ALAGAPPA UNIVERSITY

(Accredited with A+ Grade by NAAC (CGPA: 3.64) in the Third Cycle,
Graded as Category-I University and granted autonomy by MHRD-UGC)

DIRECTORATE OF COLLABORATIVE

PROGRAMMES

MSW
(Specialization in Human Resources Management)

Regulations and Syllabus

[For those who join the Course in July 2023 and after]

CHOICE BASED CREDIT SYSTEM

COURSE REGULATIONS

Name of the Institution: **MS Chellamuthu Institute of Mental Health and Rehabilitation**

Mission of the Institution:

Develop competent, confident and compassionate mental health professionals to lead the mental health care movement in India.

 Name of the Subject Discipline: **Masters in Social Work with specialization in Medical and Psychiatric Social Work and Human Resource Management**

Programme of Level:

1. Choice-Based Credit System

A Choice-Based Credit System is a flexible system of learning. This system allows students to gain knowledge at their tempo. Students shall decide on electives from a wide range of elective courses offered by the Departments/institutions in consultation with the committee. Students undergo additional courses and acquire more than the required number of credits. They can also adopt an inter-disciplinary and intra-disciplinary approach to learning, and make the best use of the expertise of available faculty.

2. **Programme:**

"Programme" means a course of study leading to the award of a degree in a discipline. MSW is a postgraduate programme and the duration is two years spread over four semesters.

3. Courses:

'Course' is a component (a paper) of a programme. Each course offered by the Department is identified by a unique course code. A course contains lectures/ tutorials/laboratory work/seminars/project work / practical training/report writing /Viva- voce, etc, or a combination of these, to meet effective teaching and learning needs.

4. Credits

The term "Credit" refers to the weightage given to a course, usually about the instructional hours assigned to it. Normally in each of the course's credits will be assigned based on the number of lectures/tutorials/laboratory and other forms of learning required to complete the course contents in a 15-week schedule. One credit is equal to one hour of lecture per week. For laboratory/field work one credit is equal to two hours.

5. Semesters

An academic year is divided into two Semesters. In each semester, courses are offered in a minimum of 15 teaching weeks and the remaining 3-5 weeks are to be utilized for conduct of examination and evaluation purposes. Each week has 30 working hours spread over 5 days a week.

6. Departmental/institutional committee

The Departmental/Institutional Committee consists of the faculty of the Department/institution. The committee shall be responsible for admission to all the programmes offered by the Department including the conduct of entrance tests, verification of records, admission, and evaluation. The committee determines the deliberation of courses and specifies the allocation of credits semester-wise and course- wise. For each course, it will also identify the number of credits for lectures, tutorials, practicals, seminars, etc. The courses (Core/Discipline Specific Elective/Non-Major Elective) are designed by teachers and approved by the Committees. Courses approved by the committees shall be approved by the Board of Studies.

A teacher offering a course will also be responsible for maintaining attendance and performance sheets (CIA -I, CIA-II, assignments, and seminar) of all the students registered for the course.

The department coordinators for Non-major elective (NME) and MOOCs (SLC) courses are responsible to submit the performance sheet to the Head of the department. The Head of the Department consolidates all such performance sheets of courses offered by the department and forward the same to be Controller of Examinations.

7. Programme Education Objectives- (PEO)

PGO - 1	Understand the scope and importance of social work.
PGO - 2	Understand the methods and different models in social work.
PGO - 3	Develop the required competence to practice social work in different settings.
PGO - 4	Explore opportunities to practice social work in different settings.
PGO - 5	Become an agent of change by developing solution and resource-focused perspectives.

8. Programme Specific Objectives-(PSO)

PSO - 1	Understand social work as a profession that empowers people.
PSO - 2	Practice social work by developing the necessary competence.
PSO - 3	Imbibe and practice the value of compassion and the importance of connectedness.
PSO - 4	Embrace change and diversity and work towards transformation.
PSO - 5	Be fair and ethical in words and actions.

9. Programme Outcome-(PO)

By completing the program, students will have:

PO - 1	Understood and acquired the fundamental knowledge of social work.
PO - 2	Analyzed the field scenario and understood the scope of the practice of social work
PO - 3	Understood the complexities in social life and developed solution-focused thinking.
PO - 4	Developed the skills relating to the methods of social work and use these skills to investigate and develop a holistic understanding of problems
PO - 5	Strengthened their psychosocial competence and use this competence to bring change.
PO - 6	Become senstive to the cultural diversity that exists in the society and leverage the diversity to transform society.
PO - 7	Imbibed the value of compassion towards people and the environment.
PO - 8	Understood the value of ethical practices in establishing professional credibility.
PO - 9	Become creative in designing protocols to use the collective intelligence of the team/community.
PO - 10	Developed competence in communication and use this competence to influence people in administration and the community

10. Programme Specific Outcome-(PSO)

By completing the program, students will be able to:

PO - 1	Appreciate Social Work as a tool to empower people and communities.
PO - 2	Explore and find the scope to practice social work in different settings.
PO - 3	Apply the social work competence and demonstrate changes.
PO - 4	Be sensitive to cultural diversity and embrace the same.
PO - 5	Uphold the highest ethical standards in social work practice.

11. Eligibility for admission
A Pass in any bachelor degree from any recognized University / Institute, Or accepted as equivalent there to by the Syndicate Candidate for admission to Master of Human Resource Management shall be required to have passed qualifying examination

12. Minimum Duration of Programme

The programme is for two years. Each year shall consist of two semesters viz. Odd and Even
semesters. Odd semesters shall be from June / July to October / November and even semesters shall

be from November / December to April / May. In each semester, there shall be 90 working days consisting of 6 teaching hours per working day (5 days/week).

13. Medium of instruction

The medium of instruction is English.

14. Teaching Methods

The classroom teaching would be through conventional lectures, the use of OHP, PowerPoint presentation, and novel innovative teaching ideas like television, smart board, and computer- aided instructions. Periodic field visit enables the student for gathering practical experience and up-to-date industrial scenario. Student seminars would be arranged to improve their communicative skills.

The periodic test will be conducted for students to assess their knowledge. Slow learners would be identified and will be given special attention by remedial coaching. Major and electives would be held in the Department and for Non-major electives students have to undertake other subjects offered by other departments.

15. Components

A PG programme consists of several courses. The term "course" is applied to indicate a logical part of the subject matter of the programme and is invariably equivalent to the subject matter of a "paper" in the conventional sense. The following are the various categories of the courses suggested for the PG programmes:

Core courses (CC) - "Core Papers" means "the core courses" related to the programme concerned including practicals and project work offered under the programme and shall cover core competency, critical thinking, analytical reasoning, and research skill.

Generic Elective (Allied) - Within the faculty, the students shall undergo two discipline-specific allied courses (one in the first year and another in the second year of his/her study except for computer application).

Discipline-Specific Electives (DSE) - means the courses offered under the programme related to the major but are to be selected by the students, shall cover additional academic knowledge, critical thinking, and analytical reasoning.

Non-Major Electives (NME) - Exposure beyond the discipline.

Self-Learning Courses from MOOCs platforms.

- MOOCs shall be voluntary for the students.
- Students have to undergo a total of 2 Self Learning Courses (MOOCs) one in II semester and another in III semester.
- The actual credits earned through MOOCs shall be transferred to the credit plan of programmes as extra credits. Otherwise, 2 credits/course be given if the Self Learning Course (MOOC) is without credit.
- While selecting the MOOCs, preference shall be given to the course related to employability skills.

Dissertation (Maximum Marks: 200)

The candidate shall undergo Dissertation Work during the fourth semester. The candidate should prepare a scheme of work for the dissertation and should get approval from the guide. The candidate, after completing the dissertation, shall be allowed to submit it to the departments at the end of the final semester.

The format to be followed for the dissertation by the student is given below

- Title page
- Certificate
- Acknowledgment

Content as follows:

Chapter No.	Title	Page No.
1	Introduction	
2	Aim and objectives	
3	Review of Literature	
4	Materials and Methods	
5	Results	
6	Discussion	
7	Summary and Conclusion	
8	References	

Format of the title page

<div align="center">

Title of Dissertation

Dissertation submitted in partial fulfillment of the requirement for the degree of --------- of ——————
in ——————— to the —————.

By (Student Name)

(Register Number)

Logo

Department of -------------------------------------

Name and Address of the institute

(Year)

</div>

Format of certificates

Certificate (Guide)

This is to certify that the Dissertation entitled "--" submitted to ---------------in partial fulfilment for the degree of --------in ----------------- by Mr/Miss ---------------------(Reg No --------------) under my supervision. This is based on the results of studies carried out by him/her in the Department of -------------, ----------------------. This dissertation or any part of this work has not been submitted elsewhere for any other degree, diploma, fellowship, or any other similar titles or record of any University or Institution.

<div align="right">Research Supervisor</div>

Place:

Date: _____ .

Certificate (HOD)

This is to certify that the thesis entitled " -- "submitted by Mr/Miss -----------------(Reg No: --------------) to the-------------, in partial fulfilment for the award of the degree of------- of --------in -------------- is a bonafide record of research work done under the supervision of Dr.------------------, Assistant Professor, Department of------------------------, --------------------- --. This is to further certify that the thesis or any part thereof has not formed the basis of the award to the student of any degree, diploma, fellowship, or any other similar title of any University or Institution.

<div align="right">Head of the Department</div>

Place:

Date: _____ .

Declaration (student)

I hereby declare that the dissertation entitled   " ---------------------------------- " submitted to the -------------for the award of the degree of -------of -------- in ------------- has been carried out by me under the guidance of Dr. -----------------, Assistant Professor, Department of---------------------------, ------------,-------. This is my original and independent work and has not previously formed the basis of the award of any degree, diploma, associateship, fellowship, or any other similar title of any University or Institution.

<div align="right">(_____)</div>

Place:

Date: _____ .

F. Internship

The students shall undergo Internship /industrial training in reputed organizations minimum of two weeks to acquire industrial knowledge during the summer vacation of the second semester. The student has to find an industry related to their discipline (Public Limited/Private Limited/owner/NGOs etc.,) in consultation with the faculty in charge/Mentor and get approval from the Head of the Department and Departmental Committee before going for an internship / industrial training.

Format to be followed for Internship report

The format /certificate for the internship report to be followed by the student is given below

Title page

Title of internship report

rtial fulfilment of the requirement for the ------ of degree

In _____.

By

(Student   Name)

(Register   Number)

University Logo

Department of -------------------------------

Institute name & address

(Year)

Format of certificate

(Faculty in charge)

This is to certify that the report entitled " -- " submitted to ----------------------- in partial fulfilment for the ------- of ------- in ------------ by Mr/Miss----------- (Reg No:------------) under my supervision. This is based on the work carried out by him/her in the organization M/S ----------------------- --. This Internship report or any part of this work has not been submitted elsewhere for any other degree, diploma, fellowship, or any other similar record of any University or Institution.

Research Supervisor

Place:

Date: _____.

(HOD)

This is to certify that the Internship report entitled "------------------------- "submitted by Mr/Miss.-----------------(Reg No:-------------------) to the ----------, in partial fulfilment for the award of the ---------- of Science in ------- is a bonafide record of the Internship report done under the supervision of --------------, Assistant Professor, Department of ----------------------, --------------- and the work carried out by him/her in the organization M/S ---------------------------. This is to further certify that the thesis or any part thereof has not formed the basis of the award to the student of any degree, diploma, fellowship, or any other similar title of any University or Institution.

Head of the Department

Place:

Date: _____ .

(Student Declaration)

I hereby declare that the Internship Report entitled " ------------------------- " submitted to the --------------------for the award of the -----------in ----------- has been carried out by me under the supervision of---------------, Assistant Professor, Department of--------- ----------------, ---------------, ------------ --. This is my original and independent work carried out by me in the organization M/S --------------------------- for the period of ------- and has not previously formed the basis of the award of any degree, diploma, associateship, fellowship, or any other similar title of any University or Institution.

(_____)

Place:

Date: _____ .

Acknowledgment, Content as follows:

Chapter No.	Title	Page No.
1	Introduction	
2	Aim and objectives	
3	Organization profile/details	
4	Methods / Work	
5	Observation and knowledge gained	
6	Summary and outcome of the Internship study	
7	References	

No. of copies of the dissertation/internship report

The candidate should prepare three copies of the dissertation/report and submit the same for the evaluation of examiners. After evaluation, one copy will be retained in the department library, one copy will be retained by the guide and the student shall hold one copy.

Attendance

Students must have earned 75% of attendance in each course for appearing on the examination.Students who have earned 74% to 70% of attendance need to apply for condonation in the prescribed form with the prescribed fee. Students who have earned 69% to 60% of attendance need to apply for condonation in the prescribed form with the prescribed fee along with the Medical Certificate. Students who have below 60% of attendance are not eligible to appear for the End Semester Examination (ESE). They shall re-do the semester(s) after completion of the programme.

Examination

The examinations shall be conducted separately for theory and practicals to assess (remembering, understanding, applying, analyzing, evaluating, and creating) the knowledge required during the study. There shall be two systems of examinations viz., internal and external examinations. The internal examinations shall be conducted as Continuous Internal Assessment tests I and II (CIA Test I & II).

A. *Internal Assessment*

The internal assessment shall comprise a maximum of 25 marks for each course. The following procedure shall be followed for awarding internal marks.

Theory - 25 marks

Sr. No.	Content	Marks
1	Average marks of two CIA test	15
2	Seminar/ Group Discussion/ Quiz, etc.,	5
3	Assignment/ Field trip report/ case study reports	5
	Total	**25**

Practical - 25 marks

Sr. No.	Content	Marks
1	Average marks of two CIA tests (Practical) Experiments -Major, Minor, and Spotter	15
2	Observation notebook	10
	Total	**25**

Internship - 25 marks (assess by Guide/In charge/HOD/supervisor)

Sr. No.	Content	Marks
1	Presentation	15
2	Progress report	10
	Total	**25**

Dissertation - 25 marks (Guide/HOD)

Sr. No.	Content	Marks
1	Two Presentations (mid - term)	15
2	Progress report	20
	Total	**25**

B. *External Examination*

- There shall be examinations at the end of each semester, for odd semesters in October / November; for even semesters in April / May.
- A candidate who does not pass the examination in any course(s) may be permitted to appear in such failed course(s) in the subsequent examinations to be held in October / November or April / May. However, candidates who have arrears in practical shall be permitted to take their arrear Practical examination only along with regular practical examination in the respective semester.
- A candidate should get registered for the first-semester examination. If registration is not possible owing to a shortage of attendance beyond the condonation limit / regulation prescribed OR belated joining OR on medical grounds, the candidates are permitted to move to the next semester. Such candidates shall re-do the missed semester after completion of the programme.
- For the Dissertation Work, the maximum marks will be 25 marks for thesis evaluation and the Viva-Voce 50 marks.
- For the internship, the maximum mark will be 25 marks for project report evaluation and for the Viva-Voce it is 50 marks.
- Viva-Voce: Each candidate shall be required to appear for the Viva-Voce Examination (in defense of the Dissertation Work/internship).

