VIT®
Vellore Institute of Technology
(Deemed to be University under section 3 of UGC Act, 1956)

SCHOOL OF SOCIAL SCIENCES AND LANGUAGES
DEPARTMENT OF SOCIAL SCIENCES

MASTER OF SOCIAL WORK (MSW)
POST GRADUATE PROGRAMME
CURRICULUM 2025 – 2026

VIT - A Place to Learn, A Chance to Grow

Master of Social Work (MSW)
Curriculum 2025 – 2026

Programme Credit Structure Credits	Credits
University Core Courses	32
Professional Core Courses	33
Professional Elective Courses	15
Total Graded Credit Requirement	**80**

University Core Courses — **32**

		L	T	P	C
PAENG501	Technical report Writing	1	0	4	3
PASWK512	Skill Lab	0	0	6	2
PASWK513	Field Work Practicum– I	0	1	12	5
PASWK514	Field Work Practicum– II	0	1	12	5
PASWK616	Field Work Practicum– III	0	1	12	5
PASWK599	Summer Internship	0	0	6	2
PASWK699	Internship and Dissertation	0	1	27	10

Professional Core Courses — **33**

		L	T	P	C
PASWK501	Social Work Education and Profession	3	0	0	3
PASWK502	Social Work Practice with Individuals	3	0	0	3
PASWK503	Social Work practice with Groups	3	0	0	3
PASWK504	Community Organization and Social Action	3	0	0	3
PASWK505	Human Behavior and Social Environment	3	0	0	3
PASWK506	Social Policy and Legislation	3	0	0	3
PASWK507	Social Welfare Administration	3	0	0	3
PASWK508	Counselling and School Social Work	3	0	0	3
PASWK509	Social Work Research	3	0	2	4
PASWK510	Social Innovation and Entrepreneurship	3	0	0	3
PASWK511	Social Work and Technology	2	0	0	2

Professional Elective Courses — **15**

Medical and Psychiatric Social Work

		L	T	P	C
PASWK601	Medical Social Work	3	0	0	3
PASWK602	Community Health	3	0	0	3
PASWK603	Psychiatric Social Work	3	0	0	3
PASWK604	Therapeutic Interventions	3	0	0	3
PASWK605	Public Health Policies and Practice	3	0	0	3

Community Development

		L	T	P	C
PASWK606	Rural Community Development	3	0	0	3
PASWK607	Community Health	3	0	0	3
PASWK608	Social work with Families and Children	3	0	0	3
PASWK609	Disaster Management	3	0	0	3
PASWK610	Urban Community Development	3	0	0	3

Human Resource Management

		L	T	P	C
PASWK611	Human Resource Management	3	0	0	3
PASWK612	Organizational Behavior	3	0	0	3
PASWK613	Learning and Development	3	0	0	3
PASWK614	Labour Laws and Employee Relations	3	0	0	3
PASWK615	Compensation and performance management	3	0	0	3

University Core Courses

Course Code	Analytical Report Writing - Theory	L	T	P	C
PAENG501		1	0	4	3
Prerequisite	Nil	Syllabus Version			

Course Objectives		
1. To develop communicative competence in students.		
2. To assist the learners in independent language comprehension and production.		
3. To make the learners aware of the different communicative functions of English.		
Course Outcomes		
1. Understand the nature and purpose of technical writing.		
2. Demonstrate the structure and function of technical reports.		

Module 1	Fundamentals of Technical Writing	3 Hours
Introduction to Technical Writing: Definition and typical forms (reports, instructions, proposals); Key Factors in Technical Writing: Purpose, Audience, and Tone; General Writing Basics: Clarity, fluency, effectiveness; The Process of Writing: Pre-writing, Writing, and Post-writing stages; Organization in Writing: Having an outline, using introductions, headings, lists, figures, and summaries.		
Module 2	**Technical Grammar**	**2 hours**
Concord; Tense Shifts		
Module 3	**Introduction to Reports and Report Structure: Front Matter**	**2 Hours**
Reports in Organizations: Role and importance of reporting in corporate and industrial segments.; Purpose of Reports: Conveying decisions, facts, and information accurately and up-to-date.; Report Structure Overview: Division into Front Matter, Main Body, and Back Matter; Components of the Front Matter		
Module 4	**Report Structure: Main Body and Back Matter**	**2 Hours**
Components of the Main Body: Introduction, Discussion or Description, Conclusions, and Recommendations; Writing Introduction, Discussion or Description, Conclusions and Recommendations		
Module 4	**Reporting Methods and Report Types**	**2 Hours**
Methods of Reporting: The Letter Method and The Schematic Method; Routine Reports: Nature, frequency, and function in organizations (often statistical, fixed intervals).		
Module 5	**Technical Proposals**	**2 Hours**
Punctuation Right words and phrases; avoiding cliches, jargons, foreign words and phrases, ambiguity, redundancy, circumlocution - Developing hints		
Module 6 : Contemporary Issues		**2 Hour**

	Total Lecture hours	15 Hours
Textbooks		
1. Kumar. S & Pushplata. (2018). *Communication Skills*. New Delhi: OUP.		
2. Muralikrishna and Sunita Mishra (2011). *Communication Skills For Engineers*. 2nd Edition. Pearson		

Reference Books

Indicative Experiments

1. **Introduction to the Technical Writing** Introduction to Technical Report Writing**;** Analyzing and identifying the characteristics of effective technical writing in sample documents.; Short writing exercises focusing on clarity, conciseness, and identifying purpose, audience, and tone in simple technical scenarios. **Activity:** Reviewing and providing feedback on short technical descriptions.	2 hours
3. Analyzing Audience and Context for Practical Writing Applying reader and stakeholder analysis techniques to specific engineering report scenarios; Drafting content segments tailored for different technical and non-technical audiences (e.g., writing an executive summary for managers vs. a technical description for fellow engineers); Simulating audience needs assessment based on given project descriptions. **Activity:** Developing a 'reader profile' for a major report project.	
3. **Technical Grammar and Style in Practice** Intensive practical exercises on complex grammatical structures, sentence syntax, and common errors in technical writing; Exercises in applying principles of clarity, conciseness, and precision to improve technical sentences and paragraphs; Practicing the appropriate use of active and passive voice in different report sections. **Activity:** Peer-editing session focusing on grammar, mechanics of writing, and technical style.	2 Hours
4.The Writing Process and Report Outlining Lab Practicing prewriting techniques for complex technical topics: brainstorming, mind mapping, and systematic outlining; Developing detailed hierarchical outlines for a major technical report project, including main and sub-points; Planning content organization based on report type (e.g., feasibility, empirical research, lab report) and audience needs. **Activity:** Group exercise to compare and refine report outlines.	4 hours
5. **Writing the Report Front Matter and Introduction** Detailed practical guidance on drafting all components of the report Front Matter; Creating a professional Title Page, Forwarding Letter/Preface, Acknowledgements, and Table of Contents for the ongoing report project; Drafting effective Abstracts and Summaries (Executive Summaries) based on provided technical content, focusing on capturing the essence. **Activity:** Writing the Introduction section of the report project, including background, scope, and objectives.	4 hours

6. Writing the Report Body: Data, Descriptions, and Discussion Techniques for presenting data, technical descriptions, and analysis in the main body; Drafting sections of the report body focusing on presenting organized data and technical details; Writing the "Discussion" section, focusing on interpreting results and explaining findings based on provided or self-generated data. **Activity:** Integrating data and analysis points into the draft of the report body.		4 hours
7. **Writing the Report Body: Conclusions and Recommendations** Practical methods for drawing logical conclusions and formulating actionable recommendations; Drafting the "Conclusions" section based on the data and discussion from Module 6; Developing clear and practical recommendations based on the conclusions, considering the report's purpose and audience. **Activity:** Writing the "Recommendations" section of the report project.		4 hours
8. **Transcribing Visuals** Using charts, graphs and tables; Transcribing visuals that are clear, accurate, and effectively support the report's text; Integrating created visuals into the report draft, ensuring proper placement, captions, and referencing within the text. **Activity:** Peer review focusing on the effectiveness and integration of visuals.		2 hours
9. **Report Back Matter, Condensation, and Final Review** Practical session on creating the Back Matter: Appendices, Bibliography, Glossary, and Index (if applicable). Emphasis on consistent citation and referencing styles; Compiling Appendices and formatting a Bibliography for the report project; Practicing techniques for précis writing and summarization to condense longer texts. **Activity:** Final review of the complete report draft, focusing on overall structure, flow, formatting, and coherence.		2 hours
10. **Presentation Skills** Short Presentations, Formal Presentation with PPT Analytical Presentation of Charts, Graphs and Tables **Activity**: Presentations – Individual and Group		2 hours

Total Laboratory Hours:	**60 hours**
Mode of Evaluation : Continuous Assessment Test, Digital Assignment, Quiz, Final Assessment Test, Lab Continuous Assessment, Lab Final Assessment, Presentaion	
Recommended by Board of Studies :	16-05-2025
Approved by Academic Council : No. 78	12-06-2025

Course Code	Course Title	L	T	P	C
PASWK512	**Skill Lab**	**0**	**0**	**6**	**2**
Pre-requisite	**Nil**	**Syllabus version**			
		1.0			

Course Objectives:

1. To become aware of one's strengths and weaknesses and to develop the professional self.
2. To acquire practical skills in social work interventions and to address different human needs and issues.
3. To enhance competencies in different specialized areas of practice and professional development.

Course Outcomes:

1. Attain the required skill set needed to practice in different settings.
2. Assess clients and societal needs and plan interventions using key techniques and methods.
3. Demonstrate direct social work practice as a professional.

General Guidelines	**90 Hours**

Components of Skill Lab

1. PRA Workshop
2. Project Proposal Writing Workshop
3. Street Theatre and Folk Arts Workshop
4. Monitoring and Evaluation/Social Auditing and Impact Assessments
5. Workshop on Leadership skills
6. Making an effective video, communication, ICE materials
7. MIS system
8. Tele counselling

The guidelines of the Skill Lab include:

1. The Skill Lab should be offered in workshop mode.
2. Experts from the respective fields should offer the workshop.
3. Students should submit the reports of each Skill Lab activity soon after the workshops.
4. Students should prepare and submit consolidated reports for the semester's external examination by the end of the semester.

Mode of Evaluation: Continuous Assessment of the Skill Lab– Workshop Reports - Consolidated report. Internal assessment 60 marks and External assessment 40 marks.

Recommended by Board of Studies	12-05-2025		
Approved by Academic Council	No. 78	Date	12-05-2025

Course Code	Course Title	L	T	P	C
PASWK513	**Fieldwork Practicum - I**	**0**	**1**	**12**	**5**
Pre-requisite	**Nil**	**Syllabus version**			
		1.0			

Course Objectives:

1. To expose students to various fields of social work through observation visits and concurrent placement.
2. To develop insights into the social realities and understand the scope and nature of working with individuals, groups and communities by integrating theory into practice.
3. To develop an understanding of the functioning of agency, its context and areas of intervention.

Course Outcomes:

1. Understand the various fields of social work and the nature of social work interventions.
2. Appraise the relevance of social dynamics in the social work practice with individuals, groups and communities.
3. Apply social work values, principles, and primary methods while working with people, agencies or the community.
4. Demonstrate professionalism through observation, documentation, recording, analysis, active participation in field-based activities, and the use of supervision for professional growth.
5. Design appropriate intervention strategies using social work methods and techniques to address the social problems/client's issues.

