

**Tirpude College of Social Work (Autonomous)
Civil Lines, Nagpur**

**Affiliated to
Rashtrasant Tukadoji Maharaj Nagpur University**

**Faculty of Interdisciplinary Studies
Master of Social Work Semester III Syllabus.
(Semester Pattern)**

Academic Session: 2026-27

Semester	Domain	Subject Code	Subject	Mark	Credit
MSW- III	DSC Major	3T1	Social Policy and Planning	100	4
	DSC Major	3T2	Social Legislation	50	2
	DSE	3T3	i. Working with Family and Family Life Education ii. Medical Information and Health Care System iii. Perspective on Urban and Rural Community Development iv. Human Resource Development (Any One)	100	4
	DSE	3T4	i. Child Welfare and Child Development ii. Medical Social Work iii. Tribal Social System iv. Labour Problems and Labour Welfare (Any One)	100	4
	OE	3T5	Statistics and Computer Application in Social Work Research	100	4
	DSC Major	3P1	Social Work Practicum	100	4
			Total	550	22

Master of Social Work (MSW) Semester - III
Social Policy and Planning
Discipline Specific Core (DSC)
Paper: I (3T1)

Credits: 04
Total Marks: 100

Theory: 80 Marks
Internal Assessment: 20 Marks

Learner's Objectives:

1. To develop an understanding of social policy and models.
2. To critically understand the sectoral policies in India.
3. To understand and identify dimensions of social planning in India.
4. To examine the components and indicators of social development.

Unit No. I: Social Policy: Concept of social policy, Evolution of social policy in India, Values in social policy and planning based on the Constitutional provisions (i.e. the Directive Principles of State Policy and Fundamental Rights), Different models of social policy and their applicability to the Indian situation.

Unit No. II: Sectoral Social Policies in India: Different sectoral policies and their implementation: - education, health, women, children, youth, Senior Citizen, housing, population and family welfare, environment and ecology, urban and rural development, tribal development, backward classes and poverty alleviation.

Unit No. III: Social Planning: Concept, Scope and process of social planning, Post Independence history of Social planning in India, The structure & functions of the NITI Aayog.

Unit No. IV: Social Development: Concept, Definition & goals of social development, Elements of Development, Approaches to development, Development indicators, Human Development Index (HDI), Global happiness Index (GHI), Sustainable Development Goals 2030.

Internal Assessment:

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|--|----------|
| 1. Attendance. | 10 Marks |
| 2. Written assignment related to the theory paper/ Group discussion/seminar on Sustainable Development Goals 2030. | 10 Marks |

Learning Outcomes:

1. Student will develop an understanding of social policy and models.
2. Student will critically understand the sectoral policies in India
3. Student will understand and identified dimensions of social planning in India,
4. Student will examine the components and indicators of social development

Master of Social Work (MSW) Semester - III

Social legislation

Discipline Specific Core (DSC)

Paper: II (3T2)

Credits: 02

Total Marks: 50

Theory: 40 Marks

Internal Assessment: 10 Marks

Learner's Objectives:

- To get an overview of the significance of social legislation in India.
- To gain functional knowledge about Acts those are relevant to social work practice.
- To acquire competency to apply knowledge of human rights and social legislation in social work practice.
- To acquire skills for using legal measures in social work intervention.

Unit No. I: Concept, definition, aims & objectives of social legislation, concept and need of social justice in India, Institutions and concept related to social Justice, District Legal Aid Authority, PIL, Right to Information, FIR, Bail Act, social work and social legislation. Bhartiya Nyaya Sanhita(BNS) Bhartiya Nagarik Suraksha Sanhita(BNSS)

Unit No. II: Constitution of India, human rights, need and importance of social legislation, principles of social legislation, social legislation as a tool of social change, role of social worker in social legislation.

Unit No. III: Hindu Marriage Act 1955, Special Marriage act, The SC/ST (Prevention & Atrocities) Amendment Act 2015, Protection of Human Rights Act 1993, Domestic Violence Act 2005, Juvenil Justice Act 2015, Slum Clearance and Improvement Act 1984, Social Security Act 2005, Rights of Person's with disabilities Act 2016, Mental Health Act 2007. Environment Protection Act 1986

Unit No. IV: Prevention of Immoral Trafficking Act 1956, the Bonded Labor Act 1976, Child Marriage Restraint Act, Narcotic Drugs and Psychotropic Substance Act 1985, The Maharashtra Anti Superstitions and Black Magic Act 2013, The Maintenance and Welfare of Parents and Senior Citizens Act 2007.

Internal Assessment:

1. Attendance. 10 Marks
2. Written assignment related to the theory paper/ Visit to DLSA/Police station. 10 Marks

Learning outcome:

- Student will get an overview of the significance of social legislations in India.
- Student will gain functional knowledge about Acts those are relevant to social work practice.
- Student will acquire competency to apply knowledge of human rights and social

legislations in social work practice.

- Student will acquire skills for using legal measures in social work intervention

Recommended Books:

- 1) Aish Kumar Das. 2004. Human Rights in India. Sarup and Sons. NewDelhi.
- 2) Basu Durga das. 1994. Human rights in Constitutional Law. Princeton Hall. London
- 3) Baxi.U. 2007. Human Rights in a Post Human World. Cambridge University Press. New Delhi.
- 4) Biswal.T. 2006. Human Rights – Gender and Environment. Vira Publications. New Delhi.
- 5) *Chiranjivi J. 2002. Human Rights in India. Oxford University Press. New Delhi.
- 6) Das A.K. 2004. Human Rights in India. Sarup and Sons. New Delhi.
- 7) Das B.D. 1994. Human rights in Constitutional Law. Princeton Hall. London
- 8) Dossier. 1994. Human Rights Commission, Legal Resources for Social Action. Chennai.
- 9) Kohli A.S. 2004. Human Rights and Social Work Issues. Society for Community Organisation. Madurai.
- 10) Lobo G V. 1994. Human Rights in Indian Studies. Commission for Justice. New Delhi.
- 11) Quinn Fredrick. 2005. Human Rights in Retreat. Society for Community Organization Madurai.
- 12) Rajamuthirulandi. 1998. Human Rights and Constitution. Sooriya Publishers. Trichy.
- 13) Sawant. P.B. 2004. Human Rights. Society for Community Organisation. Madurai.
- 14) Shantha Kumar. 2004. Human Rights, People's Watch. Madurai.
- 15) Susan C. Mapp.2008. Human Rights and Social Justice in a Global World. Oxford University Press. New Delhi.
- 16) Tapan Biswal. 2006. Human Rights – Gender and Environment. Vira Publications. New Delhi.
- 17) Upendra Boxi. 2007. Human Rights in a Post Human World. Cambridge University Press. New Delhi.
- 18) Robert F. M. : Law and Social Change : Indo-American Reflections. ISI, New Delhi.
- 19) Shams Shamsuddin : Women, Law and Social Change, Ashish Publishing House, 1991.
- 20) Katalia & Mujumdar : The Constitution of India, Orient Publishing Company, New Delhi, 1981.

