

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)

DEPARTMENT OF SOCIAL WORK

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SEM – III, MSW - 501

HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL BEHAVIOUR

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.**
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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

Organization Behavior: Concept, Nature and Scope.

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

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SOCIAL JUSTICE AND EMPOWERMENT

Objective:

- Understand the critical elements of history, theoretical aspects of social justice in to 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.
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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:

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GENDER AND DEVELOPMENT

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.**
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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:

- Amartya Kumar Sen, 2001, “Many faces of Gender Inequality”, New Redcliff Institute – Harvard University.
- Amartya Sen, 1999, “Development As Freedom”, Oxford University Press, New Delhi.
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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 inform about the working areas of Non – Government organizations
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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:-

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PLANNING AND DEVELOPMENT: URBAN, RURAL AND TRIBAL

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
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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:

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