General Guidelines	180 hours

Components of Fieldwork Practicum-I
    A. Orientation on fieldwork practicum
    B. Observation visits
    C. Concurrent fieldwork
    D. Documentation
    E. Individual conference

The important tasks of the fieldwork practicum include:

1. *One-day* orientation program on fieldwork practicum- objectives, nature, expectations, outcomes and documentation.
2. *Five days* of observation visits - organizations relating to generic and specialized fields of social work.
3. Concurrent fieldwork placement should be for at least 22 days.
4. The placement in fieldwork practicum-I should be in Open Community Settings, NGOs, CBOs, Social Welfare Organizations/Agencies.
5. The agency placement is only allowed if the organization has a qualified professional social worker.
6. Social work trainees should complete at least three caseworks, one group work and organize one community-based event or community profiling.
7. As needed, students may engage in online campaigns/events as guided by their supervisors.
8. Regular reporting (weekly) and weekly conferences guide social work trainees. They should prepare and submit consolidated reports for the semester external examination by the end of the semester. Weekly Individual Conference (tutorial) attendance is mandatory, and 80% attendance is compulsory for the final viva-voce examination.

Mode of Evaluation: Continuous Assessment of the Fieldwork Practicum– Reports and Conference with Faculty - Consolidated report.

Assessment will be as follows:
    Guide (Internal) / VTOP weekly   30 Marks

Final Report Marks Oral presentation (Viva-Voce)		30 Marks 40 Marks	100

A minimum of 50% is necessary for a Pass.

Each student will be assigned to a faculty member to supervise the fieldwork practicum. Each faculty member will have 4-8 students allotted under him/her for fieldwork supervision.

Recommended by Board of Studies	12-05-2025		
Approved by Academic Council	No. 78	Date	12-06-2025

Course Code	Course Title	L	T	P	C
PASWK514	**Fieldwork Practicum – II**	**0**	**1**	**12**	**5**
Pre-requisite	**Nil**		**Syllabus version**		
			1.0		

Course Objectives:

1. To develop a critical understanding of the rural/tribal community through working with the community.

2. To build and enhance different social work skills in social work methods through field practicum experience in various professional social work organizations

3. To explore the significant roles of professional social workers in various professional social work organizations

Course Outcomes:

1. Conduct a rural/tribal camp through effective coordination of the students' community in collaboration with a professional social work organization
2. Demonstrate social work engagement skills in the community
3. Engage and familiarize with various client systems such as individuals, groups, families and communities
4. Demonstrate skills in writing reflective reports about the social work engagement
5. Explicate the organizational structure, administration and functioning of social work agency, where they have placed for field practicum

General Guidelines	180 hours

Components of Fieldwork Practicum-II

a. Observation Visits
b. Rural Camp
c. Concurrent fieldwork
d. Documentation
e. Individual conference

The important tasks of the fieldwork practicum include:

1. *Three days* of observation visits - organizations relating to generic and specialized fields of social work.
2. Concurrent fieldwork placement should be for at least 18 days.
3. Rural Camp will be conducted for 6 days. A committee of faculty and students will choose a suitable locale for the rural camp.
4. A separate report should be submitted based on the rural camp, and it will be evaluated together with the final viva.
5. The placement in fieldwork practicum-II should be in specialized settings according to the specialization chosen- NGOs, CBOs, Social Welfare Organizations/Agencies, Hospitals, Rehabilitation Centers, Special schools, Govt. departments, Clinics, Psychiatric hospitals, Halfway homes, Old-age homes, destitute homes, CSR, HR departments of manufacturing units, service industries, corporate sector etc…
6. The placement is only allowed if the organization has a qualified professional social worker.
7. Social work trainees should complete tasks related to the specialized area of practice and those offered in the organization: Casework, group work, community profiling, community-sensitization program, case study/Mental status examinations, mini research study etc..
8. As needed, students may engage in online campaigns/events as guided by their supervisors.

9. Regular reporting (weekly) and weekly conferences guide social work trainees. They should prepare and submit consolidated reports for the semester's external examination by the end of the semester. Weekly Individual Conference (tutorial) attendance is mandatory, and 80% attendance is compulsory for the final viva-voce examination.

Mode of Evaluation: Continuous Assessment of the Fieldwork Practicum– Reports and Conference with Faculty - Consolidated report.

Assessment will be as follows:

Guide (Internal) / VTOP weekly	30 Marks
Final Report Marks	30 Marks
Oral presentation (Viva-Voce)	40 Marks

100

A minimum of 50% is necessary for a Pass.

Each student will be assigned to a faculty member to supervise the fieldwork practicum. Each faculty member will have 4-8 students allotted under him/her for fieldwork supervision.

Recommended by Board of Studies	12-05-2025		
Approved by Academic Council	No. 78	Date	12-06-2025

Course Code	Course Title	L	T	P	C
PASWK616	**Fieldwork Practicum – III**	**0**	**1**	**12**	**5**
Pre-requisite	**Nil**	**Syllabus version**
		**1.0**

Course Objectives:

1. To provide exposure to the various fields of specialties in social work professions, their nature of working and the roles played by social work professionals in addressing various societal/community industrial problems through organizational visits.

2. To facilitate students' contextual understanding in their fields of specialization and enhance their analysis, research, and administration skills to effectively apply the methods, techniques, principles and knowledge of social work in their respective field settings.

3. To train students in specific skills of specialized areas of social work practice by exposing real-life situations through field/respective organizations and being familiar with various assessment tools, procedures, and systematic documentation for social work practice.

Course Outcomes:

1. Demonstrate understanding of the specialized areas of social work practice and strategies adopted by those organizations in working with individuals, groups, families, communities, industries and managing human resources.
2. Draw connections through the visits to a range of institutions to learn the relevance of their intervention and impact and individually or collectively design future action in the field.
3. Discuss and appraise specialized social work practice settings' structure, focus, styles and functioning patterns.
4. Demonstrate the necessary skills to practice social work in the chosen area of specialization.
5. Apply various assessment tools, procedures, and systematic documentation for the specialized social work practice fields.

General Guidelines	180 hours

Components of Fieldwork Practicum-III
- a. Organization Visits
- b. Concurrent fieldwork
- c. Documentation
- d. Individual conference

The important tasks of the fieldwork practicum include:

1. *Four days* of organization visits - organizations relating to specialized fields of social work. These visits can be conducted either in one go or separately.
2. Concurrent fieldwork placement should be for at least 21 days.
3. The placement in fieldwork practicum-III should be in specialized settings according to the specialization chosen. Students are not allowed to choose organizations beyond their specialization. The potential organizations include NGOs, CBOs, Social Welfare Organizations/Agencies, Hospitals, Rehabilitation Centers, Special schools, Govt. departments, Clinics, Psychiatric hospitals, Halfway homes, Old-age homes, destitute homes, CSR, HR departments of manufacturing units, service industries, corporate sector etc.,
4. The placement is only allowed if the organization has a qualified professional social worker.
5. The students must engage in activities aligned with the area of specialization and gain knowledge and practice exposure.
6. The indicative activities include: Medical and Psychiatric Social Work- MSE, Case study, Genogram, shadow counselling, casework, group work, and skill/capacity assessment. Community Development: Genogram, Eco mapping, using family assessment tools, PRA/PLA,

and designing community programs. Human Resource Management: MIS, labor welfare measures and their administration, HR management process, and HRM tools.

7. As needed, students may engage in online campaigns/events as guided by their supervisors.

8. Regular reporting (weekly) and weekly conferences with guide and social work trainees are mandatory. They should prepare and submit consolidated reports for the semester's external examination by the end of the semester. Weekly Individual Conference (tutorial) attendance is mandatory, and 80% attendance in the tutorial is compulsory for the final viva-voce examination.

Mode of Evaluation: Project Reviews, Project Reports, Viva Voce/Student Interactions

The assessment will be as follows:

Guide (Internal) / VTOP weekly	30 Marks	
Final Report Marks	30 Marks	} 100
Oral presentation (Viva-Voce)	40 Marks	

A minimum of 50% is necessary for a Pass.

Each student will be assigned to a faculty member to supervise the fieldwork practicum. Each faculty member will have 4-8 students allotted under him/her for fieldwork supervision.

Recommended by the Board of Studies	12-05-2025		
Approved by Academic Council	No. 78	Date	12-06-2025

Course Code	Course Title	L	T	P	C
PASWK599	**Summer Internship**	**0**	**0**	**6**	**2**
Pre-requisite	Nil	**Syllabus version**			
		1.0			

Course Objectives:

4. To integrate theory and practice in practitioner-setting with exposure to the day-to-day operations
5. To exhibit proficiency in conducting client assessments and implementing appropriate social work interventions
6. To demonstrate the ability to apply ethical principles and professional standards in social work practice

Course Outcomes:

At the end of the internship, the students will be able to
1. Apply skills in evaluating the functions and services of the agency in the respective field
2. Demonstrate skills in writing reflective reports about social work engagement
3. Apply critical thinking in relation to integration of theories, practice, knowledge and self-reflection

General Guidelines	**One Month**

Components of Summer Internship
- Orientation on internship
- One Month placement
- Submission of Consolidated report

The important tasks of the fieldwork practicum include:
1. At the end of the first year, students are placed in an institution for a summer internship for one month.
2. Students receive an opportunity to use their learning while gaining from direct practice.
3. The agency placement is only allowed if the organization has a qualified professional social worker.
4. Students expand their research horizons through practitioner experience to add value to their upcoming research projects.
5. Preferable settings: NGOs, Hospitals, Occupational Therapy Center, District Social Welfare Office, Rural Development Office, Urban Development Office, CSR Projects, Government Institutions and International NGOs
6. As needed, students may engage in online campaigns/events as guided by their supervisors.
7. Regular reporting (weekly) and weekly conferences guide social work trainees.
8. Students should prepare and submit consolidated reports at the end of summer internship.
9. Weekly Individual Conference (tutorial) attendance is mandatory, and 80% attendance is compulsory for the final viva-voce examination.

Mode of Evaluation: Continuous Assessment of the Fieldwork Practicum– Reports and Conference with Faculty - Consolidated report.
Assessment will be as follows:

Guide (Internal) / VTOP weekly   30 Marks
Final Report   30 Marks   100
Marks
Oral presentation (Viva-Voce)   40 Marks

A minimum of 50% is necessary for a Pass.

Each student will be assigned to a faculty member to supervise the fieldwork practicum. Each faculty member will have 4-8 students allotted under him/her for fieldwork supervision.

Recommended by Board of Studies	06.10.2025		
Approved by Academic Council	No. 80	Date	20.11.2025

Course Code	Course Title	L	T	P	C
PASWK699	**Dissertation / Internship**	**0**	**1**	**27**	**10**
Pre-requisite	Nil		**Syllabus version**
			1.0

Course Objectives:

1. To understand the application of social work research by recalling research methodology, tools, and techniques in the actual undertaking of a research study with faculty guidance
2. To demonstrate professionalism in the agency of placement for intensive field training (Internship) to reinforce further learning through observation and practice of different methods of social work in a dedicated internship mode.
3. To author a research report, going through each stage of research: Identifying the research problem, reviewing the literature, data collection, consolidation, interpretation, using statistics as appropriate, adding key findings and presenting enlisting suggestions and recommendations

Course Outcomes:

Upon successful completion of the course, students will be able to

1. Practice different methods and skills in the social work profession
2. Demonstrate proficiency in utilizing appropriate interventions with diverse clientele
3. Develop employability skills necessary to practice social work in the respective fields.
4. Design and conduct research using social work research methods and techniques.
5. Conduct campaigns and advocate for policy change powered by strong research.