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Master of Social Work (MSW) Semester – III
Specialization Group A: Family and Child Studies
Working with Family and Family Life Education
Discipline Specific Elective (DSE)
Paper: III (3T3)

Credits: 04
Total Marks: 100

Theory: 80 Marks
Internal Assessment: 20 Marks

Learner's Objectives:

1. To understand the family and marriage as a social institution
2. To understand the quality of life and impact of Liberalization, Privatization and Globalization on family.
3. To develop knowledge about the concept and areas of family life education.
4. To enhance the skills, techniques and interventions for working with family and family life education.

Unit No. I: Family and Marriage - Concept, types, function of family, family patterns. family dynamics, power, role and patriarchy in family, Displacement and disaster related change in the family, (war, conflict, riots and natural calamities) and its implications, vulnerability and marginalized families due to poverty, caste, cultural inequalities). Marriage: concept, definition, types of marriage, tasks and problems of each stage in the family. Changing trends & its future. Institutional provisions to meet the challenges related to marriage & family

Unit No. II: Quality of Life & Social Change in the context of Family:

- A- Quality of Life – Concept, indicators of quality of life. Family and sustainable development goals 2030.
- B- Social Change: concept, characteristics, changing function, value, relation, communication, impact of migration and LPG on family

Unit No. III: Family Life Education – Concept, meaning, objectives, values, importance of family life education, Areas of family life education – premarital preparation, mate selection, factors in mate selection, married life, marital adjustments home management, factors contributing to success & failure in marriage. life skill education, sexuality development, Role of Individual, Family and Community in Family Life Education. Curriculum development for Family Life Education-steps in development curriculum- need assessment, preparing audio-visual aids for program, participatory modules.

Unit No. IV: Working with Families- Intervention Techniques and Skills

Family centered Social Work- Problem Solving Approach
Life Enrichment programmes – Development Approach
Programmes for Family Empowerment and Protection of Human Rights
Government Policies and Programs for strengthening families- Integrated child development scheme, Micro Credit, Schemes for families, Public Distribution System, Family Welfare Program. Qualities and skills required for family life educators.

Internal Assessment:

1. Attendance. 10 Marks
2. Written assignment related to the theory paper/ Visit to Family Court 10 Marks

Learning Outcome:

1. Students will understand the family and marriage as a social institution
2. Students will understand the quality of life and impact of Laterization, Privatization and Globalization on family.
3. Students will develop knowledge about the concept and areas of family life education.
4. Students will enhance their skills, techniques and interventions for working with family and family life education.

Recommended Books:

1. Zimmerman, S.L. 1995 Understanding Family Policy: Theories and Applications, London: Sage Publications.
2. Desai, M. (ed.) 1994 Family and Intervention: A Course Compendium, Bombay: TISS.
3. Tata Institute of Social Sciences 1994 Enhancing the Role of Family as an Agency for Social and Economic Development. Mumbai: Unit for Family Studies, TISS.
4. Kumar, A. (2006) Women and Family Welfare Institute for sustainable Development, Lucknow, New Delhi : Anmol Publications Pvt. Ltd.
5. Laxmi Devi (1996) Women & Family Welfare Institute for Sustainable Development: Lucknow, New Delhi : Anmol Publications Pvt.Ltd.
6. Bhatlavande, Prakash, Gangakhedkar, Raman (1999) On the Horizon to Adulthood, Unicef.
7. Dyalchand, A., Khale M., Kapadia N. Kurdu, (2000) Life Skills for Adolescent girls (Volume 1 & 2), Pachod : Institute of Health Management
8. Fernandes Gracy, Pierina D'souza, Vinny Sammuel (2002) Resilience (Part 1 & 2) Mumbai : The Research Unit, College of Social Work, Nirmala Niketan
9. Grugni, Anthony (1988) Sex Education, Mumbai : Better Yourself Books
10. Khwaja, Ali (2005) A Handbook on Life Skills, Bangalore: Banjara Academy
11. Mascarenhas, Marie (1986) Family Life Education, Value, Education, Bangalore :CREST
12. Monteiro, Anjali (1994) Five Booklets, Reflections on My Family, Mumbai : Tata Institute of Social Sciences.

Specialization Group B: Medical & Psychiatric Social Work
Medical Information and Health Care System
Discipline Specific Elective (DSE)
Paper: III (3T3)

Credits: 04
Total Marks: 100

Theory: 80 Marks
Internal Assessment: 20 Marks

Learner's Objectives:

1. Understand the concept of health and related aspects of social development.
2. Understand the symptoms and treatments available for various diseases
3. Develop a critical perspective of healthcare services and programs in the context of health scenario in the country.
4. To understand concept and acts related to disabilities

Unit No. I Concept of Health, Well-Being and Disease: Health: Meaning, determinants of health; Indicators of health status of people in a community - MMR, IMR, Life expectancy, disability adjusted life expectancy; **Disease:** Causation and prevention; classification of diseases, Sociology of Health in India; Health as an aspect of social development. Concept of positive health and quality of life. Meaning of preventive and social medicine.

Unit No. II Some Medical Conditions Requiring Social Work Intervention: Symptoms, Causes and Treatment for-

A. 1) Cancers, 2) Kidney/renal failure 3) Life style related conditions --Diabetes heart diseases, Hypertension **4)** Degenerative Diseases and Geriatric health problems like -- Parkinson's disease, Senile dementia, Alzheimer's diseases, ophthalmic health issues

B. Some Infectious diseases and genetic disorders: -- Tuberculosis, Sexually Transmitted Infections (bacterial and viral) HIV, AIDS, Hepatitis, Thalassemia, Sickle cell anemia, Epilepsy.