Passing minimum

- A candidate shall be declared to have passed each course if he/she secures not less than 40% marks in the End Semester Examinations and 40% marks in the Internal Assessment and not less than 40% for UG and PG 50% in the aggregate, taking Continuous assessment and End Semester Examinations marks together.
- The candidates not obtained 50% in the Internal Assessment are permitted to improve their Internal Assessment marks in the subsequent semesters (2 chances will be given) by writing the CIA tests and by submitting assignments.
- Candidates, who have secured the pass marks in the End-Semester Examination and the CIA but failed to secure the aggregate minimum pass mark (E.S.E + C I.A), are permitted to improve their Internal Assessment mark in the following semester and/or in University examinations.
- A candidate shall be declared to have passed the Project Work if he /she gets not less than 40% in each of the Project Report and Viva-Voce and not less than 40 % UG and in PG 50% in the aggregate of both the marks for Project Report and Viva-Voce.

candidate who gets less than 40% for UG and PG 50% in the Project Report must resubmit the Project Report. Such candidates need to take again the Viva-Voce on the resubmitted Project.

Each student should have taken 83 credits as a core course, Internship course (core), credits as a major elective; 4 credits as a non-major elective, 7 credits as dissertation work, in addition, MOOCs courses as extra credits, thus totalling least 90 + extra credits required to complete degree course.

COURSE STRUCTURE

. No	Course Code		Title of the Paper	T/ P	Credits	Hours/ Week	Marks		
I Semester							**I**	**E**	**Total**
1	71011	Core 1	Introduction to Professional Social Work	T	4	4	25	75	100
2	71012	Core 2	Sociology for Social Work practice	T	4	4	25	75	100
3	71013	Core 3	Psychology for Social Work practice	T	4	4	25	75	100
4	71014	Core 4	Social Work practice with Individuals	T	4	4	25	75	100
5	71015	Core 5	Social Work practice with Groups	T	4	4	25	75	100
6	71016	Core 6	Field Observation Visits	I	3	6	25	75	100
7	71017	SEC -1	Life Skills Education	T	2	2	25	75	100
			Library	--		2			
					25	**30**	**175**	**525**	**700**
II Semester									
8	71021	Core 7	Community Organization and Social action	T	4	4	25	75	100
9	71022	Core 8	Social Work Administration	T	4	4	25	75	100
10	71023	Core 9	Environmental Social Work	T	4	4	25	75	100
11	71024	Core 10	Internship	I	3	6	25	75	100
12	71025	DSE - 1*	Human Resource Management	T	4	4	25	75	100
13	71026	DSE - 2*	Organizational Behaviour and Development	T	4	4	25	75	100
14	71027	SEC - 2	Workplace Wellness	T	2	2	25	75	100
15	71028	NME	Social Marketing	T	2	2	25	75	100
			Self-learning course(SLC) - MOOCs**	--	Extra Credit				
					27	**30**	**200**	**600**	**800**
III Semester									
16	71031	Core 11	Social Work Research and Statistics	T	4	4	25	75	100
17	71032	Core 12	Disaster Management	T	4	4	25	75	100
18	71033	Core 13	Social Legislation	T	4	4	25	75	100

19	71034	Core 14	Internship	I	3	6	25	75	100
20	71035	DSE - 3*	Training and Development	T	4	4	25	75	100
21	71036	DSE - 4*	Labour Legislations	T	4	4	25	75	100
22	71037	SEC - 3	Trauma Management	T	2	2	25	75	100
23	71038	NME	Community Mental Health	T	2	2	25	75	100
		Self-learning course(SLC) - MOOCs**		--	Extra Credit				
					27	**30**	**200**	**600**	**800**
IV Semester									
24	71041	Core 15	Internship	I	8	16	25	75	100
25	71042	Core 16	Dissertation	D	7	14	25	75	100
Total					**15**	**30**	**50**	**150**	**200**
					94+EC	**120**	**625**	**1875**	**2500**

Approved by the BOS conducted on 12.08.2023.

SYLLABUS

		I - SEMESTER			
Course Code	71011	**Core 1: Introduction to Professional Social Work**	**T**	**Credits:4**	**Hours/ Week: 4**
Objectives		1. To understand the basic concepts of social work. 2. To gain an understanding of the competencies required to practice social work. 3. To analyze the various models in the field of social work. 4. To develop an understanding of the application of social work in different settings. 5. To understand the impact of social reformers and welfare initiatives in India.			
Unit - I		**Social Work:** Definition, Objectives, characteristics, and Functions. Goal and scope of social work - History of Social Work in India, Evolution of social work in the West. Concept of International Social Work. Concepts related to Social Work: Social Service, Social Welfare, Social Policy, Social Security, Social Defense, Social Transformation, Social Justice, Social Reforms, Social Movements, Social Action, Social Development, and Social Empowerment.			
Unit - II		**Social Work as a Profession:** Nature, Philosophy, Values, and Principles. Code of ethics for Indian Social Workers towards clients, colleagues, agency, and as professionals - Introduction to Social Work Methods. Competencies of Professional Social Workers-International & National Associations of Social Work - Problems of professionalization in India - Networks in Social Work.			
Unit - III		**Theories and Models of Social Work:** Meaning and definition of theory, model. paradigm and approaches. Need and importance of theories in Social Work, Major Theories in Social Work: Systems Theory, Psychodynamic Theory, Social Learning Theory, and Conflict Theory. Humanistic theory, and rational choice theory. Models of Social Work - Problem-Solving Model, Cognitive Behavior Model, Crisis Intervention Model, Remedial, preventive, and Developmental models,			
Unit - IV		**Fields of Social Work:** Social Work with Community (Rural, Urban, and Tribal), Medical and Psychiatric Social Work, Industrial Social Work, Social Work with Family and Children, School Social Work, Correctional Social Work, Social Work with Youth, Working with Marginalized Groups, Geriatric Social Work.			
Unit - V		**Social Reformers, Social Movements and Welfare Programs in India**: Raja Ram Mohan Roy, Sarojini Naidu, EVR Periyar, Gandhiji, Vinoba Bhave, Narayana Guru, and Jyotirao Govindrao Phule. Mehta Padkar- Contemporary Social Reforms in India. Social welfare programs of the Government of India.			

References and Text Books:
- Bhattacharya, Sanjay. 2008. Social Work Psycho- Social and Health Aspects. Deep and Deep publications. New Delhi.
- Chowdhry, Paul. 1992. Introduction to Social Work. Atma Ram and Sons. New Delhi.
- Dean.H. Hepworth, Ronald, H. Rooney, Glenda Dewberry Ronney, Kimberly StromGottfried, Jo Ann Larsen, 2010, Theory and Skills in Social Work, Cengage Learning India Pvt Ltd, New Delhi
- Elizabeth A. Seyal, 2010 Professional Social Work, Cengage Learning India Pvt Ltd, Delhi
- Ghanshyam Shah (2004), Social Movements in India a Review of Literature, Sage Publications, New DelhiState Integrated Board of Studies - Social Work PG8
- Godwin Prem Singh J, 2009, Millennium Development Goals, Allied Publishers Pvt. Ltd, Mumbai

Web Resources:
Important Social Work Theories & Practice Models | SocialWorkGuide.org
Global Definition of Social Work - International Federation of Social Workers (ifsw.org)
Social Reformers of India and their contributions (indiacelebrating.com)

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the concept and evolution of social work and related components.	K2
CO2	Understood social work methods and competencies of professional social workers.	K2
CO3	Understood and analyzed the various models of social work	K2, K4
CO4	Application of social work method in different fields	K3
CO5	Understood and analyzed the contribution of social reforms	K2, K4

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S (3)	S (3)	S (3)	L (1)	L (1)	M (2)	M (2)	S (3)	S (3)	L (1)
CO2	S (3)	S (3)	S (3)	L (1)	L (1)	M (2)	M (2)	S (3)	S (3)	L (1)
CO3	S (3)	S (3)	S (3)	M (2)	M (2)	L (1)	M (2)	M (2)	L (1)	M (2)
CO4	L (1)	L (1)	L (1)	S (3)	S (3)	L (1)	L (1)	L (1)	L (1)	S (3)
CO5	S (3)	S (3)	S (3)	M (2)	M (2)	L (1)	M (2)	M (2)	L (1)	M (2)
W.Av	2.6	2.6	2.6	9	1.8	1.4	1.8	2.2	1.8	1.8

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S (3)	L (1)	L (1)	L (1)	L (1)
CO2	S (3)	S (3)	L (1)	L (1)	S (3)
CO3	S (3)	M (2)	M (2)	M (2)	M (2)
CO4	L (1)	S (3)	S (3)	M (2)	M (2)
CO5	S (3)	M (2)	M (2)	M (2)	M (2)
W.Av	2.6	2.2	1.8	1.6	2

		I - SEMESTER			
Course Code	71012	**Core 2: Sociology for Social Work Practice**	**T**	**Credits:4**	**Hours/ Week: 4**
Objectives		1. To understand the fundamentals of sociology and social work and relate them to social work. 2. To outline the socialization process and the agents of social control. 3. To describe the theories of social change and the factors that causes resistance to social change. 4. To define social movements and outline the major social movements in India. 5. To define social problems and illustrate the general social problems.			
Unit - I		**Sociology:** Definition, Nature and Importance, Characteristics of Society, Community, Social Group, Social Association and Social Institution, Social organization, Social Structure, Social System and functions of Social Institutions - marriage, family, kinship, caste, religion, and education. Linkages between Sociology & Social Work.			
Unit - II		**Socialization:** Process and agents. Social control: Concept, types, and functions. Major Agents of Social control: Kinship, Religion, Law, Education, Traditions, and Customs.			
Unit - III		**Social Change**: Meaning, Theories, Factors, Process of Social Change: Urbanization, Industrialization, Westernization, Sanskritisation, Secularization. Resistance to social change-cultural lag and Ethnocentrism. Social change in India.			
Unit - IV		**Social Movements in India:** Social Movements: Meaning, Cause, Types, Characteristics, Process of social movements, Major Social movements in India- Narmadha Bacho Andolan, Peasant, Tribal, Dalits, Backward Class, Women, Minority groups, Terrorism, Religious movements, Working Class and Student.			
Unit - V		**Social Problems:** meaning, causes and consequences. General social problems - terrorism,health, environmental degradation, population, unemployment, poverty, illiteracy. Problems faced by women, children, weaker sections, marginalized and elderly. Developmental issues -issues arising out of liberalization, globalization and privatization. Legislative approach to social problems.			

References and Text Books:

- Anthony Giddens, 1998, Sociology(Third), Polity Press, London
- Jainendra Kumar Jha, 2002, Basic Principles Of Developmental Sociology, Anmol Publications, New Delhi.
- Richard T.Schaefer & Robert. P.Lamm., (1995), Sociology, Mc.Graw Hill Inc. New York
- Sahu D.R., 2012, Sociology Of Social Movement, Sage Publications, New Delhi
- Shanger Rao C. N, 2012, Sociology Principles Of Sociology With An Introduction To Social Thought, S Chand And Company, New Delhi
- Thara Bhai L., 2012, Indian Sociology Issues and Challenges, Sage Publications, New Delhi

Web Resources:
1.1 What Is Sociology? - Introduction to Siology 3e | OpenStax
Chapter 5. Socialization - Introduction to Sociology - 1st Canadian Edition (opentextbc.ca)
Social change | Definition, Types, Theories, Causes, & Examples | Britannica

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the linkages between sociology and social work.	K2
CO2	Understood socialization and analyze the methods of social control.	K2
CO3	Understood the process of social change and analyze the factors that resist change.	K2,K3
CO4	Understood the concept of social movements and critically examine the various social movements.	K2,K3
CO5	Examine the causes and consequences of social problems.	K3,K4

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S (3)	S (3)	S (3)	L (1)	L (1)	M (2)	M (2)	S (3)	S (3)	L (1)
CO2	S (3)	S (3)	S (3)	L (1)	L (1)	M (2)	M (2)	S (3)	S (3)	L (1)
CO3	S (3)	S (3)	S (3)	M (2)	M (2)	L (1)	M (2)	M (2)	L (1)	M (2)
CO4	L (1)	L (1)	L (1)	S (3)	S (3)	L (1)	L (1)	L (1)	L (1)	S (3)
CO5	S (3)	S (3)	S (3)	M (2)	M (2)	L (1)	M (2)	M (2)	L (1)	M (2)
W.Av	2.6	2.6	2.6	1.8	1	1.4	1.8	2.2	1.8	1.8

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S (3)	L (1)	L (1)	L (1)	L (1)
CO2	S (3)	M (2)	M (2)	M (2)	M (2)
CO3	S (3)	M (2)	M (2)	M (2)	M (2)
CO4	S (3)	M (2)	M (2)	M (2)	M (2)
CO5	L (1)	S (3)	S (3)	S (3)	M (2)
W.Av	2.6	2	2	2	1.8

		I - SEMESTER			
Course Code	71013	**Core 3: Psychology for Social Work practice**	**T**	**Credits: 4**	**Hours/ Week: 4**
Objectives		1. To understand the fundamental concepts of psychology and its relevance in social work. 2. To define human behaviour and analyze the factors that influence behaviours. 3. To distinguish the different stages of development. 4. To understand the basics of abnormal behaviour. 5. To describe the concepts and theories of learning, motivation, personality & psychological testing.
Unit - I		**Psychology:** Definition, goals, and its importance and role in social work practice, history and fields of psychology. A brief introduction on Schools of thought: Structuralism and Functionalism, Gestalt Psychology, Behaviorism, Psychoanalysis, Humanistic Psychology, Cognitive Psychology. Areas of Human Development - Social, emotional, cognitive and physical- Relevance of Psychology to Social Work.
Unit - II		**Concept of Human Behaviour**-Definition, types of Behavior, the Concept of Self. Basic Psychological Processes in Behaviour: Needs and motives, Cognition, Memory, Intelligence, personality learning and motivation. Factors Influencing Human Behavior: Heredity and Environment.
Unit - III		**Development**: concept and principles, Developmental stages and Developmental tasks -Developmental periods - infancy, babyhood, childhood, puberty and adolescence, early adulthood, middle age and old age, Areas of Human Development - Physical, Social, Emotional, Moral and Cognitive growth. Theories - Cognitive Development - Piaget, Moral Development - Kohlberg.
Unit - IV		**Abnormal Psychology**: Concepts of normality and abnormality. International Classification of Diseases (ICD): Neurosis & Psychosis. An introduction to various disorders - mood, personality, anxiety disorders.
Unit - V		**Learning**- Concept, theories and assessment. Motivation: Meaning, definition, types and characteristics of motives, Theories of motivation. Personality: Meaning, Definition, types and factors influencing Personality and structure, Theories of Personality. Intervention methods: Psychological Counseling and Psychological Testing: IQ / Achievement Test and Attitude Test- Basic concept of Psychometrics and Testing.