One Semester

Module I: Internship

1. The internship placement should be in specialized settings according to the chosen specialization, such as NGOs, CBOs, Social Welfare Organisations/Agencies, Hospitals, Rehabilitation Centres, Special schools, government departments, Clinics, Psychiatric hospitals, Halfway homes, Old-age homes, and destitute homes, as well as HR settings.
2. Placement is only allowed if the organization has a qualified professional social worker.
3. Social work trainees should complete tasks related to the specialized area of practice and those offered by the organization, including casework, group work, community profiling, community-sensitization programs, case studies, mental status examinations, and mini-research studies.
4. As needed, students may engage in online campaigns/events as guided by their supervisors.
5. Regular reporting (weekly) and weekly conferences guide social work trainees. They should prepare and submit consolidated reports for the Viva by the end of the semester.
6. Weekly Individual Conference (tutorial) attendance is mandatory, and 80% attendance in the weekly conference is compulsory for the final viva-voce examination.
7. A separate report should be submitted for the internship
8. The Viva will be conducted separately for the internship.

Components of Internship

       a. Weekly conference (Online)

       b. Completion of requirements (Based on specialization)

            • Students should complete all internship requirements based on their specialization.

       c. Submission of reports

             • Weekly reports

             • Summary reports

       d. Internship Viva

Module 2: Dissertation

1. A separate report should be submitted for the dissertation
2. The Viva will be conducted separately for the internship

3. Faculty supervisors will be allotted to the students.
4. The students need to meet periodically with the guide to discuss their research progress.
5. Identification of research areas is necessary, and a project proposal must be submitted to the guide for approval.
6. Students will make project proposal presentations for peer learning and avoid duplication in areas of study.
7. Necessary permissions and approvals from the relevant organisations, wherever applicable, must be obtained well in advance, and a copy of these documents must be submitted to the guide.
8. Ethical approval is needed to complete the field-level studies
9. Plagiarism should be avoided.
10. The plagiarism and AI should be less than 20 percent.

Components of Dissertation
   a. Proposal presentation
   b. Ethical Approval - Institutional Review Board
   c. Data collection
   d. Data analysis
   e. Report Submission

Mode of Evaluation: Continuous Assessment of the Internship and Dissertation– Reports and Conference with Faculty - Consolidated report.

Assessment will be as follows:

Guide (Internal) / VTOP weekly	30 Marks	
Final Report Marks	30 Marks	100
Oral presentation (Viva-Voce)	40 Marks	

A minimum of 50% is necessary for a Pass.

Each student will be assigned to a faculty member to supervise the internship and dissertation. Each faculty member will have 4-8 students allotted under him/her for supervision.

Recommended by Board of Studies	06.10.2025		
Approved by Academic Council	No. 80	Date	20.11.2025

Professional Core Courses

Course code	Course Title	L	T	P	C
PASWK501	**Social Work Education and Profession**	**3**	**0**	**0**	**3**
Pre-requisite	**Nil**	**Syllabus version**			
		1.0			

Course Objectives

1. To generate awareness of the role of advocacy and social change in the constructive transformation of society.
2. To study various fields of professional practice and their applications.
3. To foster the practice of social work from a professional perspective.

Expected Course Outcomes

Students will be able to
1. Evaluate the evolution of social work from charity service to a scientific profession.
2. Apply appropriate methods and fields of social work in respect to the context of practice.
3. Demonstrate social work practice adherence to principles, values and code of ethics as elicited in the Global Social Work Statement of Ethical Principles.
4. Understand the theories and models of social work to augment critical analysis of social problems.

Module:1	Introduction to Social Work	8 hours

Social Work: definition, meaning, purpose, goals and objectives; assumptions, functions and principles of Social Work. Basic and ancillary methods of Social Work. Scientific basis of Social Work - knowledge, tools, techniques, skills, and abilities of a Professional Social Work Practitioner

Module:2	Basic Concepts and Ethical Practices	9 hours

Social Service, Social Welfare, Social Reform, Social Justice, Gender, Social Health, Social Security, Social Defence, Social Development, Social Policy, Society and Caste systems, Social Legislation, Social Welfare Administration.
Code of ethics - towards clients, colleagues, agency and professionals. Problems in ethical decision making. Trends of Social Work profession in India – NASW.

Module:3	History of Social Work	9 hours

Religious charity - Elizabethan Poor Law –Charity Organisation Society (COS) – Settlement House Movement – Poor Law Commissions and Beverridge Report – Development of Social Work Education – Contribution of Social Reformers, Social Reform Movements, and Organisations – Development of Social Work from charity to Professional Social Work.

Module:4	Fields of Social Work and Professional Bodies	9 hours

Fields of Social Work: Family and child welfare, Correctional social work, Industrial social work, Medical and Psychiatric social work, youth welfare, Community development (Rural, Urban & Tribal). Emerging areas of Social Work: Environmental Protection, Disaster management, Gerontological Social Work and Human Rights.
Social work and sustainable development. Objectives and functions IFSW, IAASW, NASW, NAPSWI, ISPSW, Indian Associations in Social Work, Registration for social workers under National Commission for Allied and Healthcare Professionals. Efforts for national social work council in India.

Module:5	Theories and models of social work	10 hours

Need and Importance of theory in Social Work. Major theories in social work: Systems Theory, Social Learning Theory, Social Behavioural Perspective Theories, Psychosocial Development Theory, Humanistic Perspective Theory, Psychodynamic Theory, Transpersonal Theory and Rational Choice Theory.
Models and Approaches: Relief model, Welfare model, Clinical model, Integrated Social Work model, Developmental model

	Total Lecture hours	**45 hours**

Text Book (s)

1.	Parker, J. (2020). Introducing Social Work. Sage Publications.

2.	Hepworth, Dean, H (2010). *Direct Social Work Practice-Theory and skills* (8th edition). New York: Brooks/Cole.
Reference Books	
1.	Bhatt S, Phukan D., (2015). Social Work Education in India: A Resource Book, National Association of Professional Social Workers in India (NAPSWI), New Delhi.
2.	Pullen, A., & Cowden, S. (2013). *The Ethical Foundations of Social Work*. Routledge.
3.	Sanjay Bhattacharya (2012). Social Work Administration and Development, Deep & Deep Publications, New Delhi.
4.	Desai, Murli (2010). *Ideologies and Social Work Historical and Contemporary Analyses*. Hyderabad: Rawat Publication.
5.	Misra, P.D. (1994). *Social Work: Philosophy and Methods*, New Delhi: Inter-India Publications.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT.			
Recommended by Board of Studies		12-05-2025	
Approved by Academic Council	No. 78	Date	12-06-2025

Course code	Course Title	L	T	P	C
PASWK502	**Social Work Practice with Individuals**	3	0	0	3
Pre-requisite	Nil	Syllabus version			
		1.0			

Course Objectives

1. To understand the principles, values, and ethics of social work practice with individuals.
2. To develop skills for effective client-worker relationships, methods of assessment, interventions and evaluation.
3. To practice social casework in diverse settings.

Expected Course Outcomes

Students will be able to

1. Develop understanding of social work practice with individuals
2. Conduct assessments and interventions utilizing therapeutic models in varied client situations
3. Apply various skills, tools and techniques in different social casework practice settings
4. Demonstrate cultural competence in casework applications.

Module:1	Basics of Social Casework	8 hours

Social Casework: concept, definition, and purpose; historical development, nature and scope; components of case work: person, problem, place, and process; values of case work practice; socio-cultural influences on case work in India; relationship of casework with other social work methods. Social Case Worker-Client Relationship: Meaning, purpose and elements/components; Characteristics of professional relationship: empathy, non-possessive warmth, genuineness and self-disclosure; Client-worker Dynamics: Transference, Counter-transference, and Resistance; Principles of Casework; Challenges and Obstacles in Caseworker-Client Relationships. Counselling and social casework

Module:2	Social Casework Process	7 hours

Casework process: Intake, Study, assessment, Intervention, treatment, evaluation and Termination. Supervision in social casework: Concepts, Purpose, Scope, Methods, Skills; Personal and Professional Development through supervision; Roles and responsibilities of competent supervisor in Case work; Challenges in supervision

Module:3	Social Casework Approaches	8 hours

Approaches to social casework practice: Psychosocial, Problem Solving, Crisis Intervention; Behavior Modification, Functional model, Eclectic model, strength-based approach, and task centered approach. Cultural competence in social casework and its relevance.

Module:4	Social Casework Skills and Tools	12 hours

Interviewing: types, purpose, skills, techniques and principles of interviewing; Home visits, Collateral contacts; Assessment/Social Diagnosis: Use of genograms and eco-maps; Documentation and case recording: Process and types of case records. Recording in Case Work: Meaning, sources and types of records: process record, summative record, person oriented and problem-oriented records and its components; Principles of recording; Observation, Networking and referral skills.

Module:5	Case Work in Various Settings	10 hours

Application of Social Case Work in different settings & Clientele groups: Medical and Psychiatric settings-Shelter homes; Rehabilitation center, De-addiction and detoxification centers, Mental Health & Community Based Rehabilitation, Role of Social Workers in Hospital settings, Family and Child Welfare settings: Family, Child guidance clinic, Schools, Geriatric care & Aged and the terminally ill people, Correctional settings, Forensic Social Work Case Work practice in Community settings including self-help groups, Industries and Correctional Institutions; Problems and Limitations and role of Case Worker in various settings.

	Total Lecture Hours	**45 hours**

Text Book(s)

1. Hamilton, G. (2022). *Theory And Practice Of Social Case Work*, Legare Street Press.
2. Richmond, M. E. *Social Diagnosis* (2023). Russell Sage Foundation, USA.
3. Upadhyay, R. K. (2010). *Social casework: A therapeutic approach*. New Delhi, India: Rawat Publications

Reference Books

1. Holosko, M. (2018). Social work case management: onward and upward!. In Chapter 27 social work case management: Onward and upward! (pp. 387-404). SAGE Publications, Inc., https://doi.org/10.4135/9781483396910.n33
2. Mathew, G. (1992). *An introduction to social casework*. Bombay: Tata Institute of Social Science.
3. Perlman, H. H. (2022). Social casework: A problem-solving process. University of Chicago Press.
4. Roberts, R. W. & Nee, R. H. (1970), Theories of Social Casework. The University of Chicago Press, Chicago and London.
5. Siddiqui, H. Y. (2015). *Social work and human relations*. New Delhi, India: Rawat Publications.
6. Shulman, L. (2009). Skills of Helping Individuals and Groups. Peacock Publishers, Chicago.
7. Singh, D. K. (2013). Social Work: Concepts & Method. New Royal Book Company, Lucknow.
8. Singh, S. (2020). Encyclopedia of Social Work in India. 2020. New Royal Book Company, Lucknow.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT.			
Recommended by the Board of Studies	12-05-2025		
Approved by the Academic Council	No. 78	Date	12-06-2025

Course code	Course Title	L	T	P	C
PASWK503	**Social Work Practice with Groups**	**3**	**0**	**0**	**3**
Pre-requisite	**Nil**	**Syllabus version**			
		1.0			

Course Objectives

1. To understand the theoretical foundations and scope of group work as a method of social work practice.
2. To develop practical knowledge of group dynamics, group processes, and group facilitation.
3. To equip students with skills for applying group work methods in diverse social work settings.