Unit No. III Healthcare Services and Programmes: Structure of healthcare services in India: Primary, secondary and tertiary level healthcare structure and their functions; Primary healthcare: concept, issues of availability, affordability and accessibility of healthcare services, Post Alma Ata declaration initiatives in India; Critical appraisal of current health planning and policy, Role of WHO and other international organizations like UNICEF.

Unit No. IV. Concept and issues related to various Disabilities-- Meaning and concept of disability and impairment. Definitions and types, causes and prevention and early diagnosis, Genetic counseling and certification of different disabilities. Comprehensive rehabilitation centre, District disability rehabilitation centre .The Rights of Persons with Disabilities Act, 2016,Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation Act 1995, Rehabilitation Council of India, National Trust Act ,1999.

Internal Assessment:

1. Attendance. 10 Marks
2. Written assignment related to the theory paper/ Visit to General Hospitals 10 Marks

Learning outcome --

1. Students will understand the concept of health and related aspects of social development.
2. Students will understand the symptoms and treatments available for various diseases
3. Learner will develop a critical perspective of healthcare services and programs in the context of health scenario in the country.
4. Learner will gain understanding about concepts and acts related to disabilities

Recommended Books:

1. Baru, R.V. 1998 Private Health Care in India: Social Characteristics and Trends. New Delhi: Sage Publications.
2. Burman, P. & Khan, M.E. 1993 Paying for India's Health Care. New Delhi: Sage Publications.
3. Dasgupta, M. & Lincoln, C. C. 1996 Health, Poverty and Development in India. New Delhi: Oxford University Press.
4. Dhillon, H.S. & Philip, L. 1994 Health Promotion and Community Action for Health in Developing Countries. Geneva: WHO.
5. Drinka, T. J. K. & Clark, P.G. 2000 Health Care Teamwork: Interdisciplinary Practice and Teaching. Westport, CT: Auburn House.
6. Germain, C.B. 1993 Social Work Practice in Health Care: An Ecological Perspective. New York: The Free Press.
7. Katja, J. (Ed.) 1996 Health Policy and Systems Development. Geneva: WHO.
8. Oak, T.M. (Ed.) 1991 Sociology of Health in India. Jaipur: Rawat Publications.
9. Park, K. 2011 Textbook of Prevention and Social Medicine (21st edition). Jabalpur: Banarsidas Bhanot.
10. Phillips, D. R. & Verhasselt, Y. 1994 Health and Development. London: Routledge.
11. Pragna Pai, 2002, effective Hospital management, National book depo.
12. WHO 1978 Primary Health Care: A Joint Report by Director General of WHO and Director of UNICEF. International Conference on Primary Health Care. Alma Ata: USSR.
12. Yesudian, C.A.K (ed.) 1991 Primary Health Care. Mumbai: Tata Institute of Social Sciences.
13. Hiramani, A.B. 1996 Health Education: An Indian Perspective. New Delhi: B. R. Publishing Corporation.
14. Macdonald, G. & Peterson, J. L. (Eds.) 1992 Health Promotion: Disciplines and Diversities. London: Routledge.
15. McLeod, E., & Bywaters, P. 2000 Social Work, Health and Equality. London: Routledge.
16. Nadkarni, V.V. 1985 Proceedings of the Seminar on Changing Trends in Healthcare and Implications for Social Work. Bombay: Tata Institute of Social Sciences.
17. Rao, M. (Ed.) 1999 Disinvesting in Health: The World Bank's Prescriptions for Health. New Delhi: Sage Publications.
18. Sundaram, T. 1996 Reaching Health to the Poor, Sourcebook on District Health Management. New Delhi: VHA.
19. Voluntary Health Association of India 1995 Reproductive Health and Reproductive Rights. New Delhi: VHA.
20. Voluntary Health Association of India 1997 Report of the Independent Commission on Health in India. New Delhi: VHA.
21. Voluntary Health Association of India 1992 State of India's Health. New Delhi: Voluntary Health Association of India
- 22 Essentials of public health & Sanitation Part II, 2002 by All India Institute of local self-government.
23. Bare acts -- The Rights Of Persons With Disabilities Act, 2016, Persons' With Disabilities (Equal Opportunities, Protection Of Rights And Full Participation Act 1995, Rehabilitation council of India, National Trust Act, 1999.

Master of Social Work (MSW) Semester - III
Specialization Group C: Urban, Rural and Tribal Community Development
Perspectives on Rural and Urban Community Development
Discipline Specific Elective (DSE)
Paper: III (3T3)

Credits: 04

Total Marks: 100

Theory: 80 Marks

Internal Assessment: 20 Marks

Learner's Objectives:

1. To develop the conceptual understanding of Rural Community.
2. To develop knowledge about the Rural Self Government.
3. To understand socio-economic situation of urban communities.
4. To develop knowledge about urban local self -government.

Unit I. The Historical context of Rural Community: The historical background of Indian rural communities; social economic and political aspects of rural communities, meaning, characteristics, types and demography of villages, Indian agriculture and its issues.

Unit II. Rural local Self- Government: Panchayat Raj System and its functions, 73rd constitutional amendment and its effects. Gram Sabha: concept, significance, structure & powers. Rural community development: concept, nature and scope, introduction to community development programme 1952, approaches for rural development -livelihood approach: indigenous community development, Gandhian approach.

Unit III. Urban Communities: Definition, concept and characteristics of Urban Community, process of Urbanization, Slums in India- growth, types, major characteristics, problems, laws related to urban development.

Unit IV. Urban Local Self Government: Structure and functions of Urban Local Self Government; 74th Constitutional amendment, Ward Sabha, Urban development agencies, Overview of Ministry of Housing and Urban Affairs. Twelfth Finance Commission to local body.

Internal Assessment:

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| 1. Attendance. | 10 Marks |
| 2. Written assignment related to the theory paper/ Agency visit/ presentation on Urban and Rural Development Schemes | 10 Marks |

Learning outcomes:

1. Students will develop the conceptual understanding of rural community.
2. students will develop knowledge about the rural self government.
3. students will understand socio-economic situation of urban communities.
4. Students will develop knowledge about urban local self -government, agency, ministry and commission for urban development.