References and Text Books:

- Abril Lal Mukherjee, 2015,A Textbook Of Cognitive Psychology, Rajat Publications, New Delhi
- Anuratha Ngangom,2012,Research Methodalogy In Psycology,Maxford Books ,New Delhi
- Daine E Papalia And Sally Wendkos Olds And Ruth Duskin Feldman,2004, Human Development(Ninth), Tata Mcgraw-Hill, New Delhi
- Dennis Coon (1977), Introduction to Psychology, Exploration and Application, Watts & Company.
- Elizabeth B Hurlock,2009, Development Psychology(Fifth), Tata Mcgraw-Hill, New Delhi
- Morgan and King (1979), Introduction to Psychology, 6th edition, 1979, McGraw Hill.

Web Resources:

Schools of Psychology: The 7 Main Schools of Thought (verywellmind.com)
Human behavior | Definition, Theories, Characteristics, Examples, Types, & Facts | Britannica
Developmental Psychology: Definition, Stages, and Issues (verywellmind.com)

COURSE OUTCOMES
On completion of the course, students will have

CO1	Understood the fundamental concepts in psychology.	K1, K2
CO2	Understood the basics of human behaviour.	K1, K2
CO3	Acquired knowledge about the psychosocial development of humans.	K1, K2
CO4	Acquire knowledge about the basics of abnormal psychology.	K1, K2
CO5	To understand concepts related to learning, personality and motivation and to develop the skills to use psychological assessments.	K1, K2, K3

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	L(1)	L(1)	L(1)
CO2	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	L(1)	L(1)	L(1)
CO3	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	L(1)	L(1)	L(1)
CO4	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	L(1)	L(1)	L(1)	L(1)
CO5	S(3)	S(3)	S(3)	S(3)	M(2)	M(2)	M(2)	L(1)	L(1)	M(2)
W.Av	3	3	3	1.4	1.2	2	1.8	1	1	1.2

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	L(1)	L(1)	M(2)	L(1)
CO2	S(3)	L(1)	L(1)	M(2)	L(1)
CO3	S(3)	L(1)	L(1)	M(2)	L(1)
CO4	S(3)	L(1)	L(1)	L(1)	L(1)
CO5	S(3)	M(2)	S(3)	M(2)	L(1)
W.Av	3	1.2	1.4	1.8	1

I - SEMESTER					
Course Code	71014	**Core 4: Social Work Practice with Individuals**	**T**	**Credits: 4**	**Hours: 4**

Objectives	1. To understand the fundamentals of social case work with individuals. 2. To develop the skills and knowledge related to casework. 3. To describe the skills required to build a client relationship. 4. To understand the various models used in casework practice. 5. To practice the techniques required in casework.
Unit - I	**Social Casework:** Concept & Definition, Nature and Scope. Historical development of Social Casework. Objectives of working with individuals. Values and Principles of social casework practice: Individualization, Purposeful expression of feelings, controlled emotional involvement, Acceptance, Non-judgmental attitude, Client self-determination and Confidentiality. Components of Casework (Perlman's model)-Person, Problem, Place and Process, socio-cultural factors affecting the Case Work practice in India; relationship with other methods of social work.
Unit - II	**Casework Process:** Intake: Study: Interviewing (types, purpose, skills, techniques and principles of interviewing), Home visits, Collateral contacts Assessment/Social Diagnosis: Use of genograms and ecomaps. Treatment/ Intervention, Evaluation, Termination.
Unit - III	**Case Worker:** Client Relationship: Meaning, purpose and Characteristics of professional relationship: empathy, non-possessive warmth, genuineness and self-disclosure; Obstacles in client worker relationship: Transference, Counter transference and Resistance.
Unit - IV	**Casework Practice:** Approaches and Models - Psycho Social approach, Person Centered Approach, Problem Solving Approach and Crisis Intervention Model. Relevance of an Eclectic approach. Working with Individuals in different settings: Educational, Family and Child Welfare, Medical and psychiatric, Correctional and Industrial setting.
Unit - V	**Techniques in practice**: Ventilation, emotional support, action oriented support, advocacy, environment modification, modeling, role-playing and confrontation. Tools - Observation, listening, communication, rapport building, questioning, giving feedback. Record keeping - Face sheet, Narrative, Process and Summary recording. Use of Genogram and eco map- Case presentation as a professional development tool. Casework in various setting.

References and Text Books:

- Anthony Giddens, 1998, Sociology(Third), Polity Press, London
- Jainendra Kumar Jha, 2002, Basic Principles Of Developmental Sociology, Anmol Publications, New Delhi
- Richard T.Schaefer & Robert. P.Lamm., (1995), Sociology, Mc.Graw Hill Inc. New York
- Sahu D.R., 2012, Sociology Of Social Movement, Sage Publications, New Delhi
- Shanger Rao C. N, 2012, Sociology Principles Of Sociology With An Introduction To Social Thought, S Chand And Company, New Delhi
- Thara Bhai L., 2012, Indian Sociology Issues and Challenges, Sage Publications, New Delhi

Web Resources:

Social case work:Meaning,concept and definition (socialworkin.com)

https://www.socialworkin.com/2021/12/5-phases-of-social-case-work-process.html

5 approaches of social case work (socialworkin.com)

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the fundamentals of social casework.	K1, K2
CO2	Understood the process and methods involved in casework	K1, K2, K3
CO3	Understood the various dynamics involved in the relationship between the caseworker and the client	K1,K2
CO4	Understood the various models used in casework practice and the application of casework in different settings	K1,K2
CO5	Learnt the various skills used by caseworkers in practice	K1,K2, K3

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	L(1)	L(1)	L(1)
CO2	S(3)	S(3)	S(3)	M(2)	L(1)	M(2)	M(2)	M(2)	L(1)	L(1)
CO3	S(3)	S(3)	S(3)	M(2)	L(1)	M(2)	M(2)	M(2)	L(1)	L(1)
CO4	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	L(1)	L(1)	M(2)
CO5	S(3)	S(3)	S(3)	S(3)	M(2)	M(2)	L(1)	L(1)	L(1)	M(2)
W.Av	3	3	3	1.8	1.2	2	1.8	1.4	1	1.4

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	L(1)	L(1)	M(2)	S(3)
CO2	S(3)	M(2)	L(1)	L(1)	M(2)
CO3	S(3)	M(2)	M(2)	S(3)	S(3)
CO4	S(3)	L(1)	L(1)	M(2)	L(1)
CO5	S(3)	M(2)	M(2)	M(2)	L(1)
W.Av	3	1.6	1.4	2	2

		I - SEMESTER			
Course Code	71015	**Core 5: Social Work Practice with Groups**	**T**	**Credits: 4**	**Hours/ Week: 4**
Objectives		1. To gain knowledge about the primary method of social work practice with groups. 2. To understand the techniques and approaches of social work practice with groups. 3. To gain Group work process knowledge and process competence. 4. To understand various models and its core principles. 5. To develop the competence to practice Social Group Work in different settings.			
Unit - I		**Concepts of Social Group Work:** Concept of group, types, characteristics of effective group and its importance of groups in human life cycle; Group Formation Phases: Forming- Storming, Norming, Performing, Adjourning, Group as an Instrument of Change; Social Group Work: Definition, Assumptions, Principles, values and Characteristics of social group work; History and development of social group work. Group work as a method of Social work. Theoretical basis of group work.			
Unit - II		**Group Dynamics** - definition, functions and basic assumptions of group dynamics. Group Process: bond, acceptance, isolation, rejection, sub-group formation, clique, and newcomers in the group. Leadership in group: definition, functions, qualities of leader, types and theories of leadership. Communication within groups. Sociometry and Sociogram.			
Unit - III		**Group Work Process**: i. Planning Phase: Selection of members, composing group orienting the members, preparing the environment, ii. Beginning Phase- preparing for group work, First Meetings-interviewing, Ground rules for group work meetings, goal setting, motivation, Assessment of communication and interaction iii. Middle Phase: Intervening with group members, Problem solving, Dealing with difficult members, Ending Phase: Evaluation- group work evaluation and criteria for good group work, Termination, Follow-up. Importance of recording in group work, Principles of recording, Types of recording.			
Unit - IV		**Models:** Social goal, remedial and reciprocal models. Treatment groups: Support, Educational, Growth, Therapy and Socialization groups. Task Groups: Teams, Committees, Social Action and Coalition groups. Group work recording: purpose, types and principles of group work recording			
Unit - V		**Concept of programme**, Principles of programme planning, Importance of programme in group work practice, Programme planning and implementation for group development- Skills for Social Group work - Social group work practice in different settings: community settings, medical and psychiatric settings: hospitals, de-addiction, physical and visual and mentally challenged, family and child welfare settings and the aged homes, schools, correctional institutions, industries.			

References and Text Books:
- Charles Zastrow H, Msw , Ph.D, 2009, Social Work With Groups, Cengage Learning Publication, Australia
- Douglas Tom (1972) Group Process in Social Work, Chicester, Willey.
- Gerald Corey (2000) Theory and practice of group counseling, Wordsworth, London
- Gisela Konopka (1972) Social group work-A helping process, Prentice Hall, Engle Wood Cliffs
- Garvin, Charles, D. (1989) Contemporary Group Work, Prentice Hall, New Jersey.
- Harlkich Trecker B, 1955, Social Group Work Methods And Principles

Web Resources:

Social Group Work-Concept,definition and meaning (socialworkin.com)

https://www.socialworkin.com/2019/11/group-process-in-social-group-work.html

Group Dynamics: Definitions, Concept, Principles and Stages (economicsdiscussion.net)

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the concepts of social group work along with related characteristics and theoretical basis	K1, K2
CO2	Understood the group process, dynamics and importance of communication in group	K1, K2
CO3	Analysis of phases involved in group work process and understood the importance of recording	K1, K4
CO4	Examined various model and recordings	K1,K5
CO5	Application of programme in various group setting by social work group	K3, K5

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	M (2)	M(2)	M(2)	M(2)	L(1)
CO2	S(3)	S(3)	S(3)	L(1)	L(1)	M (2)	M(2)	M(2)	M(2)	L(1)
CO3	M(2)	M(2)	M(2)	S(3)	S(3)	M(2)	M(2)	L(1)	L(1)	S(3)
CO4	M(2)	M(2)	M(2)	S(3)	S(3)	M(2)	M(2)	L(1)	L(1)	S(3)
CO5	M(2)	M(2)	M(2)	S(3)	S(3)	M(2)	M(2)	M(2)	M(2)	S(3)
W.Av	2.4	2.4	2.4	2.2	2	2	2	1.6	1.6	1.6

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	L(1)	L(1)	L(1)	L(1)
CO2	S(3)	L(1)	L(1)	L(1)	L(1)
CO3	M(2)	S(3)	M(2)	L(1)	L(1)
CO4	M(2)	M(2)	S(3)	M(2)	M(2)
CO5	M(2)	M(2)	S(3)	M(2)	M(2)
W.Av	2.4	1.8	2	1.4	1.4

		I - SEMESTER			
Course Code	71016	**Core 6 : Field Observation Visits**	I	**Credits: 3**	**Hours/ Week: 6**
Objectives	1. To understand the field realities. 2. To understand the scope of social work practice. 3. To explore and understand the problems and the solution responses. 4. To develop a professional network. 5. To examine the role played by different agencies.				
Guidelines	The first-year students during the first semester will be visiting agencies working in the field to understand the field realities and the role of agencies in bringing change.				

COURSE OUTCOMES
On completion of the course, students will have

CO1	An understanding of the field realities	K2
CO2	Better insights into the scope for the practice of social work	K2, K3
CO3	Acquires knowledge about the field interventions.	K3, K4, K6
CO4	Developed the professional network	K3, K4
CO5	The imbibed the value of compassion in working with the people.	K3

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S (3)	S (3)	M(2)	M(2)	M(2)	S (3)	S (3)	S (3)	M (2)
CO2	S(3)	S (3)	S (3)	M(2)	M(2)	S (3)	S (3)	S (3)	S (3)	S (3)
CO3	L (1)	L (1)	L(1)	S (3)	S (3)	S (3)	S (3)	M (2)	S (3)	S (3)
CO4	L (1)	L (1)	L(1)	S (3)	S (3)	M(2)	M (2)	S (3)	S (3)	M (2)
CO5	M(2)	M(2)	S (3)	S (3)	M(2)	S (3)	S(3)	S (3)	S (3)	S (3)
W.Av	2	2	2.2	2.6	2.4	2.6	2.8	2.8	3	2.6

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	M (2)	L(1)	S(3)	M(2)
CO2	S(3)	M(2)	M(2)	S(3)	M(2)
CO3	S(3)	S(3)	S(3)	S(3)	S(3)
CO4	L(1)	S(3)	M(2)	S(3)	M(2)
CO5	S(3)	S(3)	M(2)	S(3)	S(3)
W.Av	**2.6**	**2.6**	**2**	**3**	**2.4**

I - SEMESTER					
Course Code	71017	**SEC - 1: Life Skills Education**	**T**	**Credits: 2**	**Hours/ Week: 2**
Objectives	1.To define life skills and understand its importance in life. 2. To enhance one's ability to understand self and reflect ways to enhance it. 3. To develop interpersonal skills to manage interpersonal problems. 4. To develop the necessary social skills to enhance performance while working in teams. 5. To increase one's knowledge and awareness of psychosocial competency and professional skills to perform efficiently at place of study/work.				
Unit - I	**Fundamental of Life Skills and values:** Life skills - Definition. Need and importance of life skills in Higher Education -WHO guidelines. **Understanding Self - Self Awareness -** Self-esteem and Self Efficacy, Ideal vs Real Self, Johari Window, Inferieirty complex and its impact. **Empathy -** Concept and importance, Types of empathy - cognitive,affect and behaviour , Empathy fatigue,Empathy as a skill.				
Unit - II	**Relationship Skill:** Importance of relationship, relationship mapping, difference between workplace and personal relationships, toxic vs caring relationship, nurturing the relationships. Communication - Objectives and importance, Types of communication - passive,aggressive and assertive, challenges in interpersonal communication, skills in communication.				
Unit - III	**Thinking Skills** - Critical thinking - Concept and Importance, Challenges in critical thinking, practices that will improve critical thinking. Creative thinking - Concept and Importance, practices that will improve creating thinking.				
Unit - IV	**Coping Skills** - Coping with emotions - Concept of emotions,types of emotions,functions of emotions, triggers of emotions,emotional regulation,emotional intelligence. **Coping with stress -** Concept of stress, stress continuum, impact of stress, coping resources, coping strategies.				
Unit - V	**Problem Solving -** Concept of problem, problem analysis, types of solutions - temporary and permanent solutions, problem solving tools. Decision making - rational and emotional decision, challenges in taking decisions, Decision making tools.				