Expected Course Outcomes

Students will be able to

1. Describe the principles, models, and processes of group work.
2. Demonstrate group facilitation and communication techniques.
3. Apply group work interventions across various client populations and settings.
4. Evaluate group development using analytical tools and reflective practices.

Module:1	**Foundations of Group Work**	**9 hours**

Concept, principles, values and goals of social group work. Historical evolution of group work. Theoretical bases: Systems Theory, Psychodynamic Theory, Learning Theories. Social Group vs. Team; Role of group work in professional social work

Module:2	**Group Formation and Dynamics**	**9 hours**

Phases of group development: Forming, Storming, Norming, Performing, Adjourning. Group processes: bonding, acceptance, cliques, conflict, leadership, and cohesion. Understanding power, communication, and interaction patterns

Module:3	**Group Work Process and Facilitation**	**9 hours**

Planning and composition of groups. Beginning, middle, and ending stages. Recording and documentation in group work. Ethical and reflective practices in group facilitation

Module:4	**Technological Models and Approaches in Group Work**	**9 hours**

Social Goals, Remedial, Reciprocal, and Developmental Models. Task-oriented groups: Committees, Coalitions, Teams. Therapy and Support Groups: Educational, Growth, Socialization, and Crisis groups. Integration of AI tools for monitoring group progress (e.g., digital journaling apps, group feedback platforms)

Module:5	**Group Work in Diverse Settings**	**9 hours**

Educational, medical, psychiatric, correctional, and community settings. Use of program media: games, drama, storytelling, FGD, Group work with children, women, older adults, differently-abled, marginalized groups, LGBTQIA+. Challenges and ethical dilemmas

	Total Lecture Hours	**45 hours**

Text Book(s)

1. Trecker, H.B. (2019). *Social Group Work: Principles and Practices*. Rawat Publications.
2. Konopka, G. (2020). *Social Group Work: A Helping Process*. Prentice Hall.

Reference Books

1. Toseland, R.W. & Rivas, R.F. (2017). *An Introduction to Group Work Practice* Corey, G. (2016).
2. *Theory and Practice of Group Counseling*. Cengage Learning.

3. Brandler, S. & Roman, C.P. (2021). *Group Work: Skills and Strategies for Effective Interventions*. Routledge. (8th ed.). Pearson.

4. Dave Capuzzi, Douglas R.Gross, Mark D. Stauffer (2010) Introduction to Group Work, New Delhi, Rawat Publication.

5. Siddiqy, H Y (2008), Group Work: Theories and Practices, Rawat Publications.

6. Gerald Corey (2000) Theory and practice of group counselling, Wordsworth, London.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT.

Recommended by the Board of Studies	12-05-2025			
Approved by the Academic Council	No. 78	Date	12-06-2025	

Course code	Course Title	L	T	P	C

PASWK504	Community Organization and Social Action	3	0	0	3
Pre-requisite	**Nil**	**Syllabus version**			
		1.0			

Course Objectives

1. To develop a foundational understanding of the concepts and processes involved in working with communities, including key concepts of community organization and development.
2. To help learners understand the uses and practices of community organization across various fields of social work by gaining insight into the community's needs, problems, available resources, motivational levels, values, power structures and cultural context.
3. To introduce various aspects of social action as an effective method of social work.

Expected Course Outcomes

Students will be able to

1. Deepen their understanding of community development by examining its core concepts, the structure of communities, and the functions of community organizations in facilitating development.
2. Critically analyze and evaluate various models, methods, and approaches of community organization, and effectively apply them to promote sustainable development and facilitate transformative social change.
3. Critically evaluate the core principles of social action and the ideas of social reformers, and analyze the strategies and tactics employed to drive social change.
4. Develop the ability to act as catalysts for positive social change by applying an in-depth understanding of communities and their environments, within the framework of social work values, and create awareness on the significance of community interventions for sustainable community development

Module:1	**Introduction to Community, Community organization and community development**	**10 hours**

Community: Meaning-Definitions-Types-Structure-Dynamics and community as a social system. Difference between community organization and community Development. Community Organization: Historical perspectives of community organization-Need – Functions, Principles-Stages–Activities-Scope and Importance of Community Development - Definition – Need – Objectives – Characteristics – Elements – Indicators – Social goals in Community Development. Community Living Models: Kibbutzim-Commune-Indian Community Living.

Module:2	**Models & Approaches of Community Organization Practice**	**6 hours**

Models: Locality Development Model – Social Planning Model – Social Action Model- Approaches – Saul Alinsky's Approach in Community Organization Approach: Gandhian approach - Community Development Approach - Minimum Need Approach - Integrated approach- Participatory Development approach - The Social Work approach – The Political Activists approach.

Module:3	**Community Power Structures, Dynamics and Community Organization Process**	**10 hours**

Community Power Structure – Types of Community Power – Political, Social and Economic Analysis of Community Power. Types of Leadership in community. Community Dynamics: Integrative and Disintegrative processes in the community, Peacebuilding initiatives in the community. The Process of Community Organization: Study, analysis, assessment, Discussion, Organization, Action, Evaluation, Modification and Continuation. Concept of Rapid Rural Appraisal (RRA) & Participatory Rural Appraisal (PRA). Comparison of RRA & PRA. PLA- importance and application. Skills and Role of community worker - Communication Skills, Problem-Solving Skills, Skills in Resource Mobilization, Networking, Team building, Planning and Implementation, Monitoring and Evaluation, Documentation.

Module:4	**Community mobilization and Community Development Programmes**	**9 hours**

Community Mobilization - Need & Benefits (Long-Term Benefits - Short Term Benefits -Immediate Benefits) - Challenges - Techniques - Community Participation – Community Contribution - Community Meetings – Conflict Management . Community Development Programme - Objectives - Principles – Coverage - Activities – Organization - Methods and Techniques of Community Development Programme - Evaluation of Community Development Programme - Development programmes and Panchayat Raj- Role of Social Worker in Community Development programmes.

Module:5	**Social Action and Social Movements**	**10 hours**

Social Action : Concept, History, Social Action as a Method of Social Work, Social Action - Five Cs (Cause, change agency, change targets, challenges and change strategy)– Elitist Social Action Model – Popular Action Model – Origin of Social Action in India –Relationship of Social Action with Social Problems.

Approaches of Paulo Friere - Gandhi - Martin Luther King and Mandela. Social Movements: Origin, Nature, Types of Movements, Theories of Movement and new Social Movements – Role of community worker in social movements. Social Movements in India: Historical and contemporary movements, Social Reform. Conflict and peace building.

		Total Lecture Hours	**45 hours**

Text Book(s)

1.	Twelvetrees, A., & Todd, R. (2024). *Community development, social action and social planning: A practical guide* (Paperback ed.).
2.	Somerville, P. (2016). *Understanding community: Politics, policy and practice* (2nd ed.). Policy
3.	Press.
	Patil, A. R. (2012). *Community Organization and Development: An Indian Perspective*. PHI Learning Pvt. Ltd..

Reference Books

1.	Ross, M. G. (1955). *Community organisation*. Harper and Row Publishers.
2.	Patil, A. R. (2012). *Community organization and development: An Indian perspective*. PHI Learning Private Limited.
3.	Raju, M. L. (2012). *Community organization and social action: Social work methods and practices*. Regal Publications.
4.	Balgopal, P. R., & Bhatt, S. (2013). *Social work response to social realities*. NRBC.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT.			
Recommended by the Board of Studies	12-05-2025		
Approved by the Academic Council	No. 78	Date	12-06-2025

Course code	**Course Title**	**L**	**T**	**P**	**C**

PASWK505	Human Behaviour and Social Environment	3	0	0	3
Pre-requisite	**Nil**		**Syllabus version**
			1.0

Course Objectives

1. To integrate psychological and sociological frameworks in understanding human behaviour in the social environment.
2. To analyse human development across the life span and examine the influence of culture, institutions, and social systems.
3. To enhance the ability of students to apply biopsychosocial knowledge in diverse social work settings.

Expected Course Outcomes

Students will be able to

1. Explain psychological and sociological concepts relevant to human behaviour and social work.
2. Analyse human development stages using biopsychosocial perspectives.
3. Examine the influence of social structures, cultural values, and disorganization on human behaviour.
4. Apply psychological and sociological insights to assess and intervene in social work practice.

Module:1	**Foundations of Human Behaviour and Social Environment**	**9 Hours**

Definition, nature, and importance of Human Behavior and Social Environment in social work. Interdisciplinary approach: Psychology, Sociology, and Social Work. Key theoretical contributors: Freud, Erikson, Piaget, Durkheim, Marx, Weber. Ecological systems theory, person-in-environment perspective.

Module:2	**Human Growth and Development**	**9 Hours**

Physical, emotional, cognitive, and moral development across the lifespan. Developmental tasks, challenges, and crises. Adolescents, older adults, bereaved individuals, and blended families. Identity formation and psychosocial development. Case Studies.

Module:3	**Psychological Foundations of Behaviour**	**9 Hours**

Sensation, perception, learning (classical, operant, cognitive theories). Motivation and emotion: biological, social, emotional intelligence. Personality theories: psychodynamic, trait, humanistic. Intelligence: types, assessment, individual differences.

Module:4	**Sociological Foundations: Culture, Socialization, Institutions**	**9 Hours**

Culture: norms, beliefs, ethnocentrism. Socialization: agents, theories, and impact. Social institutions: family, education, religion, polity, economy. Social stratification: caste, class, tribe, gender, occupation. Globalization, social media, cyber behavior. Climate change. Key social problems in India.

Module:5	**Social Perception and Contemporary Issues**	**8 Hours**

Meaning and causes of social disorganization. Common mental health challenges: depression, anxiety, addiction. Modern influences: Social perception and social cognition: stereotypes, prejudice, conformity. Introduction to AI-based tools for behavioural analysis (e.g., IBM Watson, TalkLife and other NLP tools).

	Total Lecture Hours	**45 hours**

Text Book(s)

1.	Rogers, Anissa. (2020). *Human behavior in the social environment*. New York :Routledge Baron, R.A. & Branscombe, N. (2021). *Social Psychology*, Pearson.
2.	Giddens, A. (2013). *Sociology*. Wiley.
3.	

Reference Books

1.	Inkeles, A. (2009). *What is Sociology?* Prentice Hall.
2.	Coleman, J.C. (2018). *Abnormal Psychology and Modern Life*. Pearson.
3.	Volpe, U. (2021). *Arts Therapies in Psychiatric Rehabilitation*. Springer.
4.	Use of AI tools like IBM Watson Personality Insights, AI-based developmental trackers, and digital behavior mapping platforms for integrated learning.
5.	Hurlock, E.B. (2017). Developmental Psychology. McGraw Hill Education

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT.

