MASTER OF SOCIAL WORK (M.S.W - SELF FINANCE)

DEPARTMENT OF SOCIAL WORK

SCHOOL OF SOCIAL SCIENCES

GUJARAT UNIVERSITY

AHMEDABAD

THIRD SEMESTER SYLLABUS

501: - HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL BEHAVIOUR

502: - SOCIAL JUSTICE AND EMPOWERMENT

503: - GENDER AND DEVELOPMENT

504: - N.G.O. MANAGEMENT AND CORPORATE SOCIAL RESPONSIBILITIES

505: - PLANNING AND DEVELOPMENT: URBAN, RURAL AND TRIBAL

506: - FIELD WORK PRACTICUM. (INTRODUCTION AND PLANNING FOR DISSERTATION)
Objective:

- To understand the concepts of Management and Human Resource Management
- To understand the Recruitment process in any organization.
- Students should learn about the organizational behavior, relations, and structure of organization.

Course Content:

UNIT I: MANAGEMENT

Management: Concept, Nature and Process of Management
Managerial Skills and Level of Management
Functions of Management: Planning, Organizing, Leading and Controlling.

UNIT II: HUMAN RESOURCE MANAGEMENT

Human Resource Management: Concept, Objective, Nature and Scope
Importance of Human Resource Management
Functions of Human Resource Management

UNIT III: HUMAN RESOURCE SELECTION AND PLANNING

Human Resource Planning: concept and process
Job analysis, Description and Specification
Recruitment and Selection
Interview, Placement and Training

UNIT IV: ORGANIZATIONAL BEHAVIOUR

OB and Relation with other Social Sciences: Sociology, Psychology, Political Science, and Anthropology
Models of Organizational Behavior: Development and Types of OB Model
UNIT V: ORGANIZATIONAL STRUCTURE

Organizational Structure: Definition, Concept and Nature

Formation of Organizational Structure

Types of organizational Structure

References:


Objective:

- Understand the critical elements of history, theoretical aspects of social justice in social work practice.
- Increasing accountability among students to ensure social justice is brought to the forefront.
- The students should enrich their knowledge about Social Exclusion, Human Rights, Social Justice, and Empowerment.

Course Content:

Unit I: Introduction to Social Justice

Meaning and Concept of Social Justice
Theories of Social Justice
Social Justice as a Value of Social Work

Unit II: Social Justice and Empowerment in India

History of Social Justice with Reference to Ideology
Union and State Government: Functions, Policies and Programmes
Social Justice for Downtrodden & Weaker Section of the Society

Unit III: Social Exclusion and Inclusive Policies in India

Meaning of Social Exclusion and Social Exclusion of SCs, STs and OBCs
Issues related to Food, Poverty and Livelihood of Marginalized Section of the Society
Inclusiveness and Government`s efforts

Unit IV: Human Rights and Social Legislation

Concept and Philosophy of Human Rights
Fundamental Rights in Indian Constitution
UN Declaration of Human Rights and International Agencies for Human Rights

Unit V: New Areas of Social Work

Restorative Justice and Advocacy
Environmental Justice
LGBTs
References:

Objectives:

- Conceptually clarify about the Gender, Gender and sex, Gender discrimination & Bias, and Legislations.
- To understand the Theories related to Gender and Feminism
- To understand the “GENDER” in the context of Indian Social System.

Course Content:

UNIT I: Conceptual Clarifications

Meaning and Definition of Gender and Development

Gender and Discrimination

Gender Bias

UNIT II: Theories of Gender (Any two out of five)

Gender, Sexuality and Power

Cultural Construction of Gender

Theories of Gender differences

Gender inequality and Gender Oppression

Third Wave Feminism

UNIT III: Gender and Indian Social System

Culture and Gender Status w.r.t India

Gender and Population Structure of India

Gender and Social Institutions i.e. Economy, Religion and Politics
UNIT IV: Legislation and Gender

History of Women Development Act and Right of Women

Domestic Violence and Dowry Prohibition Act

Medical Termination of Pregnancy Act

UNIT V: Gender Related Issues

Gender and age of the marriage

Gender work and Wages

Literacy Problems and Cultural aspects

References:

- Anthony Giddens, 1995, Sociology, Ploty Press,, cambridge, Uk


• Jeff Hearn and David Morgan, 1990, Men, Masculinities and social theory - a collection of articles investigating the nature of masculinity in modern society, Unwin Hyman, London.