Recommended Books:

1. Debroy, & Kaushik. (2005). Emerging Rural Development Through Panchayats. Academics Foundation.
2. Jain, S. C. (1967). Community development and panchayati raj in India: Allied Publishers.
3. Ministry of Rural Development (GOI): Annual Report 2016-2017
4. Mukerji, B. (1961). Community Development in India: Orient Longmans.
5. Palanithurai, G. (2002). Dynamics of New Panchayati Raj System in India: Panchayati Raj and multi-level planning: Concept Publishing Company.
6. Rajora, R. (1998). Integrated Watershed Management: A Field Manual for Equitable, Productive and Sustainable Development: Rawat Publications.
7. Rao, P. K. (2000). Sustainable Development: Economics and Policy: Wiley.
8. Robinson, J. W., & Green, G. P. Introduction to Community Development: Theory, Practice, and Service-Learning: SAGE Publications.
9. Sharma, R. (2005). Grass-Root Governance: Changes and Challenges in Rural India: Rawat Publications, Jaipur.
10. Singh, K. (2009). Rural Development: Principles, Policies and Management: SAGE Publications.
11. Singh, T. (2006). Disaster Management: Approaches & Strategies: Akansha Publishing House.
12. Sisodia, Y. S., & Madhya Pradesh Institute of Social Science Research, U. (2005). Functioning of panchayat raj system: Rawat Publications.
13. Kalam Abdul A. P. J. & Singh Srijan Pal, Advantage India from Challenge to Opportunity; 2015,
14. Bhowmik, Debesh (2007) Economics of Poverty, New Delhi : Deep & Deep Publications.
15. Dutta, Rudar S. (1985) Indian Economy, New Delhi : S. Chand & Company
16. Hajela, T. N. C. Year cooperation Principles Problems and Practice (6th Edition), Delhi: Konark Publishers.
17. Higgott, Richard A. (1982) Political Development Theory: The Contemporary Debates Taylor & Francis Group.
18. Jhunjhunwala, Bharat. Globalization and Indian Economy, New Delhi: Gyan Book Pvt. Ltd.
19. Joshi, Deepali Pant (2006) Poverty and sustainable Development, New Delhi: Gyan Books.
20. Mishra & Puri (1995) Indian Economy, Mumbai: Himalaya Publication House.
21. Petras, James & Veltmeyer, Henry (2001) Globalization Unmasked-Imperialism in the 21st Century, New Delhi: Madhyam Books.
22. Pillai, G. M. (Ed.) (1999) Challenges of Agriculture in the 21st Century, Pune: Maharashtra Council of Agricultural Education and Research.
23. Simon David, Narman Anders (1999) Development as Theory and Practice—Current Perspectives on Development, Longman—UK.

Master of Social Work (MSW) Semester – III
Specialization Group D: Human Resource Management

Human Resource: Management & Development

Discipline Specific Elective (DSE)

Paper: III (3T3)

Credits: 04

Total Marks: 100

Theory: 80 Marks

Internal Assessment: 20 Marks

Learner's Objectives:

1. To give a clear understanding about the basic concepts, functions and processes of human resource management and Human Resource Planning.
2. To portray the functions of HRM and skills required for HR practice.
3. To develop abilities among students to understand importance of human resource.
4. To understand about recruitment policy and performance management.

Unit – I Human Resource Management and personnel Policies of HR manager:

A - Human Resource Management - Definition, objectives, goals, scope, principles and function of HRM. Changing concept of HRM, Human factor in Management, evolution of HRM in India, **Personnel Policies & Role of Personnel/ HR Manager:** Objectives Form and structure & contents of personnel policies, principles & essentials of sound personnel policies.

B - Human Resource Planning: Concept, objectives, nature, scope, importance, process and barriers of HRP. Human Resource Demand Forecasting techniques. Job Analysis – Concept, Components, process and method. **CSR management** – Concept, goals, scope, business ethics, currents trends of CSR. **Administrative Software skills:** Artificial intelligence, Ms office (Word, PPT, Excel), Google workspace (Google sheets, forms, docs, slides), Zoom, Google meet, Canvas.

Unit – II Recruitment, Selection, Placement, Induction, Promotions and Transfer

: Meaning, objectives, types of recruitment. Selection process, criteria, steps & methods, importance of systematic and scientific selection procedures. **Placement** - basic principles, criteria & process of placement. **Induction** -meaning, objectives and importance of induction programme, new approaches.

Wage and Salary Administration: Various aspects of wage & salary administration, peculiarities and structure of ideal wage & salary policy, concept and methods computing of D A and Consumer Price Index.

Promotions and Transfer: Meaning, goals, principles, policies, criteria/ parameters, types of sound promotion and transfer policies. Demotion, discharge, dismissal and lay-off policy and practices, reasons, terms & conditions.

Unit – III Human Resource Development and Performance Management: Concept, objectives & goals sub-system, principles, policies and practices; functions of HRD; HRD for organizational development; evolution and changing scenario.

Merit Rating and Performance Appraisal Systems: Meaning, objectives, need, process, importance, tools and modern techniques of merit rating and performance appraisal, new trends in PAS, PA- 360 degree method, various other new techniques & methods of PA.

Unit – IV Human Resource Audit & Employees Training:

Concept of HR audit, nature, scope, need & significance, approaches to HR audit. Meaning of training, education and development, identification of training needs, types and methods of training. **Organizational Development & Management by Objectives:** Concept, scope and process of O.D. MBO - Concept, philosophy, process, benefits and limitations of MBO. **Group Dynamics** – Factors Affecting, Groupthink, Strategies. **Organizational Culture** – Role, Significance, Influence, Group Decision Making, Group Conflict, Diversity in the Workplace. Challenges of Diversity in the Workplace.

Internal Assessment:

1. Attendance. 10 Marks
2. Written assignment related to the theory paper/ guest lecture/ Visit to Industry/ Workshop Seminar on Training methods - Lecture, Case- study, Role-play, Management games, use of Audio-Visual Aid 10 Marks

Learning Outcomes:

1. Students will understand the importance of human resources in industry and various applications of strategies of HRM and HRD
2. Students will gain insights of various policies, practices, importance and relevance of HRM and HRD
3. Students will develop knowledge and understanding about functions of PM/HRM and HRD.
4. Students will develop skills in HRM and HRD practices.