Recommended by the Board of Studies	12-05-2025		
Approved by the Academic Council	No. 78	Date	12-06-2025

Course code	**Course Title**	**L**	**T**	**P**	**C**

PASWK506		Social Policy and Legislation	3	0	0	3
Pre-requisite	**Nil**		**Syllabus version**			
			1.0			

Course Objectives

1. To enable students to understand the judicial system and the legal mechanisms for seeking justice.
2. To impart knowledge about the various legislations available to deal with social problems.
3. To expose students to law enforcement institutions and bridge the gap between the Criminal Justice System and victims.

Expected Course Outcomes

Students will be able to

1. Explain the concepts of social policy and social justice.
2. Interpret with an in-depth understanding of laws relating to children for Child Care and Protection.
3. Apply legislation to access information, legal aid and consumer protection.
4. Analyse social issues from a legal perspective for making interventions.

Module: 1	**Social Policy**	**10 hours**

Social policy: Concept – Scope – Objectives – Principles – Functions - Evolution of social policy in India in a historical perspective. Social Planning, Role of stakeholders in planning, Models of social policy, Policy formulation and Techniques involved in policy formulation. Economic and Social Development and Human Development Index (HDI). Unemployment- Establishment of minimum wages, Welfare policies and programmes of Women, Children, backward classes, older adults, Differently abled persons, migrants, SCs and STs. Social policy and social work.

Module:2	**Social Legislation and Laws Related to Citizens**	**8 hours**

Concepts of social legislation, Constitutional base of social justice, positive and protective discrimination Social legislations in India as a welfare state. The Constitution of India: Preamble and Fundamental Rights. Judicial system in India, Lok-Adalat- Purpose and legal Provisions - Legal Aid, Judicial activism and Public Interest Litigation, Right to Information Act 2005 Consumer Protection Act - Project Affected persons- Role of Social Worker: Social Work intervention, need, methods and problems.

Module:3	**Laws Related to Marriage and Women**	**9 hours**

Hindu Marriage Act 1955, Hindu Adoption and Maintenance Act 1956, Christian Marriage Act 1955, Laws about Marriage, Divorce, Adoption under Mohammedan Laws, The Muslim Women (Protection of Rights on Marriage) Act 2019, Special Marriage Act 1954, Family Court Act 1984. Dowry Prohibition Act 1961(1986), Prevention of Immoral Traffic Act 1956 TN Prohibition of Eve Teasing Act 1988, TN Prohibition of Ragging Act 1997, Indecent representation of women Act 1986, Domestic Violence Act 2005, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Maternity Benefit Act 1961(2017).

Module:4	**Children and Law**	**8 hours**

Pre-Conception and Pre-Natal Diagnostic Techniques (PCPNDT) Act 1994, Child Marriage Restraint Act 1929, Juvenile Justice Act 2000, Child Labour Abolition and Regulation Act 1986, Central Adoption Resource Agency Guidelines 1991, Protection of Children from Sexual Offences Act (POCSO) 2012, Guardians and Wards Act, 1890.

Module:5	**Laws related to Social Problems, Differently Abled Groups and Workers**	**10 hours**

Transplant of Human Organs Act- 1994, Maintenance and Welfare of Parents and Senior Citizens Act- 2007, Bonded Labour (System) Abolition Act. 1976. The Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act- 1989, Protection of Civil Rights (PCR) Act 1955, The Tamil Nadu Prevention of Begging Act 1945, Informal sector. Laws Related to vulnerable sections.

		Total Lecture Hours	**45 hours**

Text Book(s)

1.	Bochel, H., & Daly, G. (2020). *Social Policy*. Routledge.
2.	Krishna Deo Gaur. (2023). *Textbook on Indian Penal Code*.

Reference Books

1.	Rao, M. (2019). *Law Relating to Women and Children*, Eastern Book Company.
2.	Alcock, P., Haux, T., May, M., & Wright, S. (eds.) (2016). The student's companion to social policy 5th Edn. Oxford: Blackwell /Social Policy Association.
3.	Carr, H., & Goosey, D. (2017). Law for social workers. Oxford University Press.
4.	Chopra (2021), *Child Rights in India: Challenges and Social Action*, Rawat Publication, Jaipur.
	Anand Teltumbde (2017), *Dalit: Past, Present & Future,* Routledge.
5	Pauline Kolenda(2015). *Caste, Marriage & Inequality: Essays on North & South India*.Rawat
6	Publication, Jaipur & New Delhi.
	Modi, I. (2015). *Gender, identity & multiple marginalities.* Jaipur & New Delhi: Rawat Publication.
7.	Gangrade, K. D. (2011). *Social legislation in India*. New Delhi: Concept Publishing Company (P) Ltd.
8.	

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT.			
Recommended by the Board of Studies	12-05-2025		
Approved by the Academic Council	No. 78	Date	12-06-2025

Course code	Course Title	L	T	P	C
PASWK507	**Social Welfare Administration**	**3**	**0**	**0**	**3**
Pre-requisite	**Nil**	**Syllabus version**			
		1.0			

Course Objectives

1. To understand the working concept of social problems, social services, social legislation, social welfare, social policy, social work, and social security.
2. To identify the causes of social problems and plan preventive programs through public participation and effective implementation of social legislation.
3. To analyze the role and partnership of the Government and nongovernmental organizations for the effective implementation of various social welfare programs.

Course Outcomes

1. Integrate theories, knowledge, skills and values of human services into the operation of human service organizations in a manner that demonstrates flexible thinking.
2. Apply decision-making, problem-solving skills and critical thinking to the administration of the human services organization.
3. Administer human service organizations in diverse environments in a pluralistic society in a manner that reflects respect for our multicultural world.

4. Administer CSR projects for the sustainable development of society.

Module:1	**Conceptual understanding of Human Service Organizations**	**9 hours**

Social Welfare Administration: Definition and Scope, as a method of Social Work. Social Administration, Social Service Administration, Social Security Administration, Social Welfare Administration, Public Administration, Development Administration. Human Service Organisations and Characteristics. Social Welfare Administration in Public Organisations: MoSJE, MoWCD, CSWB, MoRD & PRI.

Module:2	**Elements of administration and approaches to organizational management**	**9 hours**

Elements : Planning, Organising, Staffing, Directing, Decision-making, Coordination, Reporting, Budgeting.
Organizational Behaviour, Organizational Culture, Conflict Management, Conducting meetings. Leadership, Training, Performance Appraisal. Office Management: Budget Operation, Legal Compliance, Documentation, Filing and record maintenance, Fund Raising, Resource mobilization

Module:3	**Civil society and development organizations**	**9 hours**

Types of Development Organizations: Civil Society Organisations, Community Based Organisations, Peoples " Organisations", Voluntary Organisations, Non -Governmental Organizations. Government Policy for the Voluntary Sector. Regional, National and Inter-National organizations, Development Organisations in the changing context

Module:4	**Formation of development organizations**	**10 hours**

Organisational Planning: Development of Vision, Mission, Goals, Objectives and Structure. Legislative Framework: The Societies Registration Act (1860), The Public Trust Act (1882), Section 25A of The Companies Act (1956), Sections 12A and 80G of The Income Tax Act (1961). Foreign Funding: Application, Procedure and Foreign Contribution Regulatory Act (2010).

Module:5	**Governance of human service organization**	**8 hours**

NGO Management – Governance Concepts: Challenges, Perspectives and Ethical Concerns. Board Members, Executive Directors, Senior Managers, Founders and other stakeholders. Public Relations and Networking. Corporate Social Responsibility. Elements of Directing - Supervision, Motivation, Leadership, Communication, Monitoring

Total Lecture hours	**45 hours**

Text Book(s)	
1.	Brody, R., & Nair, M. (2013). *Effectively managing and leading human service organizations*. SAGE Publications.
2.	Claeyé, F. (2014). *Managing Nongovernmental organizations: Culture, power and resistance*. Routledge.

Reference Books	
1.	Kettner, P. M., Moroney, R. M., & Martin, L. L., (2017). *Designing and managing programs: an effectiveness-based approach*, 5th Edition, Sage Publication.
2.	Sanjay Roy.(2016). *Social Welfare Administration: Development & Prospects, , Discovery Publishing* House Pvt, New Delhi.
3.	Sanjay Bhattacharya (2009). *Social Work Administration and Development*, Rawat Publication, Jaipur.
4.	Kaushik, A., (2013) *Welfare and Development Administration in India.* Global Vision Publishing House, New Delhi.
5.	Kettner, P. M. (2013). Excellence in human service organization management. Pearson Higher Ed.
6.	Patti, R. J. (2008). The handbook of human services management. SAGE.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT.			
Recommended by Board of Studies	12-05-2025		
Approved by Academic Council	No. 78	Date	12-06-2025

Course code	Course Title	L	T	P	C
PASWK508	**Counselling and School Social Work**	**3**	**0**	**0**	**3**
Pre-requisite	Nil	**Syllabus version**			
		1.0			

Course Objectives

1. To build foundational knowledge of counselling theories, models, and professional ethics.
2. To help students learn core counselling skills for supporting children and youth in schools.
3. To understand how counselling is applied in different school and social work settings, keeping in mind cultural and emotional needs.

Expected Course Outcomes

Students will be able to

1. Explain the role and steps involved in counselling and it's connection to social work.
2. Use basic communication and counselling skills effectively with children, parents, and teachers.
3. Plan interventions for common school-based concerns using appropriate assessment and ethical practices.
4. Identify strategies to support children facing emotional, behavioural, or learning challenges

Module:1	**Foundations of Counselling and Assessment**	**9**	**Hours**

Definition, scope, and goals of counselling. Relationship with related helping professions. Roles and qualities of an effective counsellor. Stages of counselling. Relevance in social work practice. Different types of assessment: capacity, psychosocial, skills.

Module:2	**Counselling Skills and Therapeutic Relationship**	**9**	**Hours**

Core counselling skills: Empathy, listening, paraphrasing, summarizing. Building trust with students, parents, and teachers. Managing resistance in children and families. Understanding the role of identity and emotions in communication.

Module:3	**Counselling Theories and Assessment**	**9**	**Hours**

Major Theories: Psychodynamic, Humanistic, CBT, REBT Solution-Focused, Narrative, Eclectic, Logotherapy, NLP, Reality and Gestalt therapy. Cultural adaptation of Western models. Intake process and psychological first aid. Chronology of events, SMART goal-setting, treatment planning. Risk assessment and ethical decision-making. Safeguard and Discharge plan.

Module:4	**School Social Work**	**9**	**Hours**

School social work: concept, definition, scope and principles. The role of social workers in schools. Helping children with anxiety, peer problems, and learning difficulties. Behavioural support tools: positive reinforcement, modelling. Using storytelling, role-play, drawing for emotional expression. Group counselling in school settings. Use of basic digital tools and tele-counselling for school social work.

Module:5	**Contexts of School Social Work**	**9 Hours**

Counselling with children from difficult backgrounds: abuse, loss, special needs. Working with parents and teachers as partners. Self-care and supervision for school social workers. Ethical principles, confidentiality, and boundaries. Overview of relevant laws: MHCA 2017, POCSO, RCI & Allied Health Professionals Act.