• Raval Chandrika, 2012, “Gender ane Vikas”, Parshwa Publication, Ahmedabad. (Gujarati)

N.G.O. MANAGEMENT AND CORPORATE SOCIAL RESPONSIBILITIES

Objectives

- To introduced students about the Non – Government Organization and its structure
- To understand the Management of Projects individually and organizationally
- Students should be informed about the working areas of Non – Government organizations

Course Content:-

UNIT I: Non- Government Organization—An Introduction
Concept of NGO
Historical views of NGO
Functions and types of NGO

UNIT II: NGO and laws
Registration Procedure and Laws
Income tax Act
Income tax Exemption for NGO

UNIT III: Working Area of NGO and societal development
Education & Human Rights
Health
Women and child welfare

UNIT IV: Corporate Social Responsibility:
Concept & Definition
Scope & Challenges
CSR Global Views

UNIT V: Corporate Social Responsibilities Practices
Role of Government and NGO in CSR.
Triple Bottom Line Approach of CSR: Economic, Social, Environmental
Stake holders and Social Preferences: Customer, Employees, Communities, Investors
References:

- Mukherjee, Neela, 1995 Participatory Rural Appraisal and Questionnaire Survey. New Delhi.
- Corporate Social Responsibility, Concept & Cases: “The Indian Experience”. C.V.Baxi Ajit Prasad Excel Books
• Case study on Corporate Social Responsibility. – Vol. – I [ICFAI Business School Case Development Centre.] Vara Vasanthi ICFAI Books, Hyderabad.

• Corporate Social Responsibility. - Vol. – I & II Prasenjit Maiti Sharda Publishing House, Jodhpur (India), 2010

• Corporate Social Responsibility, “The Environmental Aspects” Sumati Reddy The ICFAI University, ICFAI Books

• Corporate Social Responsibility, Sustainable Supply Chain”. Sumati Reddy The ICFAI University, ICFAI Books

• Corporate Social Responsibility Cases. Subhasis Raj
Objectives

- To develop student’s vision about Govt. Planning
- To understand the Governmental efforts for Rural, Tribal and Urban community
- To understand and analyze Governance issues i.e. local, regional state and national

Course Content:

Unit I: Introduction of Planning in India
Meaning and Definition of planning
History of Planning in India
Planning after Independence

Unit II: Urban Planning and Services
Urbanization and need of Urban Planning
Mechanism of Urban planning
Urban planning and civics services

Unit III: Rural Planning and Policies
Concept of Rural Development
Schemes & policies of Rural Planning
Planning and Development of Rural society

Unit IV: Tribal planning and Development
Tribal society Traditions & culture
Govt. schemes and policies for Tribal
Tribal Economic system and Tribal Political structure

Unit V: Issues of Governance and Planning
Issues of Development and Displacement
Diversity and Citizenship Issues
References:

- D. Paul Choudhary (1949)- Voluntary efforts in social welfare and development, New Delhi, siddarth
- K.C. Shivaramkrishnan , A. Kundu And B.N. Singh Handbook of Urbanization in India by 2007,
- Oxford University Press, New Delhi.
- Pillai P Gopichandran, Rural Development in India, Pointer Publisher; New Delhi.
- Publisher Press.
- R. Ramchandran , Urbanization and Urban Systems in India by Oxford University Press.
- Sendoc Bull , 1979 : Role of Banks in Tribal Development II, 7 (5)
- Sharma B.D. 1978: Tribal Development- The concept and the Fame.
- Singh B. 1977 : Tribal Development at Cross Road : A Critique and a Plea, Man In India, July.
- Turner, M & Hulme, D. (1997) Governance Administration and Development : Making the State
- Work. London: Macmillan