equip with skills and techniques to work with specific population.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understanding the theoretical foundation of counselling	K1&K2
CO2	Learning counseling skills through observing cases.	K4
CO3	Practice counseling skills and techniques with specific groups.	K3
CO4	Distinguish various therapies / approaches to counseling.	K3

K1 – Remember

K2 – Understand

K3 – Apply

K4 – Analyse

K5 -Evaluation

**MAPPING**

	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S	M	M	S		S	M	M	S	M
CO2	M	S	S	S		M	S	M	S	S
CO3	M	S	M	S		M	S	S	M	S
CO4	M	S	S	M		M	S	S	M	M

S- Strong

M-Medium

L-Low

**Unit – I**

**Counseling:** Definition, Characteristics, Goals, Scope, Techniques, Skills and ethics of a counsellor - Foundations **of Counseling:** 1. Philosophical foundation: Dignity of human person.  
2. Sociological foundation: Influence of social system. 3. Psychological foundation: Concept of

self, Goal directed behavior, Learning principles, Development need at different stages – *Problems and limitations of counseling in Indian context.*

## Unit - II

**Theoretical Approach to Counseling:** Psychoanalysis and Psychodynamic theories, Behavioral and Cognitive-Behavioral theories, Developmental theories, *Humanistic theories, Multimodal therapy and Eclectic approach.*

## Unit - III

**Individual counseling:** **Stage 1:** Problem concern, **Stage 2:** Relationship to counselor, **Stage 3:** Motivation, **Stage 4:** Conceptualizing the problem, **Stage 5:** Exploration of resolution strategies, **Stage 6:** Selection of a strategy, **Stage 7:** Implementation, **Stage 8:** Evaluation and Termination - *Family Counseling: Pre-marital and marital counseling.*

## Unit - IV

**Group Counseling:** Definition, Ethical behavior with groups, *Forming a group, Composition of group, Frequency and Duration of sessions*, Co-leaders, Screening group members - **Group Stages:** 1. Initial exploration stage, 2. Transition stage, resistance and conflicts, 3. Working stage: Cohesiveness and productivity, 4. Consultation and termination.

## Unit - V

**Counseling the Specific Population - Ethnic Minorities:** Gays and Lesbians - Counseling the older adults and Persons with disabilities - **Counseling in Educational Institutions:** Elementary schools, Secondary schools and Colleges - Counseling in communities - Substance abuse counseling - Career counseling - **Counseling related Functions:** Outreach, Consultation functions, *Crisis interventions, Suicide intervention, Intervention during disasters.*

**Techniques of Teaching and Learning:** Lecture, Powerpoint presentations and Video presentations

**Activity Based Learning:** Seminar, Assignments, Group discussions, Role play with worksheet, Experience discussion and Supervised counselling

## REFERENCE

1. Bellel R.B. *Interviewing & Counselling*. London: S.T. Botsford.
2. Bengalee M. Ehno. D. (1972). *R.B. Guidance if you please*. Bombay: Macmillan.
3. Carkhuff R. Bereason, B.S. Holt. *Beyond Counselling and Therapy*. London:

4. *Counselling in Asia, Perspective and Practices.* (1982). Association of Psychological and Practices, Educational Counsellors of Asia.
5. Frank A. Nugent. (1990). *An Introduction to the Profession of Counseling.* New York: Macmillan Publishing Company.
6. Fullmer D.W & Bernard H.W. *Counselling - Context and Process.*
7. Gerald Corey. (1991). *Theory and Practice of Counselling and Psycho-therapy.* California, USA: Books/Cole.
8. Kennedt E. *On Becoming a Counsellor: A basic guide for non-professional counselors.* New Delhi: Macmillan.
9. Lewis. E. Patterson. (2001). *The Counselling Process.* USA: 5th Balt, Wadsworth / Thomson Learning, Belmont.
10. Zastrow Charles. H. (1999). *The Practice of Social Work.* Singapore: Books/Cole publishing company.



**SRI RAMAKRISHNA MISSION VIDYALAYA COLLEGE OF ARTS AND SCIENCE  
(AUTONOMOUS), COIMBATORE – 641 020**

**For candidates admitted from the academic year 2020-21 and onwards under new CBCS**

**Programme : MSW (SOCIAL WORK)**

**Subject Code: 20PSW4EL5**

**Course title : ELECTIVE –05: Applied Fields of Social Work Practice**

**Semester : 4**

**Duration : 4 hours / week**

**Credit : 4**

**OBJECTIVES**

- To get introduced to various fields of social work.
- To prepare for competitive examinations.
- To be ready to work with various categories of people.