	Total Lecture Hours	**45 hours**

Text Book(s)

1.	Bernard, J. & Hackney, H. (2016). The Professional Counsellor: A Process Guide to Helping (8th ed.)
2.	Dash, D.K. (2020). Counselling: A Dynamic Approach. Notion Press.

Reference Books

1.	Douglas et al. (2016). The Handbook of Counselling Psychology
2.	Reeves, A. (2019). An Introduction to Counselling and Psychotherapy
3.	Prasantham, B.J. (2021). Indian Case Studies in Therapeutic Counselling
4.	Rao, S.N. & Sahajpal, P. (2017). Counselling and Guidance
5.	Singh, A.A. et al. (2020). Decolonizing Counselling Practice
	Kabir, S.M.S. (2017). Introduction to Counselling, Research Gate

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT.

Recommended by the Board of Studies	12-05-2025		
Approved by the Academic Council	No. 78	Date	12-06-2025

Course code						
PASWK509	**Social Work Research**	**3**	**0**	**2**	**4**
Pre-requisite	**Nil**		**Syllabus version**		
			1.0		

Course Objectives

1. To enable the student to understand the nature of social work research, its methodology and application.
2. To develop competence in conceptualizing, designing and implementing research using qualitative and quantitative methods.
3. To enable students to critically evaluate and apply research findings in social work practice.

Expected Course Outcomes

Students will be able to

1. Outline with the concepts, significance and characteristics of scientific research.

2. Familiarize the quantitative, qualitative and mixed methods of scientific enquiry.

3. Develop the capacity to conceptualize research problems and execute research.

4. Apply various tools and techniques for the collection and analysis of data

5. Demonstrate ethical considerations in conducting and presenting research.

Module:1	**Basics of Social Work Research**	**7 hours**

Social Work Research: Concept, definition and objectives. Difference between social research and social work research- Scientific enquiry: scope, nature and significance; basic elements of scientific method. Research paradigms: quantitative and qualitative; philosophical dimensions of research - Epistemological and Ontological considerations. Planning a research: Identification and formulation of research problem, review of literature, framing objectives, defining concepts, constructs, variables, conceptual and operational definitions.

Module:2	**Research Design**	**8 hours**

Research designs: Types of research designs- Historical, Action research, Field research, Evaluatory research, Census study, Exploratory, Descriptive, Experimental, and Quasi experimental designs, interventional research in social work. Sampling design: Universe and Sample, rationale, importance, characteristics and types of sampling, general considerations in the determination of sample size, sampling error and non-sampling error, limitations of sampling. Sources of data: Primary and Secondary – Methods and Tools of Data Collection-

Module:3	**Quantitative Methods**	**12 hours**

Levels of measurement- The concept of reliability and validity, types of validity, Scaling Techniques: Likert, Thurstone, Guttman. Hypothesis: Meaning and formulation of hypothesis, sources, types, attributes of a good hypothesis, Hypothesis testing, level of significance. Type I and II errors in hypothesis testing. Data Analysis: Meaning- Steps in data analysis- Editing, data cleaning, categorization, coding, data entry, tabulation, interpretation, diagrammatic and graphical data representation - Basic Statistics and its Application - Descriptive Statistics- meaning, importance and application- Measures of central tendency, Measures of dispersion. Inferential statistics: Parametric and non-parametric statistics- Measures of association-tests of significance- analysis of variance (ANOVA), correlation- Multivariate analysis- Regression, Structural Equation Modeling, Use of computer-based programmes and software in data analysis-SPSS, STATA.

Module:4	**Qualitative and Mixed Methods**	**12 hours**

Social construction of knowledge & rationale of qualitative research. Methods of qualitative enquiry: Case study, narrative research, phenomenology, grounded theory approach and ethnography. Interview: Purposes; Stages; Types: Structured, Semi-structured and Unstructured; Advantages and Interviewing Skills. Focus group discussions: Uses, recording and Transcription, size of groups, Limitations. Observation: Participant and non-participant observations, field notes. Qualitative data analysis: types and steps. Rigor and trustworthiness in qualitative research. Computer assisted programs for qualitative data analysis: Atlas ti., Nvivo, MAXQDA. Mixed method enquiry: types, relevance and application.

Module:5	**Ethics in Social Research and Reporting**	**6 hours**

Ethics in social science research: ethical principles, scientific misconducts, ethical approvals and institutional review boards. Research reporting: formatting, types of reports, guidelines for formatting and referencing: APA/Vancouver/MLA. Importance of dissemination of knowledge: research publications. Relevance of social work research for policy and practice.

	Total Lecture Hours	**45 hours**

Text Book(s)

1. Krishnaswamy, O. R., & Ranganatham, M. (2022). Methodology of research in social sciences. Himalaya publishing house.

| 2. | Farmer, A., & Farmer, G. (2021). Research methods for social work. SAGE Publications, Inc., https://doi.org/10.4135/9781071878873 |

Reference Books

1. Kumar, R. (2024). Research Methodology: A Step By Step Guide For Beginners, 4TH EDN (Fourth edition). SAGE Publications Pvt. Ltd.
2. Crano, W. D., Brewer, M. B., & Lac, A. (2023). Principles and Methods of Social Research (4th ed.). Routledge. https://doi.org/10.4324/9781003271734
3. Leavy, P. (2022). Research Design: Quantitative, Qualitative, Mixed Methods, Arts-Based, and Community-Based Participatory Research Approaches (2nd edition). Guilford Press.
4. Joubert, L., & Webber, M. (2020). The Routledge Handbook of Social Work Practice Research. In Routledge eBooks. https://doi.org/10.4324/9780429199486.
5. Frieman, J., Saucier, D.A., & Miller, S.M. (2018). Principles & Methods of Statistical Analysis. Sage publications limited.
6. Bandalos, D. L. (2018). Measurement Theory and Applications for the Social Sciences. Guilford Press. https://www.guilford.com/books/Measurement-Theory-and-Applications-for-the-Social-Sciences/Deborah-Bandalos/9781462532131?srsltid=AfmBOor0zTSElrXeRYYULeXE3JMUGqpz-4aqb6COiCW0zUWj0AxSfmip
7. Bryman, A. (2016). *Quantity and quality in social research*. Routledge.
8. Bryman, A. (2016). *Social research methods*. Oxford university press.
9. Hardwick, L., Smith, R., Worsley, A., Taylor, J., Beresford, P., Dance, C., Hackett, S., Ferguson, H., Banks, S., Jessiman, T., Carpenter, J., O'Donnell, T., Westlake, D., Starkey, P., Balfe, M., Masson, H., Phillips, J., Wade, N., Fisher, M., … Meakin, B. (2015). Innovations in Social Work Research: Using Methods Creatively. Jessica Kingsley Publishers.
10. Flick, U. (2014). The Sage Handbook of Qualitative Data Analysis. Sage publications limited.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT.

| **Practical** | **30 hours** |

Indicative Experiments

1. Literature search using databases- Google scholar, Scopus, Web of Science
2. Coding, Data entry, Editing, Classification and tabulation of data; Data analysis, interpretation and drawing inferences.
3. Diagrammatic presentation of data- Bar chart, Pie chart, Histogram, Frequency curve.
4. Descriptive statistics-central tendency, dispersion, and Bivariate analyses
5. Tests of difference and association: Correlation, regression, t-test, ANOVA
6. Inferential statistics-Multivariate analyses
7. Data extraction from secondary sources and analysis
8. Qualitative data analysis
9. Computer based programs for qualitative data analyses
10. Computer-based programs for citation generation and reference management

| **Total contact hours** | **75 hours** |

Text Book(s)

1. Abu-Bader, Soleman H. Using statistical methods in social science research: With a complete SPSS guide. Oxford University Press, 2021.
2. Galvan, M. C., & Galvan, J. L. (2024). Writing literature reviews: A guide for students of the social and behavioral sciences. Routledge.

Reference Books

1. Azen, R., & Walker, C. M. (2021). Categorical data analysis for the behavioral and social sciences. Routledge.
2. Timmermans, S., & Tavory, I. (2022). Data analysis in qualitative research: Theorizing with abductive analysis. University of Chicago Press.
3. American Psychological Association. (2022). The Publication Manual of the American Psychological Association, 7th Edition. APA.

| Recommended by the Board of Studies | 12-05-2025 | | |
| Approved by the Academic Council | No. 78 | Date | 12-06-2025 |

Course Code	Course Title	L	T	P	C
PASWK510	**Social Innovation and Entrepreneurship**	3	0	0	3
Pre-requisite	NIL	**Syllabus version**			
		1.0			

Course Objectives:

1. To gain insights into social innovations and entrepreneurship
2. To generate awareness and strengthen skills for sustainable entrepreneurship
3. To understand the concept and application of social responsibility, Social Innovation and Sustainability in the global context

Course Outcomes:

Students will be able to
1. Develop a basic understanding of social innovation and social entrepreneurship.
2. Gain insights into the various strategies to be adopted for entrepreneurship development.
3. Build skills in organizational behaviour and marketing principles for social enterprises.
4. Understand and examine the scope and complexity of social responsibility, social innovation and sustainability.

Module:1	**Introduction to Social Innovation and Social Entrepreneurship**	**8 hours**

Innovation: Definition - Need and Components of Innovation - Social Innovation: Definition – Enabling environment for Social innovation - Strategic approaches to Social Innovation. Social Entrepreneurship: Definition, Types, importance, characteristics and opportunities -Similarities and differences between Entrepreneurship for profits and non-profits - Social Enterprise - Social Economy. Social stock exchange- Ethical and Legal paradigm, Social responsibility, Legal binding of social entrepreneurships.

Module:2	**Entrepreneurship Development and Strategies**	**10 hours**

Innovation and Entrepreneurial Motivation - Business plan - Strategies for fund raising - Social innovation and entrepreneurship in various sectors - Policies and programmes related to Social innovation and Entrepreneurship Development - Entrepreneurial strategy - Successful Social Entrepreneurship Initiatives: Grameen Bank, Aravind Eye Care System, , Pasumai Payanam, Siruthuli, SEWA, Amul, Annapurna, Goonj. - Challenges in Social Entrepreneurship

Module:3	**Organizational Behaviour and Marketing for Social Enterprises**	**10 hours**

Introduction to organization - Definition and Approaches of Organizational behavior - Models of Organization Behavior - Organizational Culture & Structure - Organizational Communication - Organizational Change and Development -. Marketing strategies in Social Enterprises – Digital Marketing in Social Enterprises

Module:4	**Social Responsibility**	**9 hours**

Social Responsibility – Meaning, Definition and Concepts –Corporate Social Responsibility – Role of CSR and Social Responsibility, Social Responsibility at Global and Indian Contexts - - Scope for Social Responsibility in India.Ethics in Social Responsibility, Social Accountability – Objectives and Principles – Right to Information - Social Audit – Importance-Types and Principles

Module:5	**Social Innovation and Sustainability**	**8 hours**

Sustainable Development: Definition - Dimensions of sustainable development – Rationale for SDGs – Approaches and methods of sustainability - Need and importance of sustainability in social innovation - Case studies from national and international efforts in the area of social innovation and its sustainability – Start up and Social Innovation.