References and Text Books:
- Atkinson, Jacquelin. 1993. Better Time Management. New Delhi: Indus
- Bishop, Sue.1996. Develop your Assertiveness New Delhi: Kogan Page India Pvt. Ltd
- Clements. Phil, 1998. Be positive, New Delhi: Kogam Page India Pvt. Ltd
- Davar, S. Rustom.1996. Creative Leadership, New Delgi: USB Publishers Ltd.
- Sudha, Datar.2010. Skill Training for Social Workers. New Delhi: Sage Publications Ltd.

Web Resources:
Life Skills: Definition, Examples, & Skills to Build - The Berkeley Well-Being Institute (berkeleywellbeing.com)
What are life skills and why teach them? | British Council Greece
What Are Interpersonal Skills? A Guide With Examples | Built In

COURSE OUTCOMES

On completion of the course, students will have

CO1	Developed the ability to appraise the concepts of life skills and understand its importance in life.	K1, K2
CO2	Identify the importance of self - awareness and learn techniques to apply it in their daily lives.	K1, K2, K3
CO3	Developed the competence in thinking and communication skills.	K1, K2, K3
CO4	Gained a practical understanding of social skills and be able to develop a life skills intervention module.	K1, K2, K3, K6
CO5	Gained professional skills to perform effectively in chosen field.	K1, K2, K3

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	M(2)	L(1)	M(2)	M(2)	L(1)	L(1)	L(1)
CO2	S(3)	S(3)	S(3)	M(2)	L(1)	M(2)	M(2)	L(1)	L(1)	L(1)
CO3	S(3)	S(3)	S(3)	M(2)	L(1)	M(2)	M(2)	M(2)	L(1)	L(1)
CO4	M(2)	M(2)	M(2)	S(3)	S(3)	M(2)	M(2)	M(2)	L(1)	S(3)
CO5	M(2)	M(2)	M(2)	S(3)	M(2)	M(2)	L(1)	L(1)	L(1)	M(2)
W.Av	2.6	2.6	2.6	2.6	1.6	2	1.8	1.4	1	1.6

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	L(1)	L(1)	M(2)	L(1)
CO2	S(3)	M(2)	L(1)	M(2)	L(1)
CO3	S(3)	M(2)	M(2)	M(2)	L(1)
CO4	S(3)	S(3)	S(3)	S(3)	L(1)
CO5	M(2)	S(3)	S(3)	M(2)	L(1)
W.Av	2.8	2.2	2	2.2	1

		II - SEMESTER			
Course Code	71021	**Core 7: Community Organisation and Social Action**	**T**	**Credits: 4**	**Hours/ Week: 4**

Objectives	1. To gain knowledge about the fundamental concepts related to community organization. 2. To understand the approaches of social work practice with communities. 3. To understand the various methods of community organization. 4. To explain the various perspective of Social action. 5. To develop the ability to apply the strategies and tactics in social action.
Unit - I	**Community:** Concept, Characteristics and Classification- Community organization: Concept, History, Objectives & Principles. Process of community organization - Study and survey, analysis, assessment, discussion, organization, action, reflection, modification, continuation. Similarities and differences between community organization and community development.
Unit - II	**Models of community organization:** locality Development, social planning, social action, Approaches-specific content, general content and process content. Skills in community organization: Communication, training, consultation, public relations, resource mobilization, liaisoning. Community Organisation as a Para - Political Process - Networking, Conscientisation, Planning and Organising, Roles and Strategies of Social movements
Unit - III	**Methods of community organization:** Awareness creation, planning and organizing, education, networking, participation, leadership, Community action, legislative and non-legislative actions. Application of community organization in rural, urban and tribal settings.
Unit - IV	**Social Action in Community Organization**: Concept, Purpose and Techniques, Social Action as a method of social work. Approaches to social action - Paulo Friere, Saul Alinsky, Martin Luther King, Ambedkar
Unit - V	**Strategies and Tactics in Social Action:** individual contact, conscientization, negotiation, collaborative pressure, advocacy, legal suasion, public relations, political organization, conflict resolution, and violence. Contextual usage of strategies- Roles and Responsibilities of social activists

References and Text Books:
- Christopher, A.J., and Thomas William. 2006. Community Organization and Social Action. Himalaya Publications. New Delhi.
- Cox M. Fred et. al. 2005. Strategies of Community Organization. 4th Edition. Peacock Publishers. New Delhi.
- Jainendra Kumar Jha, 2002, Social Work And Community Development, Anmol Publications Pvt Ltd, New Delhi
- Johri Pradeep Kumar. 2005. Social Work and Community Development. Anmol Publications Pvt. Ltd. New Delhi.

Web Resources:

https://www.socialworkin.com/2021/08/10-steps-of-community-organization.html

Chapter 5. Choosing Strategies to Promote Community Health and Development | Section 4. Social Action | Main Section | Community Tool Box (ku.edu)

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the concepts of community along with related aspects and process involved in community organisation	K1, K2
CO2	Examined various models of community organisation and developed skills involved in community organisation.	K1, K4
CO3	Analysis of methods of community organisation and application of the former in various settings	K1, K4
CO4	Understood the concepts and various approaches of social actions as a method of social work	K1, K2
CO5	Application of strategies and tactics in social action	K3, K4

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	L(1)	L(1)	L(1)
CO2	M(2)	M(2)	M(2)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	S(3)
CO3	L(1)	L(1)	L(1)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	S(3)
CO4	S(3)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	L(1)	L(1)	L(1)
CO5	L(1)	L(1)	L(1)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)
W.Av	2	2	2	2.2	2.2	1.4	1.4	1.8	1.8	2.2

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	L(1)	L(1)	L(1)	L(1)
CO2	M(2)	M(2)	S(3)	L(1)	L(1)
CO3	M(2)	S(3)	M(2)	L(1)	L(1)
CO4	S(3)	L(1)	L(1)	L(1)	L(1)
CO5	M(2)	S(3)	M(2)	L(1)	M(2)
W.Av	2.4	2	1.8	1	1.2

II - SEMESTER					
Course Code	71022	**Core 8: Social Work Administration**	**T**	**Credits:4**	**Hours/ Week: 4**
Objectives	1. To gain knowledge about the concept and policies of state welfare. 2. To illustrate the evolution of social work administration and the fundamental concepts related to it. 3. To acquire the basic skills of administration. 4. To develop the competence in finance management in social welfare organization. 5. To gain knowledge about the procedures involved in registering an organization.				
Unit - I	**Welfare State:** Concept and relevance. Indian Constitution: Fundamental rights, fundamental duties, and Directive principles of State Policy- Social Policy and Planned social change. National Policy on Voluntary sector (2007).				
Unit - II	**Social Work Administration**- Concept, Scope, Functions, skills, principles and areas. Evolution of social welfare administration in India, Administrative setup, Features - Non-Government, Non-Profit making and self -governing organizations, Human Service Organizations by Orientation, by Levels of operation and by Focus.				
Unit - III	**Basic Administration Processes**: Planning, Organizing, staffing and directing. Elements of Directing: Supervision, motivation, leadership, communication, monitoring and evaluation. Administrative skills - Writing reports, letters and minutes of meetings.				
Unit - IV	**Finance Administration:** Budgeting, accounting and auditing. Maintenance of books and accounts, financial documents and records. Mobilization of financial resources - Grants in Aid. Foreign Contribution and Regulation Act - 1976. Exemption from Income tax.				
Unit - V	**Registering of an Organization:** Procedures related to registering under Societies Registration Act 1860, Charitable Trust Act 1912 and Indian Companies Act 1956. Administrative Structure - Memorandum, Bye laws, Constitution, Deed, Functions and responsibilities of governing board, committees and office bearers. Major programmes of Central Social Welfare Board and State Social Welfare Board.				

References and Text Books :
- Batra, Nitin. 2004. Administration of social Welfare in India. Jaipur. Raj Publishing House.
- Battachary, Sanjay. 2009. Social Work Administration and Development. New Delhi. Rawat Publication.
- Chowdhry, D.Paul. 1992. Social Welfare Administration. Atmaram and Sons.
- Encyclopaedia of Social Work. Vol I & III Also for Units IV & V
- Goel, S.L. & Jain, R.K. (1988) Social Welfare Administration, Vol. I & II. New Delhi, Deep and Deep.
- Kohli, A.S & S.R. Sharma. 1998. Encyclopedia of Social Welfare and Administration. New Delhi. Anmol Publication.

Web Resources:
https://blog.ipleaders.in/directive-principles-state-policy/
https://www.socialworkin.com/2020/07/concept-of-social-work-and-social-work-administration.html
https://wirc-icai.org/wirc-reference-manual/part6/foreign-contribution-regulation-act-2010-fcra.html

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the concepts of welfare state and related policies	K1, K2
CO2	Understood the concepts and evolution of social work administration	K1, K2
CO3	Analysis of basic administration process, elements of directing and developed administrative skills	K1, K2, K4
CO4	Developed the skills of finance administration and mobilisation of financial resources	K1, K2, K3
CO5	Understood the procedures involved in registering of an organisation and analysis of administrative structure	K2, K4, K5

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
CO2	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
CO3	M(2)	M(2)	M(2)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	S(3)
CO4	L(1)	L(1)	L(1)	S(3)	S(3)	M(2)	M(2)	M(2)	M(2)	S(3)
CO5	S(3)	S(3)	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	S(3)
W.Av	2.4	2.4	2.4	2.2	2.2	2	1.6	1.8	1.8	2.2

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	L(1)	L(1)	L(1)	L(1)
CO2	S(3)	M(2)	L(1)	L(1)	L(1)
CO3	M(2)	S(3)	S(3)	L(1)	L(1)
CO4	M(2)	S(3)	M(2)	S(3)	S(3)
CO5	M(2)	S(3)	M(2)	M(2)	M(2)
W.Av	2.4	2.4	1.8	1.6	1.6

II - SEMESTER

Course Code	71023	Core 9: Environmental Social Work	T	Credits:4	Hours/ Week: 4

Objectives	1. To increase the knowledge on various environmental issues. 2. To learn about the various initiatives to protect the environment. 3. To describe the environmental actions and management stratergies used at various levels of society. 4. To become aware of the various environment protection laws. 5. To understand and appreciate the legal provisions in protecting the environment.
Unit - I	**Environmental Issues and Consciousness:** Environment degradation and pollution of Natural Resources- Air, Soil, Water, Population, Sanitation, Housing, Encroachments over Common Property Resources, Energy crisis and Rural Poverty.
Unit - II	**Environment Consciousness**- NGOs, Social Workers and Ecological Movements: Global level, People's initiatives to save their environment- Chipko Movement - Save forests movement -Mitti Bachao Andolan - Movements against big dams-Narmada and Tehri - Eco farming- Natural farming efforts.
Unit - III	**Environment Action and Management:** State and the Environment preservation - Rio Summit and its implications - Government Policies and programmes - Grassroots Organization - Women and Conservation of Environment -Panchyats and Environment. Environment Management: Role of Traditional - State controlled - people controlled and jointly managed systems - Waste Management.
Unit - IV	**Environment Protection Laws and Role of Social Worker:** The Environment Protection Act 1986 - Air Pollution Act 1987 - Water Pollution Act 1974. Power and functions of Central and State Pollution Control Boards: Type of offences by companies, procedures, and penalties. (Latest amendments may be considered while teaching these laws).
Unit - V	**Acts related to environmental protection:** Forest conservation, Standards and tolerance levels - Unplanned urbanization- Environmental movements in India - Role of NGOs in Environmental issues - Government agencies in environmental protection - Social work initiatives at different levels.

References and Text Books :
- Abbasi. S.A. 1998. Renewable energy sources and their Environmental Impact. Prentice Hall London.
- Agarwal S.K. 1993.Environmental protection. Himalaya Publishers, New Delhi.
- Andromeda. 1995. New Science encyclopedia: Ecology and environment. Oxford Publishers. London
- Benny Joseph. 2005. Environmental studies. Tata McGraw Hill Publishers. New Delhi:
- Cutter Susan L. 1998. Environmental Risks and Hazards. Prentice Hall London.
- Dash Sharma P. 1998. Environment Health and development. Anmol Publishers. New Delhi.