Recommended Books:

1. Akhilesh, K. B. and Nagaraj, D. R. Edu. (1990) Human Resource Management 2000, New Delhi: Wiley Eastern Ltd.
2. Armstrong, Michael Baron, Angela (2006) Handbook of Strategic HRM, Mumbai: Jaico Publishing House.
3. Aswathappa, K (2001) Human Resource Management, Text & Cases, New Delhi: Tata McGraw-Hill.
4. Bhagoliwel, T. N. (1990) Personnel Management and IR, Agra : Sahitya Bhavan.
5. Cursen Ron (1980) Personnel Management; New York : Hadder and Stoughton.
6. Dale, B.G. et al. (2001) Managing Quality and Human Resources, New Delhi: Infinity Books
7. Flippo, Edwin B. (1971) Principles of Personnel Management Ed. 4, Tokyo : McGraw Hill Publication.
8. Ghosh, Subrathesh (1980) Personnel Management Text & Cases; New Delhi: Oxford and IBH Pub.
9. Gokhale, Shyamkant (1981) Personnel Management & Org. Behavior; Poona: Susheel Prakashan
10. Saiyadain, Mirza S. (1988) Human Resource Management; New Delhi : Tata McGraw Hill Publications.
11. Scott, Walter Dill, et al. (1977) Personnel Management. New Delhi : Tata McGraw Hill Publication.
12. Tripathi, P.C. (1978) Personnel Management; Theory & Practice; New Delhi: Sultan Chand & Sons.
13. Abel, M. (1989): Human Resources Development. Institute of Social Science &

Research.

14. Chopra,R.K.(2001):Management of Human Resource, (Text & Cases), Allahabad: Kitab Mahal.
15. Dayal, Ishwar (1993) : Designing HRD Systems, New Delhi : Concept Publication Com.
16. Maheshwari, B. L & Sinha D. P., (Eds.) (1991): Management of Change Through Human Resources Development; New Delhi: Tata MCG raw Hill pub. Com. Ltd.
17. Tule. D.B. (2024): corporate social responsibility; Nagpur : Sai Jyoti Publication.

Master of Social Work (MSW) Semester – III
Specialization Group A: Family & Child Studies

Child Welfare and Child Development

Discipline Specific Elective
Paper: IV (3T4)

Credits: 04
Total Marks: 100

Theory: 80 Marks
Internal Assessment: 20 Marks

Learner's Objectives:

1. To understand the concept of Childhood and Child Development
2. To understand the issues and challenges of children.
3. To understand the national & international efforts for child welfare
4. To know the child related laws , programmes & services for child welfare
5. To understand & acquire the skills for working with children

Unit I Understanding Childhood and Child Development: Concept and definition of Child, Demographic characteristics of the Indian child population. Socialization of children : Meaning , Nature and Agencies of Socialization.

Child Health: Factors contributing to infant mortality and morbidity; - Reproductive and child health ; Common childhood diseases; Nutritional deficiencies; Genetic disabilities.

Unit II: Issues and challenges of children:

Part A-Issues and challenges faced by children in need of care and protection -Street child, destitute, orphaned, sexually abused, child labour, child in trafficking, natural calamity affected children, War affected children ,HIV-AIDS affected and infected children, tribal child, children in begging, Children of convicts, child in commercial sex work, child marriage, children in poverty groups, special problems of girl child.

Children in conflict with law: Juvenile delinquency(Children in petty offenses and heinous offences),

Part B- Issues and Challenges before Child Development: Psychological, Emotional, Behavioural and social issues of children (Isolation ,Addiction etc.), Violence, Neglect, Discrimination, Abuse, Exploitation

Unit III: National & International efforts for child welfare: Historical review of child welfare in India - UN Declaration on the Rights of the Child and other international initiatives; Constitutional Provisions, National Policy for Children, National Charter for Children, National Action Plan for Children, Commissions for Protection of Child Rights and Maharashtra State policy for children; Programmes for child welfare - health, nutrition, education, recreation. National and International organization in the field of child welfare and development (UNICEF,CRY,PRATHAM etc.) An overview of Legislations for children (JJ Act, POCSO), Child Protection: Concept Nature and Scope. Psycho-Socio, Cultural & Political necessities of Child Protection, helpline for children.

Unit IV. Skills and Techniques for working with children: Skills and roles of social worker in the field of child welfare and development . Roles of counseling techniques and communication skills in working with children. Social work intervention in the field of child welfare and development.

Internal Assessment:

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|---|----------|
| 1.Attendance - | 10 Marks |
| 2. Seminar and workshop on relevant topic/Assignment presentation on given topic/ Visit to child related agencies - | 10 Marks |

Learning Outcomes:

1. Students will understand the concept of Childhood and Child Development
2. Students will understand the issues and challenges of children.
3. Students will understand the national & international efforts for child welfare
4. Student will gain knowledge of child related laws , programmes & services for child welfare
5. Students will acquire the skills and techniques for working with children.

Recommended Books:

- 1 1. Zimmerman, S.L. 1995 Understanding Family Policy: Theories and Applications, London Sage
- 2
- 3 2. Desai, M. (ed.) 1994 Family and Intervention: A Course Compendium, Bombay: TISS.
- 4 Tata Institute of Social Sciences 1994 Enhancing the Role of Family as an Agency for Social and Economic Development. Mumbai: Unit for Family Studies, TISS
- 5 Bajpai, A.2003 Child Rights in India-Law, Policy and Practice, Delhi: Oxford University press
- 6 Swaminathan, M.(ed.)1998 The First Five years-A Critical Perspective on Early Childhood Care and Education in India, New Delhi: Sage publications.
- 7 Enakshi, G.T. (ed) 2002 Children in Globalising India-Challenging Our Conscience, New Pelit: HAQ Centre for child Rights.
- 8 Joshi, S. 1996 Child Survival, Health and Social Work Intervention, New Delhi: Concept Publishing company.
- 9 8. Kumari, V. Brooks, 5.1.2004 Creative Child Advocacy - Global Perspectives, New Delhil Sage
- 10 Gandhi, A. 1990 School Social Work, New Delhi: Commonwealth publishers.
- 11 Boss, P.G, et al. 1993 Sourcebook of Family Theories and Methods: A Contextual Approach.
- 12 Zimmerman, SL. 1995: Understanding Family Policy: Theories

Master of Social Work (MSW) Semester – III
Specialization Group B: Medical & Psychiatric Social Work
Medical Social Work
Discipline Specific Elective
Paper: IV (3T4)

Credits: 04

Total Marks: 100

Theory: 80 Marks

Internal Assessment: 20 Marks

Learner's Objectives:

1. To orient learners to the concept and functions of Medical Social Work.
2. To develop understanding about expected competence for the role and function of Medical Social Workers in various settings.
3. To understand various medico- legal aspects related to medical social work.
4. To gain insights in various models of community engagement projects in health sector.