		Total Lecture hours:	**45 hours**

Text Book(s)

1.	Portales, Luis. Social Innovation and Social Entrepreneurship: Fundamentals, Concepts and Tools, 2019, Springer International Publishing, Germany
2.	Swati Banerjee, Lars Hulgård, Stephen Carney People, Centered Social Innovation: Global Perspectives on an Emerging Paradigm, 2019, Taylor & Francis, United States

Reference Books

1.	Pandey, N., & Sahay, A. (2022). Social entrepreneurship in India. In Indigenous Indian Management: Conceptualization, Practical Applications and Pedagogical Initiatives (pp. 347-383). Cham: Springer International Publishing.
2.	Ian Fillis, Nick Telford (Eds), Handbook of Entrepreneurship and Marketing, 2020, Edward Elgar Publishing, Germany
3.	hukla, Madhukar. Social Entrepreneurship in India: Quarter Idealism and a Pound of Pragmatism, 2020, SAGE Publications, India.
4.	SEvers, A. and Ewert, B., Social innovation for social cohesion. In New frontiers in social innovation research, 2015, Palgrave Macmillan, London. (pp. 107-127).
5.	Gouda S, Khan AG, Hiremath SL. Corporate social responsibility in India. Trends, issues and strategies,2016, Anchor Academic Publishing

Mode of Evaluation: CAT, Written Assignment, Quiz, FAT and Seminar			
Recommended by Board of Studies	12-05-2025		
Approved by Academic Council	No. 78	Date	12-06-2025

Course Code	Course Title	L	T	P	C
PASWK511	**Social Work and Technology**	**2**	**0**	**0**	**2**
Pre-requisite	Nil	**Syllabus version**
		1.0

Course Objectives :

1. **To examine the evolving relationship between technology and social work practice**
2. **To develop competence in the ethical and effective integration of digital technologies in Social Work Education and Practice**
3. **To critically analyse the ethical, cultural, and professional implications of technology in Social Work Education and Practice.**

Course Outcomes :

On completion of this course, the students will be able to:

1. **Demonstrate a comprehensive understanding of the role and impact of digital technologies in contemporary social work.**
2. **Apply ethical guidelines, legal standards, and professional boundaries in technology-mediated social work practice.**
3. **Evaluate and utilize technology-based tools and interventions** in Social work education and Practice

Module:1	**Technology, Society and Social Work Practice**	**5 hours**

The Social Construction of Technology .Theories and Perspectives on Technology .Social Work in the Digital Age: Digital social work, e-social work. Information and Communication Technology (ICT) in Social Work. Developing Digital Communities, Global Citizenship, Global Village

Module:2	**Social work Education and Supervision**	**6 hours**

Use of technology in social work education, Continuing Education and Professional Development; Online Courses, Webinars and Workshops, Certifications and specializations, Peer learning and Networking. Maintenance of academic standards, educator-student boundaries, field instruction and social work supervision, online research.

Module:3	**Technology-based Interventions in Social Work Practice**	**7 hours**

Role of Technology in modern social work practice: Digital revolution in social work; Enhancing Client Interaction (Telehealth ,Teletherapy, online support group, Mobile Apps), Streamlining Case Management (Client Management Systems, Data Analytics, Electronic Health Records). Virtual Therapy and Remote Engagement.

Module:4	**Artificial Intelligence (AI) and Social Work**	**5 hours**

Social Work Innovations in the era of AI ,Chat GPT and Social Work, Diversity and AI, EPIC Model in Social Work Profession; (E) ethics and justice; (P) policy development and advocacy; (I) intersectoral collaboration; and (C) community engagement and empowerment. Impact of AI on Social Work Profession.

Module:5	**Ethical Standards for Social Workers' Use of Technology**	**7 hours**

The Emergence of New Ethical Standards: (1) practice standards, (2) regulatory and licensing standards, and (3) code of ethics standards. Ethical use of technology to deliver social work services, informed consent, assessing clients' relationships with technology, Practitioner Competence, Confidentiality and use of technology, electronic payments and claims, usage of personal technology for work, electronic and online testimonials, organizing and advocacy, fundraising, programmatic needs assessments and evaluation.

Total Lecture hours	**30 hours**

Text Books:

1.	National Association of Social Workers. (2017). NASW, ASWB, CSWE, & CSWA standards for technology in social work practice. National Association of Social Workers.
2.	Reamer, F. G. (2013). Social work in a digital age: Ethical and risk management challenges. Social work, 58(2), 163-172.
3.	Jørgensen, A. M., Nissen, M. A., Devlieghere, J., & Gillingham, P. (2022). Social work technologies. Nordic Social Work Research, 12(3), 323–327.

Reference Books:

1.	Steven Shapin, A Social Construction of Truth. Civility and Science in Seventeenth Century En gland (Chicago), Epilogue.
2.	Felt, U., Fouché, R., Miller, C. A., & Smith-Doerr, L. (Eds.). (2016). The handbook of science and technology studies. Mit Press.

3.	Merton, Robert 1973. The Sociology of Science: Theoretical and Empirical Investigations. Chicago: University of Chicago Press.
4.	Markovič, D. (2024). Digital social work or e-social work? Towards social work in a digital environment. In SHS Web of Conferences (Vol. 184, p. 05005). EDP Sciences.
5.	Coulthard, B., Taylor, B. J., & McGlade, A. (2025). Artificial intelligence and evidence for social work: will a robot steal your job?. *European Social Work Research*, *3*(2), 238-243.
6.	Retrieved Sep 23, 2025, from https://doi.org/10.1332/27551768Y2025D000000033
7.	Heather Boetto (27 Apr 2025): Artificial Intelligence in Social Work: An EPIC Model for Practice, Australian Social Work, DOI: 10.1080/0312407X.2025.2488345

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT			
Recommended by the Board of Studies	06.10.2025		
Approved by the Academic Council	No.80	Date	20.11.2025

Professional Electives Courses
Medical and Psychiatric Social Work

Course code	Course Title	L	T	P	C
PASWK601	**Medical Social Work**	**3**	**0**	**0**	**3**
Pre-requisite	**Nil**	**Syllabus version**			
		1.0			

Course Objectives

1. To understand the changing concepts of health, its indicators and various models
2. To acquire a basic understanding about diseases – communicable and non-communicable
3. To facilitate the effective understanding of the psychosocial aspects of various diseases and devise appropriate strategies for effective interventions

Course Outcomes

On completion of this course the students will be able to:

1. Elaborate on the basic knowledge of human physiological systems
2. Apply knowledge in assessing communicable and non-communicable diseases
3. Analyze the issues and challenges of medical social work
4. Design a healthcare plan for the clients in a medical setting.

Module:1	**Context of Medical Social Work**	**8 hours**

Medical Social Work: Meaning, definition, principles, scope and application. Historical development of medical social work in western countries and in India. Basic parameters of health. Epidemiological contexts of medical social work practice. Understanding of human physiological systems and its functions - diagnostics and related parameters as indicative of health (BP, Pulse, Counts - Haemoglobin, LDL/HDL, Creatinine, Urea, etc.).

Module:2	**Nutrition. Communicable and Non-communicable Diseases**	**10 hours**

Essential food stuffs - Classification of foodstuffs - Balanced diet – Deficiency disease - Nutritional requirements of children & women - Pregnant and lactating mothers – Social aspects of nutrition - Problems of malnutrition in India - Preventive and management measures – National nutritional programmes. Communicable diseases - Types - AIDS, STD, T.B., Leprosy, Polio, Typhoid, Dysentery, Diarrhoea, Jaundice, cholera, Malaria, Zoonotic diseases-Non-communicable/Lifestyle Diseases - Types - Cancer, Coronary Artery Diseases, Obesity, Diabetes, Trauma & Injuries – Incidence – Prevalence – etiology-symptoms - treatment - prevention.

Module:3	**Medical Social Work and Patient as a Person**	**10 hours**

Assessments, Medical social work care plan **-** Planning from intake until discharge - Safety of the Patient, Problems and prospects of medical social work in India - Case Recording - Medical ethics - Issues and challenges (patient rights, confidentiality, informed consent) – Online, Medicine/Tele social work practices**.** Patient as a person: concept - social - life style and emotional factors involved in disease - Hospitalization and its implication for the patient and family - Stigma - Death and dying: grief & bereavement - Reaction to terminal illness: Denial, Anger, Bargaining, Depression and Acceptance (DABDA) - pain and palliation.

Module:4	**Application of Social Work Methods in Medical Setting**	**9 hours**

Role of medical social worker in different settings – Primordial – Primary - Secondary -Tertiary - Different Departments in the hospitals (Burns, Organ Donation, Emergency etc.) - Fertility Clinics, Diabetic Clinics - Leprosy hospital - TB Hospitals - S.T.I. Clinics - Blood Bank - Cancer Hospitals - HIV Clinics (VCTCs & ARTCs) - Persons with neurological and degenerative disorders - Hospice and Palliative Care, Social work and genetics, Social work with older adults. Artificial Intelligence in Health Care – Enhanced Diagnostic Accuracy, AI Assistance in treatment, Personalized treatment, Therapeutic drug monitoring, AI Virtual health care assistance, AI mental health support, AI Streamlined Administrative task and Drug discovery. Legal, ethical, and risk associated with AI in the health care system.

Module:5	**Team Work and Rehabilitation in Medical Setting**	**8 hours**

Concept of teamwork - Role of different professionals in teamwork - Modalities of teamwork - Factors essential for teamwork - Physical Medicine and Rehabilitation – Physiotherapeutic approaches to rehabilitation - Role of caregivers - community-based rehabilitation. Case studies in health care.

	Total Lecture Hours	**45 hours**

Text Book (s)

1.	J E. Park., Park's Textbook of Preventive and Social Medicine, 2017, 23rd Edition, Bhanot Publishers, New Delhi.
2.	Girotra Tanu, Medical Social Work Practice in India Emerging Trends and Perspectives, 2019, Sultan Chand & Sons.

Reference Books	
1.	Abusaif, A., Community Medicine: Communicable & Non-Communicable diseases, 2021, Benha University.
2.	Sombulingam, K. & Sombulingam, P., Essentials of Medical Physiology, 2019, 8th Edition, Jaypee Brothers Medical Publishers.
3.	Sharma, A., Principles of Therapeutic Nutrition and Dietetics, 2017, 1st edition, CBS. Lundgren, C.
4.	& Molander, C., Teamwork in Medical Rehabilitation, 2017, 1st edition, Routledge.
	Carranza, C. M. G., Social Work in the Hospital Setting, 2015, Canada: Trafford.
5.	
Article References	
1.	Alowais, S.A., Alghamdi, S.S., Alsuhebany, N. *et al.* Revolutionizing healthcare: the role of artificial intelligence in clinical practice. *BMC Med Educ* 23, 689 (2023). https://doi.org/10.1186/s12909-023-04698-z
2.	Mohan, P., Mohan, S.B., & Dutta, M., "Communicable or non-communicable diseases?" Building strong Primary Health Care systems to address double burden of diseases in India, 2019, "Journal of Family Medicine and Primary Care", 8 (2), 326-329.
3.	Rosen, M.A., Diaz Grandos, D., Dietz, A.S., Benishek, L.E., Thompson, D., Pronovost, P.J., & Weaver, S.J., Teamwork in healthcare: Key discoveries enabling safer high quality care, 2018, The American Psychologist, 73 (4), 433-450.
4.	Alves, N., Carrazoni, G.S., Soarses, C.B., Rosa, A., Soares, N.M., & Mello-Carpes, P.B., "Relating human physiology content to COVID-19: a strategy to keep students in touch with physiology in times of social distance due to pandemic, 2021, Advances in Physiology education", 45 (1), 129-133.