Web Resources:
 https://www.nature.com/articles/nindia.2021.40
www.india.gov.in/act-and-rules-related-environment-protection
https://www.unesco.org/en/articles/unesco-has-taken-major-steps-its-environmental-management

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the existing environmental issues and developed consciousness	K1, K2
CO2	Understood the various ecological movements and importance of environmental consciousness	K1, K2
CO3	Examined various environment management strategies and its implications	K2, K3, K4
CO4	Analysis of various environmental protection laws and role of social worker	K3, K4, K5
CO5	Reviewed various environmental movements and social work initiatives at different level	K1, K2, K5

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	S(3)
CO2	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
CO3	M(2)	M(2)	M(2)	M(2)	M(2)	L(1)	L(1)	M(2)	M(2)	M(2)
CO4	M(2)	M(2)	M(2)	M(2)	M(2)	L(1)	L(1)	M(2)	M(2)	M(2)
CO5	M(2)	M(2)	M(2)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	S(3)
W.Av	2.4	2.4	2.4	2.2	2.2	1.2	1.2	1.6	1.6	2.2

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	L(1)	L(1)	M(2)	L(1)
CO2	S(3)	L(1)	L(1)	M(2)	M(2)
CO3	L(1)	S(3)	L(1)	M(2)	M(2)
CO4	L(1)	L(1)	S(3)	S(3)	S(3)
CO5	S(3)	M(2)	M(2)	L(1)	L(1)
W.Av	2.2	1.6	1.6	1.8	1.6

II - SEMESTER					
Course Code	71024	**Core 10 : Internship**	**I**	**Credits: 3**	**Hours/ Week: 6**
Objectives	1.Practice the primary methods of Social Work in different settings. 2. Understand the applicability of the methods and techniques of Social Work in the fields of social work. 3.Enhance their skills of Social Work practice. 4. Develop a network with working professionals in the field. 5. Discover the nuances involved in the practice of social work.				
Guidelines	The first year students are placed in villages or hospitals or schools or NGOs or government offices or counseling centers or welfare organizations or service organization for their Practice Based Social Work.				

COURSE OUTCOME
On completion of the course, students will have

CO1	Understood the field realities	K2, K4
CO2	Acquired knowledge of the scope for the practice of social work	K3, K4
CO3	Developed the necessary competence to practice social work.	K3, K4, K6
CO4	Enlarged their professional network	K3, K6
CO5	Become more compassionate and confident in working with people.	K4, K5, K6

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S (3)	S (3)	M(2)	M(2)	M(2)	S (3)	S (3)	S (3)	S (3)
CO2	S(3)	S (3)	S (3)	S(3)	S(3)	S (3)	S (3)	S (3)	S (3)	S (3)
CO3	S(3)	M(2)	M(2)	S (3)	S (3)	S (3)	S (3)	M (2)	S (3)	S (3)
CO4	M(2)	M(2)	M(2)	S (3)	S (3)	S(3)	M (2)	S (3)	S (3)	S (3)
CO5	M(2)	M(2)	S (3)	S (3)	S(3)	S (3)	S(3)	S (3)	S (3)	S (3)
W.Av	**2.6**	**2.4**	**2.6**	**2.8**	**2.8**	**2.8**	**2.8**	**2.8**	**3**	**3**

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	M(2)	M(2)	S(3)	M(2)
CO2	S(3)	S(3)	M(2)	S(3)	M(2)
CO3	S(3)	S(3)	S(3)	S(3)	S(3)
CO4	M(2)	S(3)	S(3)	S(3)	S(3)
CO5	S(3)	S(3)	M(2)	S(3)	S(3)
W.Av	**2.8**	**2.8**	**2.4**	**3**	**2.6**

II - SEMESTER					
Course Code	71025	**DSE - 1: Human Resource Management**	**T**	**Credits: 4**	**Hours/ Week: 4**
Objectives		1. To learn about the fundamental concepts of human resource management. 2. To outline the process involved in human resource planning. 3. To gain knowledge on the various techniques used in performance appraisal and employee engagement. 4. To develop a basic understanding of strategic human resource management. 5. To become aware of modern management practices.			
Unit - I		**Management**: meaning, functions and principles; Human Resource Management, Definition; functions. Evolution of the concept of HRM; Human resource management functions - Recruitment, Reskilling and Retention.Roles, responsibilities and challenges of Human Resource Manager, Qualities and Competencies.			
Unit - II		**Human Resources Planning**: Concept and process. Job analysis - Job description, Job Specification, Job evaluation, Job enrichment and enlargement. Human resource acquisition - Recruitment - Concept, methods, and Techniques. Wage determination and administration; Theories of wage - incentives - fringe benefits - Executive compensation.			
Unit - III		**Performance management:** Performance appraisal - meaning, approaches, methods, techniques and challenges. Employee engagement - Concept and its importance, Drivers of engagement, Role of HR Manager in the promotion of engagement.			
Unit - IV		**Strategic Human Resource Management**: Role of HRM in Strategic Management - Traditional Vs. Strategic HRM; Strategic Human Resource Planning - Assessing, Forecasting, Gap Analysis, Developing HR Strategies; Recruitment and Selection Strategies; Outsourcing and Collaboration Strategies.			
Unit - V		**Modern Management Practices:** JIT, 5S, TPM, TQM, Quality control, Kaizen, ISO, PCMM, BPR, BPO, Balance scorecard.			

References and Text Books:
- Alex Miller and Gregory G. Dess, Strategic Management (2ndEdn), McGraw - Hill Companies Inc., New York, 1996 (658.M)
- Anuradha Sharma and Aradhana Khandekar, Human Resource Management - An Indian Perspective, Response Books, New Delhi, 2006. (658.3A)
- Philip Sadler, Strategic Management," (2nd Edn) Kogan Page India Private Limited, New Delhi, 2004. (.4 S)
- Bhatia S.K., Human Resource Management- A Competitive Advantage," Deep and Deep Publishing Pvt. Ltd., New Delhi, 2006 (658.3B)
- Charles R. Greer, Strategic Human Resource Management- A General Managerial Approach (2nd Edn), Pearson Education (Singapore) Pte Ltd, New Delhi, 2001. (658.3 G)
- Philip Sadler, Strategic Management," (2nd Edn) Kogan Page India Private Limited, New Delhi, 2004. (.4 S)

Web Resources:
https://corporatefinanceinstitute.com/resources/management/human-resource-management/
https://www.economicsdiscussion.net/human-resource-management/human-resource-planning-definition-importance-objectives-process-prerequisites/31575
https://kaizen.com/what-is-kaizen/

   COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the basic concepts of human resource management.	K1,K2
CO2	Understood the essential concepts of human resource palnning	K1,K2
CO3	Become equipped in using techniques to improve employee performance and engagement.	K1,K2, K3
CO4	Developed a basic understanding of the strategic human resource management	K1, K2
CO5	Understood and analysed the current trends in human resource management.	K1,K2, K4

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
CO2	M(2)	M(2)	M(2)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	S(3)
CO3	M(2)	M(2)	M(2)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	S(3)
CO4	L(1)	L(1)	L(1)	S(3)	S(3)	M(2)	M(2)	M(2)	M(2)	S(3)
CO5	M(2)	M(2)	M(2)	S(3)	S(3)	M(2)	M(2)	M(2)	M(2)	S(3)
W.Av	2	2	2	2.6	2.6	1.6	1.6	1.6	1.6	2.6

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	L(1)	L(1)	M(2)	M(2)
CO2	M(2)	S(3)	L(1)	M(2)	M(2)
CO3	L(1)	M(2)	S(3)	M(2)	M(2)
CO4	L(1)	S(3)	S(3)	L(1)	L(1)
CO5	S(3)	M(2)	M(2)	S(3)	S(3)
W.Av	2	2.2	2	2	2

		II - SEMESTER			
Course Code	71026	**DSE - 2: Organizational Behaviour and Development**	**T**	**Credits:4**	**Hours/ Week: 4**
Objectives		1. To develop an understanding of the fundamental concepts of human behaviour. 2. To outline the factors that determine individual and group behaviour. 3. To illustrate the process and the factors influencing organizational development. 4. To become aware of the emerging trends and challenges in HR. 5. To learn about organizational politics.			
Unit - I		**Fundamental concepts of organizational behaviour**: Goals and objectives of OB: Key factors and Elements of organizational behaviour; Models and theories of motivation; attitude, Job satisfaction, Morale, burn out, conflict and stress management, sources and consequences of stress, OB and Organisational Development.			
Unit - II		**The Individual and Group:** foundations of individual behaviour; values, attitudes; personality; perception, motivation; The Group - foundations of Group behaviour, group development, team, morale, and conflict.			
Unit - III		**Organizational Development**: concept, organizational change - Resistance to change, Lewin's change model, organizational design and organizational culture- Determinants of Organizational culture, types, Societal Cultural and Cross-Cultural Dynamics.			
Unit - IV		**Leadership** - Differences between Leadership and Management, Schools of thought - trait ,behaviour and situational theories - Types of leaders - Transactional, Transformational, Charismatic, Leadership and change.			
Unit - V		**Concept of Organisational Power** - sources of power, diagnosing power and dependence, power and communication,power and organisational change . Organizational politics, managing politics. Corporate Social Responsibility - Meaning, need, scope and emerging trends.			

References and Text Books :
- Arnold, Huge. J and Daniel E. Feldman : organizational behaviour, Mc.Graw Hill, 1986.
- Fred Luthans : organizational behaviour, McGraw Hill, New York, 1998.
- Kilth Davis : Human behaviour at work, Mc.Graw Hill, 1995.4th
- Paul Hersey and Kenneth H.Blanchard : Management of organizational behaviour, edition, Practice Hall, N.J. 1985.
- Prasad L.M. : organizational behaviour, S.Chand. Com. 2000.
- Lawlee, Porter L.M. : Behaviour in organization, McGraw Hill New York 1981.

Web Resources:
What Is Organizational Behavior? - Forbes Advisor
https://www.bing.com/search?q=+5+types+leadership&qs=n&form=QBRE&sp=-1&lq=0&pq=+5+typesleadership&sc=1-18&sk=&cvid=334D94C43D4148C1950B2943C4404F6C&ghsh=0&ghacc=0&ghpl=
Organizational Development - Definition, Benefits, Process (corporatefinanceinstitute.com)

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the fundamental concepts in organizational behaviour.	K1, K2
CO2	Gained an understanding of the factors influencing individual and group behaviour.	K1, K2, K4
CO3	Developed the ability to describe the factors that influence organizational development.	K1, K2
CO4	Gained awareness of the trends and challenges in the field of HR.	K1, K2,
CO5	Gained a practical understanding of organizational polictics.	K1, K2, K3,

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	L(1)	L(1)	L(1)
CO2	M(2)	M(2)	M(2)	S(3)	S(3)	M(2)	M(2)	S(3)	S(3)	S(3)
CO3	M(2)	M(2)	M(2)	S(3)	S(3)	M(2)	M(2)	S(3)	S(3)	S(3)
CO4	M(2)	M(2)	M(2)	S(3)	S(3)	S(3)	S(3)	M(2)	M(2)	S(3)
CO5	M(2)	M(2)	M(2)	S(3)	S(3)	S(3)	S(3)	M(2)	M(2)	S(3)
W.Av	2.2	2.2	2.2	2.6	2.6	2.2	2.2	2.2	2.2	2.6

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	L(1)	L(1)	M(2)	L(1)
CO2	M(2)	S(3)	S(3)	M(2)	L(1)
CO3	M(2)	S(3)	S(3)	M(2)	L(1)
CO4	M(2)	S(3)	S(3)	M(2)	L(1)
CO5	M(2)	S(3)	S(3)	M(2)	S(3)
W.Av	2.2	2.6	2.6	2	1.4

		II - SEMESTER			
Course Code	71027	**SEC - 2 : Workplace Wellness**	**T**	**Credits: 2**	**Hours /Week: 2**

Objectives	1. To understand the concept and importance of workplace wellness. 2. To enlarge the understanding about the principles and models. 3. To develop an understanding of workplace wellness challenges. 4. To examine and understand the various wellness interventions. 5. To develop the competence to practice wellness strategies.
Unit - I	**Work and Workplace:** Definition and importance of work, concept of good work and changing nature of work - Work in the 21st century - Attitude towards work. Changing nature of the workplace, Workplace culture, Work readiness and engagement.
Unit - II	**Workplace Wellness:** Definition and importance of workplace wellness in the contemporary world - Wellness dimensions.Wellness imperatives - Wellness principles, Workplace wellness model (4B's : Believing, Bonding, Belonging and Benefitting) , Wellness KPIs.
Unit - III	**Wellness challenges in workplace: Work-related challenges**: Work overload, Moon lighting (Multi-tasking), role ambiguity and conflicts, work-life balance. **Workplace Stress and violence**: Concept of stress, stressors at work, stress continuum, stress and violence, stress consequences and burn out. **Relationship challenges:** Workplace gossip, toxic relationships and their impact.**Health challenges:** physical and mental health challenges - musculoskeletal disorder (MSD), sleep and eating disorders. Anxiety, depression, substance abuse, and workplace suicide.
Unit - IV	**Wellness Interventions - I: Organizational management :** Ergonomic workstations, Promotion of wellness culture and Psychological safety. **Self management :** Adversity quotient, Assertiveness and resilience training,Appreciative mindset, Stress management, Mindfulness & Energy management.
Unit - V	**Wellness Interventions - II: Social management** : Emotional literacy, Building workplace social networks, Management of toxic relationships. **Workplace counselling :** Help seeking behaviours, When to avail counselling, Benefits of counselling.

References and Text Books :
- Callahan, D. (2004). The cheating culture: Why more Americans are doing wrong to get ahead. New York: Harcourt Books
- Laura putnam. (2015). workplace wellness that works - 10 steps to infuse wellbeing and vitality into any organization. John Wiley & Sons, Inc., Hoboken, New Jersey.
- Hasson, G., & Butler, D. (2020). Mental Health and Wellbeing in the Workplace: A Practical Guide for Employers and Employees. Capstone

Web Resources:
14 Employee Well-Being Initiatives That Will Boost Engagement And Productivity (forbes.com)
Five challenges to 'good work' and how to overcome them | World Economic Forum (weforum.org)

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the basics of work and workplace.	**K1,K2**
CO2	Explain various important concepts related to workplace wellness.	**K1,K2,K5**
CO3	Understood the psycho - social challenges experienced by employees and apply strategies to deal with them.	**K1,K2,K3**
CO4	Acquire an understanding of organiztional and self management.	**K1,K2,K3**
CO5	Showcase the skills related to managing relationships in workplace and workplace counselling.	**K1,K2,K3**

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	L(1)	L(1)	L(1)	L(1)
CO2	M(2)	M(2)	M(2)	M(2)	L(1)	M(2)	M(2)	L(1)	L(1)	L(1)
CO3	M(2)	M(2)	M(2)	S(3)	S(3)	S(3)	L(1)	M(2)	L(1)	M(2)
CO4	S(3)	S(3)	S(3)	M(2)	L(1)	L(1)	L(1)	L(1)	M(2)	S(3)
CO5	M(2)	M(2)	M(2)	M(2)	L(1)	L(1)	M(2)	M(2)	L(1)	S(3)
W.Av	**2.4**	**2.4**	**2.4**	**2**	**1.4**	**1.8**	**1.4**	**1.4**	**1.2**	**2**

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	L(1)	L(1)	L(1)	L(1)
CO2	S(3)	M(2)	L(1)	L(1)	L(1)
CO3	M(2)	S(3)	S(3)	S(3)	L(1)
CO4	S(3)	M(2)	M(2)	S(3)	L(1)
CO5	S(3)	M(2)	M(2)	S(3)	L(1)
W.Av	**2.8**	**2**	**1.8**	**2.2**	**1**

II - SEMESTER					

Course Code	71028	NME: Social Marketing	T	Credits:2	Hours/ Week: 2
Objectives	1. To understand the basic concepts related to social marketing. 2. To understand the concepts related to branding. 3. To equip students with branding strategies 4. To develop skills related to product positioning. 5. To know the depth of behaviour change and its impact in marketing.				
Unit - I	**Fundamentals of Social Marketing:** Concept, importance and objectives of social marketing, social marketing, and commercial marketing, Principles, and techniques. Strategic social marketing process - Listening, planning, structuring, pretesting, and monitoring.				
Unit - II	**Branding:** Definition and importance of branding, product vs brand, Process of branding, brand elements.				
Unit - III	**Brand Strategies :** Customer analysis, Competitive analysis and Self-Analysis, Guidelines for effective branding.				
Unit - IV	**Positioning the social product**: definition of positioning, behavior-focused positioning, barriers-focused positioning, benefit-focused positioning, competition-focused positioning.				
Unit - V	**Behaviour change and social marketing**: Social media and marketing: social media strategies.				