Unit I Medical Social Work—Concept of medical social work, historical development in U.K., U.S.A. and India, Levels of intervention, Application of primary and secondary social work methods in health setting. Rights of the patients. Issues of ethical medical practices. Competencies required for medical social worker, Medical social work as a team work, limitations faced by medical social worker.

Unit II: Medical Social Work in Various Settings: Hospitals as an organization, Functions of medical social workers in various types of hospitals, blood banks, eye banks, burns ward, institutes doing organ donation, Schools/residential institutes for the physically and mentally challenged, sheltered workshops. Meaning, objectives and methods of health education.

Unit III. Medico legal Issues –Meaning and nature of medico legal issues, need of laws related to health care and medical services. Development of social security legislations and laws related to Accidents and injuries, Objectives and features of ESI scheme, MTP act, PCPNDT act 1994, Ethical and legal issues related to medical practice in India specifically organ donation & surrogacy. Introduction to concepts of –Euthanasia, mercy- killing, Generic medicines. Health Activism, Health tourism.

Unit IV: Community Engagement in Health Care: Concept and principles of community engagement, Relevance of Public-private participation and collaboration in health care, Role of NGO and private sector in comprehensive health care. Case studies on Community engagement in health sector -- Jamkhed project, SEARCH, Aanadwan, Lok Biradari Prakalp, Aamhi Aamchyaa Aarogyasaath.

Internal Assessment:

1. Attendance -10 Marks
2. Seminar and workshop on relevant topic/Assignment presentation on given topic/ Visit to health related agencies - 10 Marks

Learning outcome:

1. Students will be oriented about the concept and functions of Medical social work
2. Students will understand expected competence for the role and function of Medical Social workers in various settings.
3. Learner will understand various medico- legal aspects related to medical social work
4. students will gain insights in various models of community engagement projects in health sector

Recommended Books:

1. Baru, R.V. 1998 Private Health Care in India: Social Characteristics and Trends. New Delhi: Sage Publications.
2. Burman, P. & Khan, M.E. 1993 Paying for India's Health Care. New Delhi: Sage Publications.
3. Dalal Ajit, Shubha Roy .2005 Social dimension of Health ,Rawat publications .
3. Dasgupta, M. & Lincoln, C. C. 1996 Health, Poverty and Development in India. New Delhi: Oxford University Press.
4. Dhillon, H.S. & Philip, L. 1994 Health Promotion and Community Action for Health in Developing Countries. Geneva: WHO.
5. Oak, T.M. (Ed.) 1991 Sociology of Health in India. Jaipur: Rawat Publications.
6. Park, K. 2005 Textbook of Prevention and Social Medicine (18th edition). Jabalpur: Banarsidas Bhanot.
7. Phillips, D. R. & Verhasselt, Y. 1994 Health and Development. London: Routledge.
8. WHO 1978 Primary Health Care: A Joint Report by Director General of WHO and Director of UNICEF. International Conference on Primary Health Care. Alma Ata: USSR.
9. Yesudian, C.A.K (ed.) 1991 Primary Health Care. Mumbai: Tata Institute of Social Sciences.
10. Hiramani, A.B. 1996 Health Education: An Indian Perspective. New Delhi: B. R. Publishing Corporation.
11. Macdonald, G. & Peterson, J. L. (Eds.) 1992 Health Promotion: Disciplines and Diversities. London: Routledge.
12. McLeod, E., & Bywaters, P. 2000 Social Work, Health and Equality. London: Routledge.
13. Nadkarni, V.V. 1985 Proceedings of the Seminar on Changing Trends in Healthcare and Implications for Social Work. Bombay: Tata Institute of Social Sciences.
14. Rammurthy V ,2000, Global patterns of HIV/AIDS transmission
15. Rao, M. (Ed.) 1999 Disinvesting in Health: The World Bank's Prescriptions for Health. New Delhi: Sage Publications.
16. Sundaram, T. 1996 Reaching Health to the Poor, Sourcebook on District Health Management. New Delhi: VHAI.
17. Voluntary Health Association of India 1995 Reproductive Health and Reproductive Rights. New Delhi: VHAI.
18. Voluntary Health Association of India 1997 Report of the Independent Commission on Health in India. New Delhi: VHAI.
19. Voluntary Health Association of India 1992 State of India's Health. New Delhi: Voluntary Health Association of India
- 20-. Dora, Gold Stien (1954) Expanding Horizons in Medical Social Work, Chicago : The University of Chicago Press.
21. Javeri D. R. (1996) Social Work in Hospital Set up, KEM Hospital, Mumbai.
22. Pathak, S. H. (1961) Medical social Work in India, Delhi : School of Social Work.
23. Sathe, R. V. (1897 Ed.) You and Your Health, India : D. Bhawe Book Trust.
24. Werner David (1994 Ed.) Where there is no doctor, New Delhi : VHAI (Voluntary of Health Association of India).
25. Baru, R.V. 1998 Private Health Care in India: Social Characteristics and Trends. New Delhi: Sage Publications.
- 26 . Burman, P. & Khan, M.E. 1993 Paying for India's Health Care. New Delhi: Sage Publications. 27 Bare acts laws related to Accidents and injuries, Objectives and features of ESI scheme , MTP act , PCPNDT act 1994
28. websites of - Jamkhed project, SEARCH, Aanadwan, Lok Biradari Prakalp, Aamhi Aamchyaa Aarogyasaathi

Master of Social Work (MSW) Semester - III
Specialization Group C: Urban, Rural and Tribal Community Development
Perspectives on Tribal Community Development
Paper: IV (3T4)

Credits: 04

Total Marks: 100

Theory: 80 Marks

Internal Assessment: 20 Marks

Learner's Objectives:

1. To understand the tribal community and PVTGs.,
2. To become familiar with Tribal Economic System,
3. To understand Tribal Political System,
4. To gain knowledge about tribal development programmes and role of government

Unit I- Identity of Tribes in India : Definition, concept and characteristics of tribe, tribal demography, major tribes in India, traditions & culture ; tribal family, marriage, kinship, clan, customs, folkways, Yuvagruh (GOTUL). Definition, concept, characteristics and demography of primitive vulnerable tribal groups (PVTGS) of Maharashtra.