**OUTCOMES**

At the end of the course, the students are able to:

CO1	Understand the concept of various fields of social work.	K1
CO2	Appear for UGC NET, SET, TNPSC & UPSC examinations.	K3
CO3	Work with various education and research institutions.	K4
CO4	Evaluate their level of knowledge on social work and different settings of social work practice.	K3

K1 – Remember

K2 – Understand

K3 – Apply

K4 – Analyze

K5- Evaluation

**MAPPING**

	PO1	PO2	PO3	PO4		PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S	M	M	S		S	M	M	S	M
CO2	M	S	S	S		M	S	S	S	S
CO3	M	S	S	S		M	S	S	S	S
CO4	M	S	S	M		M	S	S	S	S

S- Strong

M-Medium

L-Low

**UNIT – I**

**Labour Welfare: Concept of Employee:** Characteristics of Indian labour - Labour in organized and unorganized Sectors - Recommendations of National Commission on Labour - Directive Principles of State Policy on Labour - Labour Policy of Govt. of India - **Labour Welfare and Human Resource Management:** Concept, Principles and Approaches – **Problems concerning**

**Industrial Labour in India:** Absenteeism, Migratory character, Indebtedness and Exploitation – **Types of labour welfare:** Statutory and Non-statutory, Theories - **Industrial Accidents:** Causes & Effects – Safety measures – Industrial health and hygiene – Occupational disease - Concept of collective bargaining – Workers’ participation in management – HRD sub-systems – **Legislations:** Factories Act, 1948 and other legislations relating to Trade Union, Industrial Disputes, Employees’ State Insurance, Wages, Gratuity, Provident fund, Plantation, Mines and others – Role of welfare officer – Role of trade union in labour welfare - Use of social work knowledge and skills.

## UNIT – II

**Medical and Psychiatry:** Evolution of social work practice in the field of Medical and Psychiatric social work in India, Emerging trends and scope – Health/Mental health care system – Policies, Programmes, Analysis of existing health policies, Major health concerns of disadvantaged groups – Social and Psychological factors and Physical and Mental disorders – Role of social work in health care delivery system and in institutions for the Persons with disabilities – Social work practice in Hospitals, Specialized medical and mental health institutions, Child guidance clinics, Stress and Crisis intervention centers.

## UNIT – III

**Community Development:** Concept, Goals, Process and Models of Community Development – Needs and problems related to Urban, Rural and Tribal development – **Institution of Panchayat Raj:** Philosophy, Role and Functions – Government programmes and service for the development of Tribals, Scheduled castes, Women and Children in urban, rural and tribal areas – Role of development organizations in urban, rural, tribal development.

## UNIT – IV

**Family, Women, Youth, Aged and Child Welfare:** Changes in demographical and social situations of Families, Women, Youth, Aged and Children in India – Problems of Families, Women, Youth, Aged and Children in India – Social legislations for Families, Women, Aged and Children – Policies, Programmes and Services of Government and Development organizations (National and International levels) for Families, Women, Youth, Aged and

Children – Social Work intervention with Families, Children, Women, Elderly and People with Special Needs.

**Welfare of persons with disabilities:** Definitions, Causes, Types and Magnitude of various disabilities and their impact on persons with disability and their families - Discourses and Models of disability - **Types of disability:** Physical, Sensory, Intellectual, Multiple disabilities, Learning, Developmental disabilities, Psychosocial disability – Causes, Types and Care for persons with disabilities (medical and other interventions including aids and appliances) - **Process of rehabilitation:** Early identification, Education, Vocational rehabilitation and Social inclusion and Empowerment within the family and community - Understanding the experience of disability, limitations, strengths and potentials of persons with disabilities - Impact of disability on individuals and their families – Persons with Disabilities Act, 1995.

## UNIT – V

**Correctional Social Work:** Crime in India, Concepts of crime and deviance, Types of crime, Theories of causation – Objectives, Forms and Justification of punishment, Limitations of punishment – **Correctional Services:** History and scope of criminology and correctional administration, Nature – Adult and juvenile correctional programmes, Institutional and community-based treatment, Legal provisions, Intervention programmes for victims of violence, neglect and abuse – **Juvenile Delinquency:** Nature and causes, Juvenile Justice Act, 2015, Suppression of Immoral Traffic Act, 1978 and Probation of Offenders Act, 1958 - Need and importance of correctional institutions – Role of social worker in correctional settings.

**Techniques of Teaching and Learning :** Lecture, Powerpoint presentations and Video presentations.

**Activity Based Learning :** Seminar, Assignments, Group discussions, Exercises.

## REFERENCE

1. Antony A. Vars. (1996). *Social Work Competencies*. New Delhi: Saji Publication.
2. Chowdry Paul. D. (1992). *Social Welfare Administration*. New Delhi: Atmaramn and Sons.
3. Chyya Patel, Prem Rawal. *Social Work Practice*. Jaipur: Rawat Publications
4. Devi Rameshwari and Ravi Prakash. (1998). *Social Work and Social Welfare Administration Methods and Practices*. Jaipur: Mangal Deep Publications.

5. Fink A.E. *The Field of Social Work*. New York: Henry Holt and Co.
6. Mangal S.D. *An Introduction to Social Work*. Japan: Book Enclave.
7. Misra P.D. *Social Work Philosophy*. New Delhi: Intu India Publication.
8. Nordshog J.E and others. *Analyzing Social Problems*. New York: The Dryden Press
9. Planning Commission. *Encyclopedia of Social Work in India, Vol. I, II and III*. New Delhi: Planning Commission, Government of India.
10. Planning Commission. *Social Welfare in India*. New Delhi: Planning Commission, Government of India.
11. Verma R.K and Gopal Varma. *Research Methodology*. Common Wealth Publication.