References and Textbooks :
- Deshpande, Sameer, and Nancy R. Lee. Social Marketing in India. Sage Publications, 2013.
- Lee, N., & Kotler, P. (2016). Social Marketing: Influencing behaviors for good (5th ed.). Thousand Oaks, CA: SAGE.
- Kotler, Philip, and Nancy R. Lee. Social Marketing: Influencing Behaviors for Good. 4th. ed., Sage South Asia, 2012.
- Sengupta, Subroto. Brand Positioning: Strategies for Competitive Advantage. McGraw Hill Education, 2005.
- Keller, Kevin Lane, Ambi Parameswaran, and Isaac Jacob. Strategic Brand Management: Building, Measuring, and Managing Brand Equity. 4th Edition. Pearson Education India, 2015.

Web Resources:
Social Marketing - Definition , Importance of Social Marketing (marketing91.com)
What is Branding? - Meaning, Definitions, Functions, Types, Advantages (economicsdiscussion.net)
What is social media marketing (SMM)? (techtarget.com)

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the fundamental concepts in social marketing.	K1, K2
CO2	Showcase branding and social product positioning awareness.	K1, K2,
CO3	Application knowledge of social media marketing strategies.	K1, K3,
CO4	Better competence in product positioning skills	K2,K3
CO5	Depth understanding about behaviour change and its impact in marketing	K2,K3

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	M(2)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	M(2)	M(2)
CO2	M(2)	M(2)	S(3)	L(2)	M(2)	L(1)	L(1)	M(2)	L(1)	M(2)
CO3	M(2)	M(2)	L(2)	M(2)	M(2)	M(2)	M(2)	L(1)	L(1)	M(2)
CO4	M(2)	M(2)	S(3)	L(2)	M(2)	L(1)	L(1)	M(2)	L(1)	M(2)
CO5	M(2)	M(2)	L(2)	M(2)	M(2)	M(2)	M(2)	L(1)	L(1)	M(2)
W.Av	2.2	2	2.6	2.2	1.8	1.4	1.4	1.4	1.2	2

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	M(2)	M(2)	L(1)	L(1)
CO2	S(3)	M(2)	M(2)	L(1)	L(1)
CO3	M(2)	M(2)	M(2)	L(1)	L(1)
CO4	S(3)	M(2)	M(2)	L(1)	L(1)
CO5	M(2)	M(2)	M(2)	L(1)	L(1)
W.Av	2.6	2	2	1	1

III - SEMESTER					
Course Code	71031	**Core 11: Social Work Research and Statistics**	**T**	**Credits:4**	**Hours/ Week: 4**
Objectives	1. To understand the fundamentals of Research process 2. To develop an understanding about Research designs and Sampling, Methods and tools for data collection. 3. To understand the importance of qualitative research and its differences with quantitative research. 4. To analyse and understand about variables mapping and its importance. 5. To develop the ability to do statistical analysis.				
Unit - I	**Research meaning, objectives and types**. Scientific attitude, characteristics, scientific method - Social work research: steps of social work research -defining, strategy, execution and reporting.Research problem-identification, Selection,formulation of research problem.Research proposal preparation.				
Unit - II	**Research design**- meaning and types, hypothesis - nature and types nature and types, assumptions and its nature. Sampling - meaning, types, errors and principles. Research tools -questionnaire, interview schedule, interview guide, observation schedule, standardized tools.				
Unit - III	**Qualitative research-**meaning, definition, types, process, and methods-grounded theory, ethnography, participant and non participant observation, naturalistic observation, field research, phenomenology, case study, historical method and action research. Methods of collection of data - in depth interview, focus group interview and artifacts. Relationship between qualitative and quantitative research. Survey -meaning types and steps.				
Unit - IV	**Variables** -meaning, types and levels of measurement. Reliability and validity.Data Analysis and processing of data - editing, coding, code book preparation, code sheet preparation. Classification, tabulation, frequency distribution, diagrammatic and graphic presentations -interpretation of data.				
Unit - V	**Descriptive Statistic**s: Measures of Central tendency - Mean, Median, Mode; Measures of dispersion -Standard deviation; Measures of association - Correlation; Testing of Significance: Chi-square test, t-test, Correlation and Rank correlation. Uses of statistics and its limitations; Statistical application in Social Work Research - Introduction to Statistical softwares- Research format and report writing				

References and Text Books :
- Cargan, Leonard. 2008. Doing social research. Jaipur. Rawat publications.
- DebashisChakraborty, 2009, research methodology, Saurabn publishing house. New Delhi.
- Hatt, and Goode. 1981. Methods in social research. Auckland. McgrawHill book company.
- Gupta, S P. 2009. Statistical methods. New Delhi. Sultan Chand and sons.
- Kothari, C.R. 2004. Research methodology -methods and techniques. New Delhi. New age international private limited.
- Wilkinson. 1984. Methodology and techniques of social research. Bombay. Himalaya.
Web Resources:
What Is a Research Design | Types, Guide & Examples (scribbr.com)
Qualitative Research: Definition, Types, Methods and Examples (questionpro.com)
Descriptive Statistics | Definitions, Types, Examples (scribbr.com)

COURSE OUTCOMES

By completion of the course, students will have

CO1	Understood the need and importance of research in Statistics	K1,K2
CO2	Understood research design along with the tools and able to demonstrate it	K1,K2, K4
CO3	Ability to differentiate qualitative and quantitative research along with the characteristics	K1,K2, K4
CO4	Developed competence to compute data and interpret research results	K2
CO5	Application of acquired knowledge to create research interest and aptitude	K3, K4, K6

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
CO2	S(3)	S(3)	S(3)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	S(3)
CO3	M(2)	M(2)	M(2)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	S(3)
CO4	M(2)	M(2)	M(2)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)
CO5	M(2)	M(2)	M(2)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)
W.Av	2.4	2.4	2.4	2.6	2.6	2	2	2	2	2.6

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	M(2)	S(3)	L(1)	L(1)
CO2	M(2)	M(2)	S(3)	L(1)	L(1)
CO3	S(3)	M(2)	M(2)	L(1)	L(1)
CO4	L(1)	S(3)	M(2)	M(2)	M(2)
CO5	M(2)	S(3)	S(3)	S(3)	S(3)
W.Av	2.2	2.4	2.6	1.6	1.6

III - SEMESTER

Course Code	71032	Core 12: Disaster Management	T	Credits:4	Hours/ Week: 4

Objectives	1. To define the types of disasters and discuss the vulnerability of India. 2. To understand the disaster management cycle. 3. To gain awareness of the legal provisions available to manage the impact of disasters. 4. To learn about the various methods used to prepare and recover from the impact of disasters. 5. To outline the role of social workers and agencies in disaster management.
Unit - I	Understanding Disasters: Meaning, Concept - Type of Disasters - Effects/ Impacts of Disasters - Disaster Vulnerability of India: Lessons from Bhopal Gas Tragedy, Gujarat Earth Quake, Orissa Super Cyclone, Tsunami and Chennai-Cuddalore Floods.
Unit - II	Disaster Management Cycle - Preparedness, Rescue/Recovery, Relief, Rehabilitation and Reconstruction. Factors influencing disaster preparedness and response. Disaster Management - Policy and Strategies Disaster Management Policy (2005).
Unit - III	Disaster Management Act (2005) - Community Based Disaster Management (CBDM)- Restoration of Livelihood - Disaster Insurance - Insurance as an agency for disaster mitigation - Income Generation Activities and Housing - Task Force Groups -Advocacy.
Unit - IV	Methods & Techniques - Vulnerability Analysis - Survival skills - Creating Awareness through IEC and Media - Training for Youth (CPR, Fire Fighting and Mock Drill) - Relief Camp Organisation - Recovery after disasters.
Unit - V	Role of Social Workers in Psycho-social Support. Role of Agencies in Disaster Management: Role of Government in Disaster Management - National Disaster Management. Authority (NDMA) - Role of International Organisations and Civil Society Organisations

References and Text Books :
- Disaster Prevention and Mitigation (1982), United Nations Disaster Relief Coordination, New York.
- Form William H and Sigmund Nosow (1958), Community in Disaster, Harper and brothers Publishers, New York
- Julie Freestone And Rudi Raab, 2004, Disaster Preparedness, Viva Books Pvt Ltd, New Delhi
- Klinenberg Eric (2002), Heat Wave: A Social Autopsy of Disaster in Chicago, University of Chicago Press, Chicago.
- Mamata Swain, Jaganath Lenka, Minati Mallick, 2007, Gender Perspective in Disaster Management, Serials Publications, New Delhi
- Parida P.K. (2002), Towards Rebuilding a Post Disaster Society: A Case Study of Super Cyclone Affected Coastal Orissa , The Indian Journal of Social Work, Vol 63, Issue 2.

Web Resources:
https://www.bing.com/search?q=disater+management&qs=n&form=QBRE&sp=-1&ghc=1&lq=0&pq=disater+mana gemen&sc=10-17&sk=&cvid=7CBD8AAF48F84899B95524C98CE95172&ghsh=0&ghacc=0&ghpl=
What is disaster management? | Disaster management | World Vision International (wvi.org)
NIDM : Home

COURSE OUTCOMES
On completion of the course, students will have

CO1	Understood the concept of disaster and its types	K1, K2
CO2	Understand and analyse the disaster management cylce	K2, K4
CO3	Understand and explain the Acts related to disaster manangement	K1, K2
CO4	Understand and apply the different techniques for disaster management	K2, K3, K4
CO5	Analyse the role of social workers and others in the context of disaster	K2, K3, K4

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S (3)	S (3)	S (3)	M(2)	S(3)	M(2)	M(2)	L(1)	L(1)	S(3)
CO2	M (2)	S (3)	M (2)	M (2)	M(2)	M(2)	M(2)	L(1)	L(1)	M (2)
CO3	S(3)	S(3)	S(3)	L(1)	L(1)	S (3)	M (2)	S (3)	M (2)	L(1)
CO4	S(3)	S(3)	S(3)	M(2)	M(2)	M(2)	M(2)	L(1)	L(1)	M(2)
CO5	S(3)	M(2)	M(2)	L (1)	L (1)	M(2)	M(2)	L(1)	L(1)	L (1)
W.Av	2.8	2.8	2.6	1.6	1.8	2.2	2	1.4	1.2	1.8

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S (3)	L (1)	M (2)	M (2)	L (1)
CO2	S (3)	S (3)	S (3)	M (2)	M (2)
CO3	S (3)	L (1)	S (3)	M (2)	S (3)
CO4	S (3)	S (3)	S (3)	M (2)	M (2)
CO5	S (3)	M (2)	M (2)	M (2)	M (2)
W.Av	3	2	2.6	2	2

		III - SEMESTER			
Course Code	71033	**Core 13: Social Legislation**	**T**	**Credits: 4**	**Hours: 4**

Objectives	1. To gain knowledge about the structure and functioning of law enforcement agencies. 2. To gain knowledge about the laws related to women. 3. To become aware of the legal provisions available for children. 4. To gain knowledge about the laws pertaining to the underprivileged. 5. To become aware of the legal provisions related to labour.
Unit - I	**Introduction to Social Legislation:** definition, scope and relevance to Social Work practice - Free Legal Aid in India. Social Policy in India. Right to Information, 2005.. Indian Judicial System - Law enactment procedure - Law enforcement agencies - structure and functions. Public Interest Litigation.
Unit - II	**Laws related to women:** Personal Laws: Laws related to Women - The Protection of Women from Domestic Violence Act, 2005, Immoral Traffic (Prevention) Act, 1956; Dowry Prohibition Act, 1961. Indecent Representation of Women (Prohibition) Act, 1986; Prevention of Sexual Harassment at Work Place Act, 2013, Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994.
Unit - III	**Laws related to children:** The Juvenile Justice (Care and Protection of Children), Act 2015; Right of Children to Free and Compulsory Education Act. 2009, Child Labour (Prohibition and Regulation) Act, 1986; Protection of Children from Sexual Offences Act, 2012
Unit - IV	**Laws related to Underprivileged:** The SC/ST (Prevention of Atrocities) Act, 1989 & AMENDMENT ACT 2015, Protection of Human Rights Act, 1993. RIGHTS OF PERSONS WITH DISABILITIES ACT 2016. The Mental Health CARE Act,2017.
Unit - V	**Laws related to Labour:** Rural Employment Guarantee Act, 2005, Bonded Labour System (Abolition) Act, 1976; The Unorganized Workers' Social Security Act, 2008, Food security act 2013.

References and Text Books :

- Allison, M. & Kaye, J. (2005). Strategic Planning for Nonprofit Organizations, 2nd ed. New York: John Wiley & Sons.
- Chowdry, Paul. 1992 Social Welfare Administration, Atma Ram and Sons, New Delhi.
- Edwards, R., Yankey, J., &Altpeter, M. (Eds.), (1998). Skills for Effective Management of Nonprofit Organizations. Washington, DC: NASW Press.
- Sankaran and Rodrigues, 1983 Handbook for the Management of Voluntary Organisations, Alpha Publications, Chennai.
- Proehl, R. (2001). Organizational Change in the Human Services. Thousand Oaks, CA: Batra, Nitin. 2004. Administration of social Welfare in India. Jaipur: Raj Publishing House.