Unit II- Introduction to Tribal Economic System: Tribal and forest economy; Goods exchange method (barter), Minor forest produce (MFP), Joint Forest Management, Community Forest Rights Act 2006.

Unit III: Tribal Political System: Tribal power structure: traditional and Constitutional; The Panchayat (Extension to the Scheduled Area) Act 1997 (PESA), Tribal Self Rule.

Unit IV- Tribal Development and role of Government: Constitutional provisions for Scheduled Tribes; Tribal development programs and schemes. Tribal development under the different five year plans. NITI Ayog perspective on tribal development.

Internal Assessment:

1. Attendance - 10 Marks
2. Seminar and workshop on relevant topic/Assignment presentation on given topic/ Visit to Tribal related agencies - 10 Marks

Outcomes:

1. Students will understand the tribal community and PVTGs.
2. Students will gain knowledge about the Tribal Economic System.
3. Students will understand Tribal Political System.
4. Students will develop knowledge about Tribal development programmes and role of government.

Recommended Readings :

1. Baviskar, Amita (2004): *In the Belly of the River: Tribal Conflict over Development in the Narmada Valley*. New Delhi: Oxford University Press, Second Edition.
2. Beteille, A., (2006): *Society and Politics in India: Essays in a Comparative Perspective*. Berg: Oxford International Publishers (reprinted).
3. Chauhan, V. S., (2009): "Crystallizing Protest into Movement: Adivasi Community in History, Society and Literature" in G. N. Devy, Geoffrey V. Davis and K. K. Chakravarty (eds) *Indigeneity: Culture and Representation*, Hyderabad : Orient Black Swan.
4. Mehta, B. H., (1984): *Gonds of the Central Indian Highlands: A Study of the Dynamics of Gond Society*, (Volume One & Two). New Delhi : Concept Publishing House.
5. Munda, Ram Dayal [Undated]: "Introduction" in *Indigenous and Tribal Solidarity*,
6. Souvenir brought out by the Indian Confederation of Indigenous and Tribal People: New Delhi.
7. Madan, T. N., (1999): "Introduction" In *Religion in India* (Ed) T. N. Madan, New Delhi: Oxford University Press.
8. Maharatna, Arup (2005) : *Demographic Perspectives on India's Tribes* New Delhi: OUP.
9. Patnaik, N., 1972: *Tribes and their Development, a study of two tribal development blocks in Orissa*. Hyderabad : NICD.
10. Puri, V. K., 1978 : *Planning for Tribal, Development, Yojana*.
11. Report of All India Tribal Conference and National Seminar on Tribal Development, Guwahati, 1979.
12. Sendoc Bull, 1979: *Role of Banks in Tribal Development*, II, 7(5).
13. Roy, Prodipto, (Ed.) 1964: *A study of the benefits accruing to the tribals in special multi-purpose tribal blocks*, NICD, Hyderabad.
14. Sharma B. D. 1978 : *Tribal Development – The concept and the Fame*.
15. Sharma, B. D. 1981 : *Planning for Dispersed Tribals*, Kurukshetra.

15. Sinha, S.P.: Planned Change in tribal areas, Journal of Public Administration, 19(3), July-Sept. 1977.
16. Singh, B. 1977: tribal Development at Cross Road: a Critique and a Plea, Man in India, July.
17. Sub-plan for tribal development in Tamil Nadu, Vanyajiti, July, 1978.
18. Umapathi, B.E, 1979: Review of Tribal Development in Karnataka, Man in India, July-Sept. 1979.
19. Vidyarthi, L.P.: Tribal Development in Independent India and its future, Man in India, Jan., 1974.
20. Vidyarthi, L.P., 1976: Development plans of the tribes of Andaman and Nicobar Island: An action oriented report, Journal of Social Research, 19 (2), Sept.
21. Xaxa, Virginius (2008): State, Society and Tribes: Issues in Post-Colonial India. New Delhi: Pearson-Longman.
22. Yadav and Misra 1980 : Impact of the tribal development programmes on employment, income and asset formation in Bastar, M.P.

Master of Social Work (MSW) Semester – III
Specialization Group D: Human Resource Management
LABOUR PROBLEMS AND LABOUR WELFARE

Discipline Specific Elective

Paper: IV (3T4)

Credits: 04

Total Marks: 100

Theory: 80 Marks

Internal Assessment: 20 Marks

Learner's Objectives:

1. To develop an understanding of labour welfare and its scope in industry.
2. To be familiar with labour problem.
3. To know the difficulties in implementing labour welfare policies.
4. To understand labour welfare machinery in India.

Unit I : Nature and Causes of Labour Problems: Concept, nature and causes of labour problems. Migration, Absenteeism, and Indebtedness. Types and issues of Labour i.e. Woman labour, child labour, contract labour, agriculture labour. Characteristic of Migrant and Rural labour in India. Indian Labour and problems of housing and slums in industrial metropolis. Various issues of unorganized labour.

Unit II : Labour Economics: Concept, scope and importance of labour economics for welfare of personnel. Labour force as a part of population; structure, composition and characteristics of labour i.e. demand and supply aspects.

Recent Economic & Industrial Policies and Labour economics: New economic & industrial Policies; Technological advancement - Rationalization; Modernization; Automation and change in industrial organization. Production sectors - World Trade Organisation and its impact on labour market, job opportunities, employment status and job security; Concept of employee turnover/ attrition; labour-drain and gain; Outsourcing in India.

Unit III: Labour Welfare: concept, goals & objectives, importance and principles of labour welfare. Evolution of Labour Welfare: Indian and Global perspectives, LPG and its impact on welfare and working conditions, National policy on labour welfare. Welfare Measures:- Labour welfare legislation:-concept of canteen, crèche, safety and accident prevention. Co-operatives, Housing, Health care, Family counseling.

Unit IV: Machinery of Labour Welfare in India: Salient features of The Maharashtra Labour Welfare Fund Act 1953. The Maharashtra Labour Welfare Board, Structure and functions, objectives and programmes. Occupational health and safety: concept, nature, scope and types. Workers' Education board : History of workers education, concept, goals and organizations. Quality of Work Life (QWL): meaning and indicators of QWL, Programmes & Strategies for enriching QWL. Labour court : Scope, structure and function.