Web Resources:

athshala.com/judicial-system-in-india/

Children Protection Laws In India - Law Insider India

Laws Related to Women | National Commission for Women (ncw.nic.in)

COURSE OUTCOMES

On completion of the course, students will have

CO1	Gained an understanding regarding the role of social legislation in the field of social work.	K1, K2
CO2	The ability to identify, compare, and analyze the various constitutional provisions related to women.	K1, K2, K4
CO3	The ability to identify, compare, and analyze the various constitutional provisions related to children.	K1, K2, K4
CO4	The ability to identify, compare, and analyze the various constitutional provisions related to underprivileged.	K1, K2, K4
CO5	The ability to identify, compare, and analyze the various constitutional provisions related to labour.	K1, K2, K4

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
CO2	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
CO3	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
CO4	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
CO5	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
W.Av	3	3	3	1	1	2	2	2	2	1

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	M(2)	M(2)	L(1)	S(3)	S(3)
CO2	M(2)	M(2)	L(1)	S(3)	S(3)
CO3	M(2)	M(2)	L(1)	S(3)	S(3)
CO4	M(2)	M(2)	L(1)	S(3)	S(3)
CO5	M(2)	M(2)	L(1)	S(3)	S(3)
W.Av	2	2	1	3	3

	III - SEMESTER				
Course Code	71034	**Core 14 : Internship**	**I**	**Credits: 3**	**Hours/ Week: 6**
Objectives	1.Practice the primary methods of Social Work in different settings. 2. Understand the applicability of the methods and techniques of Social Work in the fields of social work. 3.Enhance their skills of Social Work practice. 4. Develop a network with working professionals in the field. 5. Discover the nuances involved in the practice of social work.				
Guidelines	The first year students are placed in villages or hospitals or schools or NGOs or government offices or counseling centers or welfare organizations or service organization for their Practice Based Social Work.				

COURSE OUTCOME
On completion of the course, students will have

CO1	Understood the field realities	K2, K4
CO2	Acquired knowledge of the scope for the practice of social work	K3, K4
CO3	Developed the necessary competence to practice social work.	K3, K4, K6
CO4	Enlarged their professional network	K3, K6
CO5	Become more commpasionate and confident in working with people.	K4, K5, K6

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S (3)	S (3)	M(2)	M(2)	M(2)	S (3)	S (3)	S (3)	S (3)
CO2	S(3)	S (3)	S (3)	S(3)	S(3)	S (3)	S (3)	S (3)	S (3)	S (3)
CO3	S(3)	M(2)	M(2)	S (3)	S (3)	S (3)	S (3)	M (2)	S (3)	S (3)
CO4	M(2)	M(2)	M(2)	S (3)	S (3)	S(3)	M (2)	S (3)	S (3)	S (3)
CO5	M(2)	M(2)	S (3)	S (3)	S(3)	S (3)	S(3)	S (3)	S (3)	S (3)
W.Av	**2.6**	**2.4**	**2.6**	**2.8**	**2.8**	**2.8**	**2.8**	**2.8**	**3**	**3**

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	M(2)	M(2)	S(3)	M(2)
CO2	S(3)	S(3)	M(2)	S(3)	M(2)
CO3	S(3)	S(3)	S(3)	S(3)	S(3)
CO4	M(2)	S(3)	S(3)	S(3)	S(3)
CO5	S(3)	S(3)	M(2)	S(3)	S(3)
W.Av	2.8	2.8	2.4	3	2.6

III - SEMESTER					
Course Code	71035	**DSE - 3: Training & Development**	**T**	**Credits: 4**	**Hours/ Week: 4**
Objectives		1. To understand the concept of training and learning process involved in training 2. To gain insight regarding assessment and implementation of training programs based on training 3. To get equipped with the skills of conducting and techniques required to conduct a training programme 4. To develop insights into measuring the training effectiveness. 5. To develop the necessary competence to run a training program.			
Unit - I		**Training: Definition, Development:** definition - Nature & Scope; Reasons for Training; Skills and Qualities of a trainer - Learning Process in Training General Features of adult learners; basic learning styles of participants; factors influencing the learning process			
Unit - II		**Need Assessment:** Reasons, methods of data collection, criteria to be used to select a data gathering method. Writing objectives: SMART objectives, ideas for writing objectives, task analysis. Steps in designing a training program, Key considerations in designing, guidelines for preparation of a training module			
Unit - III		**On-the-job and off-the-job technical training:** Principles of learning and the choice of methods. Lecture method, the case method, syndicate method, Group discussion, Brainstorming, Simulation, business game, role play, programmed learning, in basket exercise. Experiential learning techniques, audio-visual aids - Training approaches to improve Productivity and quality - TQM, Quality Circles, KAIZEN.			
Unit - IV		**Conducting training programmes**, Explaining the four training styles, Gauging group dynamics, Training like a professional: presentation skills, participation materials, asking and answering questions, smooth transitions, wrap up and effective training sessions - Management Development: The nature of the Managerial job- Knowledge and Skills requirements of managers-Management Development Programs and Techniques; Career Planning and Development.			
Unit - V		**Evaluation:** Purpose, Kirkpatrick's four levels of evaluation, guidelines for measuring the four levels, Evaluation methods, ROI - process and benefits.			

References and Text Books :

● Biech, E. (2005). Training for dummies. Hoboken, NJ: Wiley Publishing Inc.
● Singh, P.N. (1996). Training management development. (4th ed.). Mumbai, India: Suchandra Publications.
● Hardingham, A. (1998). Training essentials-psychology for trainers. London, England: Chartered Institute of Personnel &; Development.
● Joyce P., & Sills, C. (2010). Skills in Gestalt counselling & psychotherapy, (2nd ed.). New Delhi, India: Sage Publications.
● Agochiya, D. (2002). Every trainer's handbook. New Delhi, India: Sage Publications
● Blanchard, N. P., &;Thacker, J. W. (2009). Effective training: systems, strategies and practices. New Delhi, India: Pearson Education

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the concept of training and learning process along with the development of skills necessary for the trainer	K1, K2
CO2	Examined various assessment and analysed the considerations in training module	K1, K2, K5
CO3	Analysed various approaches and technical training regardless of on the job or off the job training methods	K1, K2, K4
CO4	Competence to conduct a training programme	K1, K2, K3
CO5	Evaluative knowledge to analyse the programme to progress it effectively	K3, K4, K5

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	S(3)
CO2	S(3)	S(3)	S(3)	M(2)	M(2)	M(2)	M(2)	M(2)	M(2)	M(2)
CO3	L(1)	L(1)	L(1)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)
CO4	M(2)	M(2)	M(2)	S(3)	S(3)	M(2)	M(2)	M(2)	M(2)	S(3)
CO5	M(2)	M(2)	M(2)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)
W.Av	2.2	2.2	2.2	2.8	2.8	2.2	2.2	2.2	2.2	2.8

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	M(2)	L(1)	L(1)	L(1)
CO2	S(3)	S(3)	S(3)	M(2)	M(2)
CO3	M(2)	S(3)	S(3)	M(2)	M(2)
CO4	L(1)	S(3)	S(3)	M(2)	M(2)
CO5	L(1)	M(2)	M(2)	S(3)	S(3)
W.Av	2	2.6	2.4	2	2

III - SEMESTER					
Course Code	71036	**DSE - 4: Labour Legislations**	**T**	**Credits: 4**	**Hours/ Week: 4**
Objectives	1. To analyse and understand the importance of labour protection. 2. To understand the salient features of the various acts that ensures labour welfare in India 3. To understand the importance of social security by gaining insight regarding social security legislations 4. To create awareness regarding the rights and responsibilities of a social worker in empolyment sector. 5. To analyze the need of the act in the labour sector.				
Unit - I	Labour Laws in the Indian Constitution, Industrial Jurisprudence, ILO, Labour Law distinguished from Industrial Law, Legislation pertaining to working conditions.				
Unit - II	The Factories Act 1948, The Industrial Employment (standing orders) Act 1946, The Tamil Nadu Shops and Establishment Act 1947, The Contract Labour (regulation and abolition) Act 1970. Catering and Establishment Act.				
Unit - III	The Payment of Wages Act 1936, The Minimum Wages Act 1948, The Payment of Bonus Act 1965.				
Unit - IV	The Maternity Benefit Act 1961, The Payment of Gratuity Act 1972. Industrial relations legislations: The Trade Union Act 1926, The Industrial Dispute Act 1947.				
Unit - V	Social Security - Concept, meaning and need for social Security; social Security - social Security legislations - Workman's compensation Act 1923, - Factories Act 1948 - Employees provident Funds (Miscellaneous provisions) Act, 1952 - Employee state Insurance Act 1948 - Payment of Gratuity Act 1972; The Equal Remuneration Act - Labour welfare Fund Act - Maternity Benefit Act.				

References and Text Books :
- N.D Kapoor, "Hand Book of Industrial Law -Sultan Chand & Sons - 2001.
- N.D Kapoor, "Elements of Industrial Law -Sultan Chand & Sons - 2002.
- Taxman; "Labour Laws" Taxman Allied Services P Ltd, 2001
- S.C Srivastava. " industrial Relations and Labour Laws" Vikas Publishing House PvtLtd -1994

Web Resources:
www.toppr.com/guides/legal-aptitude/labour-laws/labour-laws-and-constitution-of-india/
//labour.gov.in/labour-codes

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the labour laws in Indian Constitution	K1, K2
CO2	Analysed various employment acts that ensures the welfare of the labour sector	K1, K2, K4
CO3	Examined various wages act and thereby bringing awareness about salary packages	K1, K2. K5
CO4	Reviewed various beneficial acts and understood the rights of labour	K1, K2, K3
CO5	Understood the importance of social security and examined various social security legislations	K1, K2, K5

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
CO2	S(3)	S(3)	S(3)	S(3)	S(3)	M(2)	M(2)	M(2)	M(2)	S(3)
CO3	M(2)	M(2)	M(2)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	S(3)
CO4	M(2)	M(2)	M(2)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	S(3)
CO5	S(3)	S(3)	S(3)	L(1)	L(1)	M(2)	M(2)	M(2)	M(2)	L(1)
W.Av	2.6	2.6	2.6	2.2	2.2	1.6	1.6	1.6	1.6	1.6

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	M(2)	M(2)	L(1)	L(1)
CO2	M(2)	S(3)	S(3)	M(2)	M(2)
CO3	L(1)	M(2)	M(2)	S(3)	S(3)
CO4	L(1)	M(2)	M(2)	S(3)	S(3)
CO5	M(2)	M(2)	M(2)	S(3)	S(3)
W.Av	1.8	2.2	2.2	1.8	2.6

		III - SEMESTER			
Course Code	71037	**SEC 3: Trauma Management**	**T**	**Credits: 2**	**Hours / week: 2**
Objectives	1.To understand the theories & concepts related to trauma Intervention. 2. To acquire basic knowledge of diagnosis and understanding of traumatic situations. 3. To practice the models & approaches related to trauma care for problem solving. 4. To acquire basic skills and techniques utilized in trauma care. 5.To analyse and review the current practices in trauma care.				
Unit - I	**Understanding Trauma:** Definitions of trauma, crisis emergency, normative stressor, traumatic stressor-types of crisis and types of emergencies - crisis intervention and emergency intervention- Suicide prevention and Suicide intervention				
Unit - II	**Psychobiology of Trauma:** Traumatic Stress meaning, signs and symptoms, coping and support - traumatic events and critical incidents - Psycho-biology of Trauma, epidemiology of traumatic events Culture and Trauma, Post-traumatic growth: Acute stress disorder traumatic stressors as precipitants-Psychosocial factors associated with trauma response (eg, age, ability, gender, cultural and racial identities, class, and spirituality/religious faith)				
Unit - III	**Trends in victimology**: Victim's cycle, Aggressor's cycle and Survivor's cycle, Movement from Victims to Survivor. Caring for the caregiver. Role of Spirituality in dealing with trauma-spirituality/religion in adaptation to trauma.				
Unit - IV	**Skills and Techniques utilized in trauma Care:** Psychological First Aid - Critical Incident Stress Cycle of Debriefing, Grief wheel & Reflective Practices in Social work, Kubler Ross model, forgiveness-Application of Social Work methods.				
Unit - V	**Review of current practice trends in post trauma therapy:** 1: Natural Disaster 2: Violence and Displacement 3: Accident 4. Pandemics-COVID19 & Terminal Illness 5. Stress due to new normal situations (online platforms) Current trends in trauma and crisis management. Case studies to practice.				

References and Text Books :
- Bisson, 11 & Lewis, C. (2009), Systematic Review of Psychological First Aid Commissioned by the World Health Organization.
- Beymer, M. Jacobs, A, Layne, C, Pynoos, R. Ruszek, 1, Steinberg, A, et al. (2006). Psychological First Aid: Field operations guide (2nd ed.). Los Angeles.
- Freeman, C, Flitcroft, A. &Weeple, P. (2003) Psychological First Aid: A Replacement for Psychological Debriefing Short-Term post Trauma Responses for Individuals and Groups. The CullenRivers Centre for Traumatic Stress,Royal Edinburgh Hospital.
- Inter-Agency Standing Committee (LASC) (2007). IASC Guidelines on Mental Health and Psychosocial Support in Emergency Settings. Geneva: IASC
- International Federation of the Red Cross (2009) Module S: Psychological First Aid and Supportive Communication.In: Community-Based Psychosocial Support, A Training Kit (Participant's Book and Trainers Book). Denmark International Federation Reference Center for Psychosocial Support.

COURSE OUTCOMES

On completion of the course, students will have

CO1	Developed the basic understanding regarding the basics of trauma management	**K1, K2**
CO2	Understand and analyze the impact of trauma in the human body	**K1, K2, K3**
CO3	Developed an understanding of the trends in victomolgy and analyse the role of spirituality and religion in coping with trauma	**K1, K2, K3**
CO4	Gained a practical understanding of the skills require to provide support to those who have experienced trauma	**K1, K2, K3, K6**
CO5	Gained an insight regarding the different kinds of trauma	**K1, K2, K3**

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)	L(1)	L(1)	L(1)
CO2	M(2)	M(2)	M(2)	S(3)	S(3)	M(2)	M(2)	S(3)	S(3)	S(3)
CO3	M(2)	M(2)	M(2)	S(3)	S(3)	M(2)	M(2)	S(3)	S(3)	S(3)
CO4	M(2)	M(2)	M(2)	S(3)	S(3)	S(3)	S(3)	M(2)	M(2)	S(3)
CO5	M(2)	M(2)	M(2)	S(3)	S(3)	S(3)	S(3)	M(2)	M(2)	S(3)
W.Av	**2.2**	**2.2**	**2.2**	**2.6**	**2.6**	**2.2**	**2.2**	**2.2**	**2.2**	**2.6**

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	L(1)	L(1)	M(2)	L(1)
CO2	M(2)	S(3)	S(3)	M(2)	L(1)
CO3	M(2)	S(3)	S(3)	M(2)	L(1)
CO4	M(2)	S(3)	S(3)	M(2)	L(1)
CO5	M(2)	S(3)	S(3)	M(2)	S(3)
W.Av	**2.2**	**2.6**	**2.6**	**2**	**1.4**

		III - SEMESTER			
Course Code	**71038**	**NME: Community Mental Health**	**T**	**Credits: 2**	**Hours/week: 2**
Objectives	1. To understand the concept and importance of community mental health. 2. To outline the available mental health resources. 3. To understand the concept of Community Organization. 4. To develop insights into the prctices that promote community engagement. 5. To understand the strategies to promote community resilience.				
Unit - I	**Community mental health**: concept and importance, culture and mental health, mental health challenges - poverty, violence. Mental health resources, stigma and discrimination, stigma reduction strategies, disease burden.				
Unit - II	**Mental health resources:** stigma and discrimination, stigma reduction strategies, disease burden.				
Unit - III	**Community organisation**: concept, process, and techniques.				
Unit IV	**Community engagement:** stakeholder, stakeholder analysis, stakeholder participation, community, challenges, engagement drivers.				
Unit V	**Community resilience:** Concept and importance, resilience framework, strategies to strengthen community resilience.				

References and Text Books :

- Ritter, L & Lampkin,S. (2012). Community Mental Health. United States: Jones & Bartlett Learning.
- Mueser, K.T. (2011).Oxford Textbook of Community Mental Health. New York: Oxford University Press.
- Burns, T (2004). Community Mental Health Teams: A Guide to Current Practices. New York: Oxford University Press
- Ornelas, J. (2014.) Community Psychology and Community Mental Health: Towards Transformative Change. New York: Oxford University Press
- Ajeet, S (2012).Community mental health in India. New Delhi: Jeypee publishers.

Web Resources:
www.verywellhealth.com/community-mental-health-centers-5322845
/www.sciencedirect.com/topics/social-sciences/community-resilience
www.who.int/westernpacific/initiatives/community-engagement

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the concepts and importance of community mental health.	K1, K2, K3
CO2	Understood the available mental health resources.	K2, K4
CO3	Understood the concept of Community Organization.	K2, K3
CO4	Developed insights into the practices that promote community engagement	K2, K3
CO5	Developed the strategies to promote community resilience.	K2,K3

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S(3)	S(3)	M(2)	M(2)	L(1)	L(1)	L(1)	L(1)	M(2)
CO2	S(3)	S(3)	S(3)	S(3)	S(3)	M(2)	M(2)	M(2)	M(2)	S(3)
CO3	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)
CO4	S(3)	S(3)	S(3)	S(3)	S(3)	M(2)	M(2)	M(2)	M(2)	S(3)
CO5	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)	S(3)
W.Av	3	3	3	2.6	2.6	2	2	2	2	2.6

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	M(2)	M(2)	L(1)	L(1)
CO2	S(3)	S(3)	S(3)	M(2)	M(2)
CO3	S(3)	S(3)	S(3)	M(2)	M(2)
CO4	S(3)	S(3)	S(3)	M(2)	M(2)
CO5	S(3)	S(3)	S(3)	M(2)	M(2)
W.Av	3	2.6	2.6	1.6	1.6

		IV - SEMESTER			
Course Code	71041	**Core 15: Internship**	**I**	**Credits: 8**	**Hours/ Week: 16**
Objectives		1. To study and understand the working of an agency. 2. To gain professional intervention skills and program/ Process in implementation skills 3. To develop skills in documentation 4. To develop personal and professional self 5. To build a network of professionals in the field of social work.			
Guidelines		The second year students are placed in villages or hospitals or schools or NGOs or government offices or counseling centers or welfare organizations or service organization for their Practice Based Social Work.			

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the working of the agency, its goals and policies	K2
CO2	Developed the necessary competence to implement the social work interventions.	K3. K4, K5, K6
CO3	Developed the necessary competence to document	K4, K5, K6
CO4	Developed professional network, personal and professional values	K2, K5
CO5	Becomes more compassionate and confident in working with people.	K6

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	S(3)	S (3)	S (3)	M(2	L(1)	M(2)	M(2)	M(2)	M(2)	M (2)
CO2	S(3)	S (3)	S (3)	S(3)	S(3)	S (3)	M (2)	M (2)	M (2)	S (3)
CO3	S(3)	S (3)	S (3)	S (3)	S (3)	S (3)	S (3)	M (2)	M (2)	S (3)
CO4	S(3)	S (3)	S (3)	S (3)	S (3)	M(2)	M (2)	S (3)	S (3)	M (2)
CO5	M(2)	M(2)	S (3)	S (3)	M(2)	S (3)	S(3)	S (3)	S (3)	S (3)
W.Av	2.8	2.8	3	2.8	2.4	2.6	2.4	2.4	2.4	2.6

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	M (2)	S(3)	S(3)	S(3)
CO2	S(3)	S(2)	M(2)	S(3)	M(2)
CO3	S(3)	S(3)	S(3)	S(3)	S(3)
CO4	M(2)	S(3)	M(2)	S(3)	M(2)
CO5	S(3)	S(3)	M(2)	S(3)	S(3)
W.Av	**2.8**	**2.6**	**2.4**	**3**	**2.6**

		IV Semester			
Course Code	71042	**Core 16: Dissertation**	**D**	**Credits: 7**	**Hours/ Week: 14**
Objectives		1. To comprehend the application of social work research methodology. 2. To practice the various procedural steps involved in undertaking a research project. 3. To develop the skills to scientifically study a social concern and come up with practical concerns to address the concerns. 4. To analyze the field of interest and conduct a study. 5. To apply the ethical standard and conduct a research study.			
Guidelines		Each student undertakes an independent research project under the supervision of the allocated research guide. The students are encouraged to carry out a study based on social concerns in a particular population. The dissertation will be submitted in hard bound form. Students are required to submit a thesis at the end of the second year. The internal marks are awarded to the students on the basis of their protocol presentation, progress presentation and submission of progress report. The external examination marks are provided based on the quality of the dissertation thesis and performance in Viva Voce examination.			

COURSE OUTCOMES

On completion of the course, students will have

CO1	Understood the scope for social work research.	K2
CO2	Developed the research competence through practice.	K3
CO3	Becomes more confident in taking up research.	K6
CO4	Understood the ethical standards in doing research.	K2, K3, K5
CO5	Contributed to knowledge building.	K6

Mapping Course Outcome vs Programme Outcomes

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	M(2)	M(2)	M(2)	S(3)	S(3)	M(2)	L(1)	M(2)	S(3)	M(2)
CO2	M(2)	M(2)	M(2)	S(3)	S(3)	S(3)	L(1)	S(3)	S(3)	M(2)
CO3	L(1)	L(1)	L(1)	S(3)	S(3)	L(1)	L(1)	L(1)	S(3)	S(3)
CO4	S(3)	S(3)	S(3)	M(2)	M(2)	M(2)	L(1)	S(3)	L(1)	M(2)
CO5	M(2)	M(2)	M(2)	S(3)	S(3)	S(3)	L(1)	L(1)	L(1)	L(1)
W.Av	2	2	2	2.8	2.8	2.2	1	2	2.2	2

Mapping Course Outcome Vs Programme Specific Outcomes

CO	PSO1	PSO2	PSO3	PSO4	PSO5
CO1	S(3)	M(2)	M(2)	M(2)	M(2)
CO2	M(2)	S(3)	S(3)	M(2)	M(2)
CO3	S(3)	S(3)	S(3)	M(2)	M(2)
CO4	M(2)	M(2)	M(2)	S(3)	S(3)
CO5	S(3)	M(2)	M(2)	L(1)	L(1)
W.Av	2.6	2.4	2.4	2	2

19.1 Passing minimum

➢ A candidate shall be declared to have passed each course if he/she secures not less than 40% marks in the End Semester Examinations and 40% marks in the Internal Assessment and not less than 50% in the aggregate, taking Continuous Assessment and End Semester Examinations marks together.

➢ The candidates not obtain 40% in the Internal Assessment are permitted to improve their Internal Assessment marks in the subsequent semesters (2 chances will be given) by writing the CIA tests and by submitting assignments.

➢ Candidates, who have secured the pass marks in the End-Semester Examination and in the CIA but failed to secure the aggregate minimum pass mark (E.S.E + C I.A), are permitted to improve their Internal Assessment mark in the following semester and/or in University examinations.

➢ A candidate shall be declared to have passed the Project/Dissertation/Internship if he/she gets not less than 40% in the End Semester Examinations and 40% marks in the Internal Assessment and not less than 50% in the aggregate in each of the Project/Dissertation/Internship Report and Viva-Voce.

➢ A candidate who gets less than 50% in the Project/Dissertation/Internship Report must resubmit the thesis. Such candidates need to take again the Viva-Voce on the resubmitted Project report.

19.2 Grading

The following table gives the marks, Grade points, Letter Grades, and classifications meant to indicate the overall academic performance of the candidate.

Conversion of Marks to Grade Points and Letter Grade (Performance in Paper/ Course)

RANGE OF MARKS	GRADE POINTS	LETTER GRADE	DESCRIPTION
90 - 100	9.0 – 10.0	O	Outstanding
80 - 89	8.0 – 8.9	D+	Excellent
75 - 79	7.5 – 7.9	D	Distinction
70 - 74	7.0 – 7.4	A+	Very Good
60 - 69	6.0 – 6.9	A	Good
50 - 59	5.0 – 5.9	B	Average
00 - 49	0.0	U	Re-appear
ABSENT	0.0	AAA	ABSENT

a) Successful candidates passing the examinations and earning a GPA between 9.0 and 10.0 and marks from 90 – 100 shall be declared to have Outstanding (O).

b) Successful candidates passing the examinations and earning a GPA between 8.0 and 8.9 and marks from 80 - 89 shall be declared to have Excellent (D+).

c) Successful candidates passing the examinations and earning a GPA between 7.5 – 7.9 and marks from 75 - 79 shall be declared to have Distinction (D).

d) Successful candidates passing the examinations and earning a GPA between 7.0 – 7.4 and marks from 70 - 74 shall be declared to have Very Good (A+).

e) Successful candidates passing the examinations and earning a GPA between 6.0 – 6.9 and marks from 60 - 69 shall be declared to have Good (A).

f) Successful candidates passing the examinations and earning a GPA between 5.0 – 5.9 and marks from 50 - 59 shall be declared to have an Average (B).

g) Candidates earning a GPA between 0.0 and marks from 00 - 49 shall be declared to have Re-appear (U).

h) Absence from an examination shall not be taken as an attempt.

From the second semester onwards the total performance in a semester and continuous performance starting from the first semester are indicated respectively as Grade Point Average (GPA) and Cumulative Grade Point Average (CGPA). These two are calculated by the following formulate

GRADE POINT AVERAGE (GPA) = $\Sigma_i C_i\ G_i / \Sigma_i C_i$

GPA = <u>Sum of the multiplication of Grade Points by the credits of the courses</u>

       Sum of the credits of the courses in a Semester

19.3 Classification of the final result

CGPA	Grade	Classification of Final Result
9.5 – 10.0	O+	First Class – Exemplary*
9.0 and above but below 9.5	O	
8.5 and above but below 9.0	D++	First Class with Distinction*
8.0 and above but below 8.5	D+	
7.5 and above but below 8.0	D	
7.0 and above but below 7.5	A++	First Class
6.5 and above but below 7.0	A+	
6.0 and above but below 6.5	A	
5.5 and above but below 6.0	B+	Second Class
5.0 and above but below 5.5	B	
0.0 and above but below 5.0	U	Re-appear

The final result of the candidate shall be based only on the CGPA earned by the candidate.

a) Successful candidates passing the examinations and earning a CGPA between 9.5 and 10.0 shall be given Letter Grade (O+), and those who earned a CGPA between 9.0 and 9.4 shall be given Letter Grade (O) and declared to have First Class –Exemplary*.

b) Successful candidates passing the examinations and earning a CGPA between 7.5 and 7.9 shall be given Letter Grade (D), those who earned a CGPA between 8.0 and 8.4 shall be given Letter Grade (D+), those who earned a CGPA between 8.5 and 8.9 shall be given Letter Grade (D++) and declared to have First Class with Distinction*.

c) Successful candidates passing the examinations and earning a CGPA between 6.0 and 6.4 shall be given Letter Grade (A), those who earned a CGPA between 6.5 and 6.9 shall be given Letter Grade (A+), those who earned a CGPA between 7.0 and 7.4 shall be given Letter Grade (A++) and declared to have First Class.

d) Successful candidates passing the examinations and earning a CGPA between 5.0 and 5.4 shall be given a Letter Grade (B), and those who earned a CGPA between 5.5 and 5.9 shall be given a Letter Grade (B+) and declared to have passed in Second Class.

i) Candidates who earned a CGPA between 0.0 and 4.9 shall be given Letter Grade (U) and declared to have Re-appear.

e) Absence from an examination shall not be taken as an attempt.

CUMULATIVE GRADE POINT AVERAGE (CGPA) = $\Sigma_n \Sigma_i C_{ni} \; G_{ni} / \Sigma_n \Sigma_i C_{ni}$

CGPA = <u>Sum of the multiplication of Grade Points by the credits of the entire Programme</u>

Sum of the credits of the courses for the entire Programme

<u>Sum of Grade Points X credits of the entire Programme</u>

Where '**Ci**' is the Credit earned for Course i in any semester; '**Gi**' is the Grade Point obtained by the student for Course i and <u>'n' refers to the semester</u> in which such courses were credited.

CGPA (Cumulative Grade Point Average) = Average Grade Point of all the Courses passed starting from the first semester to the current semester.

Note: * The candidates who have passed in the first appearance and within the prescribed Semesters of the PG Programme are alone eligible for this classification.