Industrial Unrest: Concept, nature, factors responsible for labour unrest in India. New dimensions, emerging problems and employees unrest in modern industrial organizations.

Internal Assessment:

1. Attendance -10 Marks
2. Seminar and workshop on relevant topic/Assignment presentation on given topic/
Visit to labour related agencies - 10 Marks

Learner's Outcomes

- Students will develop understanding of labour welfare and economics and its scope in industry.
- Students will learn about recent economic developments and industrial policies.
- Students will develop an understanding of labour employability and opportunity.
- Students will develop an understanding of machinery of labour welfare in India.

Recommended Readings:

1. Bhagoliwal, T.N. (1976). Economics of Labour & Social Welfare. Agra: Sahitya Bhawan.
2. Kunar, H. L. (1990). Labour Problems & Remedies. Delhi: University Book Traders.
3. Mamoria, C. B. & Mamoria, S. (1991). Dynamics of Industrial Relations in India. Bombay: Himalaya Publication House.
4. Mathur, D. C. (1992). Personnel Problems & Labour Welfare. New Delhi: Mittal Publications.
5. Mathur, D. C. (1993). Personnel Problems & Labour Welfare. New Delhi: Mittal Publications.
6. Mehrotra, S. N. (1981, Ed. 3). Labour Problems in India. New Delhi: S. Chand and Co.
7. Mamoria, C. B. (1966). Labour Problems & Social Welfare in India. Allahabad: Kitab Mahal Publications.
8. Pant, S. C. (1976). Indian Labour Problems. Allahabad: Chaitanya Publication House.
9. Pratap, K. (1992). Rural Labour in India, Problems & Welfare Schemes. New Delhi: Deep & Deep Publications.
10. Saxena, R. C. (1974). Labour Problems and Social Welfare. Meerut: K. Nath and Co.
11. Sharma, A. M. (1994, Ed. 5th). Aspects of Labor Welfare & Social Security. Mumbai: Himalaya Publications.
12. Shanware, S. N. (2021). Kamgar Kalyan va Kamgar Vyavasthapan. Sai Publications, Nagpur.
13. Tyagi, B. P. (1986). A Textbook of Economics and Social Welfare. Meerut: Jai Prakash Nath & Co.

Master of Social Work (MSW) Semester - III
Statistics and Computer Application in Social Work Research
Paper - V (3T5)
Open Elective

Credits: 04
Total Marks: 100

Theory: 80 Marks
Internal Assessment: 20 Marks

Learner's Objectives:

- 1.To understand the application of statistical methods for processing primary data in social work research.
- 2.To understand the methods of descriptive statistic.
- 3.To understand the methods of inferential statistic.
4. To understand computer application in social work research.

Unit- I: Basic Statistics: Basic statistical concepts: variables, data, population, sample and parameter/ statistic; simple derivatives (percentage, ratio, proportion).

Unit-II: Descriptive Statistical Methods: Descriptive statistics: Measures of central tendency (mean, median, mode); Measures of dispersion (range, mean deviation, standard deviation, coefficient of variation); Measures of correlation.

Unit-III: Inferential Statistical Methods: Inferential Statistics: Parametric and Non-Parametric statistical tests. Tests of relationship (chi square, t-test,). Introduction to Statistical Package for Social Sciences (SPSS); graphical (diagrammatic) presentation, Use of Computer in analyses of data.

Unit IV: Computer Application: Component of a compute, Concept of Hardware and Software, Use of computer: Word processing, Office Application: MS Office (MS word, MS Excel or spreadsheets, Power point), Internet Application and Networking for social work.

Internal Assessment:

- 1.Attendance -10 Marks
2. Workshop on relevant topic/Assignment presentation on given topic/ - 10 Marks

Learning Outcomes:

- 1.Students will develop an understanding of application of statistical methods for processing primary data in social work research.
2. Students will understand the methods of descriptive statistic.
- 3.Students will understand the methods of inferential statistic.
- 4.Students will understand computer application in social work research

Recommended Books:

1. Alsoton, M & Bowles, W, (2003) Research for Social Workers, Rawat Publications, New Delhi.
2. Bailey, K.D. 1982 Methods of Social Research. New York: The Free Press.
3. Black, J.A. & Champion, D. J. (1976) Methods and Issues in Social Research. New York: John Wiley.
4. Blalock Jr., H.M. 1960 Social Statistics. New York: McGraw Hill Book Company, Inc.
5. Burgess, Robert, 2000 Qualitative Research, Sage publication, New Delhi
6. Burns, R.B. 2000 Introduction to Research Methods. New Delhi: Sage Publications.
7. Goode, W.J. & Hatt, P.K. (1952) Methods in Social Research. New York: McGraw Hill Book Company, Inc.
8. Jawadekar, W.S, 2001. Management Information Systems Tata Mcgraw- Hill Pub. Company Ltd; New Delhi.
9. Laldas D.K. 2000 Practice of Social Research: Social Work Perspective. New Delhi: Rawat publications.
10. Reid, W.J. & Smith, A.D. 1981 Research in Social Work. New York: Columbia University Press.
11. Rubin, A. & Babbie, E. 2001 Research Methods for Social Work (4th Ed.). California: Wadsworth.
12. Selltitz, C., Wrightsman, L.S. & Cook, S.W. 1976 Research Methods in Social Relations. New York: Holt, Rinehart and Winston.
13. Silverman, David, (Ed) 2000 Qualitative Research: Theory, method and practice Sage Publications, New Delhi.
14. Siokin, R.M. 1955 Statistics for Social Sciences. New Delhi: Sage Publications.
15. Weinberg, D (Ed) 2002 Qualitative Research Methods Blackwell publication, Australia.

Master of Social Work (MSW) Semester – III
Social work practicum
Discipline Specific Core (DSC Major)
Paper: VI (3P1)

Credits: 04

Total Marks: 100

SWP: 80 Marks

Viva-voce : 20 Marks

The Social Work Practicum shall comprise of the following components:

Components	Marks Allotted	No. of Days	Hours
Observational visits based on Specialization. Minimum Two Visits	10	02	4
Skill Laboratory Workshops. Minimum two sessions, Class Room Seminars based on Specialization	10	02	10
Concurrent Field Work Practicum based on specialization • Orientation – (10 Marks) • CPL- (50 Marks)	60	20	180
Internal Viva -Voce on Social Work Practicum	20	01	1
Total	100	25	195