Mode of Evaluation: Continuous Assessment Tests, Quizzes, Assignment, Final Assessment Test			
Recommended by Board of Studies	12-05-2025		
Approved by Academic Council	No. 78	Date	12-06-2025

Course Code	Course Title	L	T	P	C
PASWK602	**Community Health**	3	0	0	3
Pre-requisite	Nil	**Syllabus version**
		1.0

Course Objectives :

1. To generate awareness on the concepts of health and well-being and the social determinants of health.
2. To educate students on the epidemiological shifts and raise awareness about communicable, noncommunicable and maternal and child health issues.
3. To develop their knowledge of community health interventions, design programs and social work interventions in community health.

Course Outcomes :

On completion of this course, the students will be able to:

1. Describe the concepts and determinants of health and develop a holistic perspective on health and well-being.
2. Differentiate communicable and noncommunicable diseases, identify the causes, and suggest preventive measures and treatments.
3. Identify and address the Maternal and child health issues and apply social work methods in community health.
4. Appraise the healthcare system in India and design community-based healthcare programs to address healthcare challenges.

Module:1	Context of Community Health	8 hours

Community: Meaning and definition- Community as a context to health and hygiene interventions- Definition of Health and Well-being – Determinants and Indicators of Health - Social Determinants of health- Interconnections between Health, Hygiene and Sanitation - Definition of disease - Definition of Community Health and Scope.

Module:2	Epidemiological Shifts and Community Health	9 hours

The context of epidemiological shifts: Communicable and noncommunicable diseases- prevalence and incidence- of major diseases- Water-borne, air-borne, and vector-borne diseases- Other communicable diseases: HIV/AIDS, STDs- Major noncommunicable and lifestyle disease cancer, diabetes, hypertension, cardiovascular diseases, chronic respiratory diseases, alcohol, tobacco and substance abuse- Risk factor of lifestyle disease patterns, Digital addiction.

Module:3	Maternal and Child Health	9 hours

Maternal and Child Health - Issues and problems - Gender and Health - IMR & MMR: Definition and importance - A4ntenatal - Intranatal - Post natal care - Breast feeding and its importance - Reproductive Health - Importance of Reproductive health - Family planning & its methods - Sex and Sexuality- Sexual Reproductive health right- Nutrition in the context of maternal and child health: Balanced diet, stunting, wasting, obesity, malnutrition- Importance of breastfeeding.

Module:4	Health Care in India	9 hours

Health rights, Health care systems in India - Administrative structure and functions of Primary Health Care centres - Levels of Health Care - Primary, Secondary and Tertiary levels - NRHM, AYUSH- Healthcare of marginalized and vulnerable sections- Issue of accessibility, availability and affordability. Private health sector- current scenario- health insurance. Practice of Health Education: Definition, Approaches, Models, Contents, Principles, Preventive, Curative and Social Medicine.

Module:5	Community Health Models, Approaches and Programs	10 hours

Social Work and community health- Community health models: Local, national and global level models- The principles and characteristics of community-based models- integrated health models, Integrative behavioral health, home-based models- ASHA workers-Home-based Care for Young Child, Home-based Child Care- VHNSC- Community mental health- Community-based Health and First Aid-Designing community-based health programs: considerations and case studies.

Total Lecture hours	45 hours

Text Book (s):

1.	J E. Park.(2017), Park's Textbook of Preventive and Social Medicine, 23rd Edition, Bhanot Publishers, New Delhi.
2.	Bhalwar, R. (2019). Textbook of community medicine. Wolters kluwer india Pvt Ltd

3.	McKenzie, J., Pinger, R. R., & Kotecki, J. (2011). An introduction to community health. Jones & Bartlett Publishers.
Reference Books:	
1.	Abusaif A. (2021), Community Medicine: Communicable & Noncommunicable diseases, Benha University.
2.	Sombulingam, K. & Sombulingam P. (2019), Essentials of Medical Physiology, 8th Edition, Jaypee Brothers Medical Publishers.
3.	Sharma, A. (2017), Principles of Therapeutic Nutrition and Dietetics, 1st edition, CBS.
4.	Thornicroft, G., Drake, R. E., Gureje, O., Mueser, K. T., & Szmukler, G. (Eds.). (2025). Oxford textbook of community mental health. Oxford University Press.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT			
Recommended by Board of Studies	06.10.2025		
Approved by Academic Council	No. 80	Date	20.11.2025

Course Code	Course Title	L	T	P	C
PASWK603	**Psychiatric Social Work**	**3**	**0**	**0**	**3**
Pre-requisite	Nil	**Syllabus version**			
		1.0			

Course Objectives :

1. To understand the concepts of normality, abnormality, and factors contributing to mental health and illness.
2. To learn psychiatric assessment methods, diagnostic systems, and major mental disorders.
3. To equip students with knowledge and skills for psychiatric social work practice, rehabilitation, and community mental health.

Course Outcomes :

On completion of this course, the students will be able to:

1. Explain the concepts of mental health, psychiatric disorders, and contributing factors.
2. Apply psychiatric interviewing, case history recording, and psychosocial assessment techniques.
3. Demonstrate knowledge of psychiatric social work interventions, teamwork, and rehabilitation approaches.
4. Critically analyze contemporary issues, legislations, and community-based mental health programmes in India.

Module:1	**Foundations of Mental Health and Psychiatry**	**6 hours**

Concepts of normality and abnormality. Mental health and psychiatric disorders. Etiology of psychiatric disorders: biological, psychosocial, cultural factors. Predisposing, precipitating, protective, and perpetuating factors. Determinants of mental health.

Module:2	**Different Assessments and Diagnosis**	**12 hours**

Psychiatric interviewing: techniques, case history, and mental status examination. Symptomatology: thought, mood, affect, cognition, judgment, and insight. Psychosocial assessment and social diagnosis. Classification of psychiatric disorders: ICD-11 and DSM-5 overview.

Module:3	**Psychiatric Disorders and Management**	**12 hours**

Organic mental disorders: delirium, dementia. Developmental disorders: learning disorders, autism, ADHD. Schizophrenia and other psychotic disorders. Mood disorders: unipolar and bipolar. Anxiety and stress-related disorders, PTSD, adjustment disorders. Eating disorders, substance use and addictive disorders.

Module:4	**Psychiatric Social Work Practice**	**6 hours**

Historical development, functions, and roles of psychiatric social workers. Individual, family, marital, and community interventions. Teamwork in psychiatry: role of multidisciplinary teams. Psychiatric rehabilitation: principles, types, role of caregivers, community-based rehabilitation, day care, halfway homes, old age homes.

Module:5	**Community Psychiatry and Contemporary Issues**	**9 hours**

Community psychiatry: prevention at primary, secondary, and tertiary levels. National and District Mental Health Programmes. Legislations: Mental Healthcare Act (2017), Rights of Persons with Disabilities Act (2016/2019 update), National Trust Act (1999), Allied Health Care Professionals Act. Psychiatric centres: general hospitals, child guidance clinics, de-addiction and geriatric centres, school mental health. Contemporary issues and challenges in psychiatric social work.

Total Lecture hours		**45 hours**

Text Book (s)	
1.	Baker, J. G., & Baker, S. E. (2020). Public and Community Psychiatry. Oxford University Press.
2.	World Health Organization. (2022). International Classification of Diseases, 11th Revision (ICD-11): Clinical Descriptions and Diagnostic Requirements for Mental and Behavioural Disorders. WHO.
3.	Wright, P., Stern, J., & Phelan, M. (2020). Shorter Oxford Textbook of Psychiatry (7th ed.). Oxford University Press.

Reference Books :	
1.	Sonley, A. K. I., & Choi-Kain, L. W. (2021). Good Psychiatric Management and Dialectical Behavior Therapy. American Psychological Association.
2.	Corey, G. (2021). Theory and Practice of Counseling and Psychotherapy (10th ed.). Cengage.
3.	Sellbom, M., & Suhr, J. A. (2019). The Cambridge Handbook of Clinical Assessment and Diagnosis. Cambridge University Press.

4.	Lourdu, G. A., Mathew, S. T., & Noronha, V. M. (2020). Social Casework: Practice Guide for Diagnosis and Intervention. Notion Press.
5.	Lavakumar, M., Rosenthal, L. J., & Rabinowitz, T. (2019). Fundamentals of Consultation-Liaison Psychiatry: Principles and Practice. Nova Science Publishers.
6.	Hirdes, J. P., et al. (2020). The interRAI suite of Mental Health Assessment Instruments: An Integrated System for the Continuum of Care. Frontiers in Psychiatry, 10, 926

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT			
Recommended by Board of Studies	06.10.2025		
Approved by Academic Council	No. 80	Date	20.11.2025

Course code	Course Title	L	T	P	C
PASWK604	**Therapeutic Interventions**	**3**	**0**	**0**	**3**
Pre-requisite	Nil	**Syllabus version**			
		1.0			

Course Objectives :

1. To develop a conceptual and applied understanding of therapeutic counselling and its approaches.
2. To equip students with knowledge and skills to address psychosocial issues across diverse populations.
3. To integrate therapeutic interventions in professional social work practice with individuals, families, and groups.

Course Outcomes :

On completion of this course, the students will be able to:
1. Explain the theoretical foundations and processes of therapeutic counselling.
2. Apply counselling skills and techniques in youth, family, crisis, and health-related contexts.
3. Demonstrate knowledge and practice of major therapeutic approaches (psychodynamic, cognitive, behavioural, humanistic, supportive).
4. Critically analyse the role of counsellor well-being, ethics, and contemporary issues in therapeutic practice.

Module:1	**Foundations of Therapeutic Counselling**	**6 hours**

Theoretical Foundations of Counselling. Communication in counselling: listening, responding, reacting. Models of the counselling process, immediacy, confrontation. Contracts, consultation, avoiding exploitation. Developing human potential.

Module:2	**Counselling Across the Life Span**	**9 hours**

Youth counselling: contemporary issues, substance use, identity crisis. Marriage and family counselling: life cycle stages, child rearing, parenting challenges. Case study discussions.

Module:3	**Crisis, Illness, and Bereavement Counselling**	**9 hours**

Life Course Perspectives. Suicide: concepts, causes, risk and protective factors, intervention strategies. Counselling the physically ill, dying, and bereaved. Dynamics of dying and grief processes. Pain Management, Role of Social Workers in Palliative care.

Module:4	**Major Therapeutic Approaches**	**12 hours**

Psychodynamic therapy: free association, interpretation, dream analysis. Cognitive therapy: Beck, Ellis. Behavioural therapy: classical and operant conditioning, systematic desensitization, aversion therapy, token economy, modelling, relaxation training. Humanistic therapy: person-centred counselling, transactional analysis.

Module:5	**Supportive Therapies, Mental Health of Counsellors & Contemporary Issues**	**9 hours**

Art, music, play, psychodrama, laughter therapy, yoga, meditation. Mental health of counsellors: stressors, burnout, coping strategies. Referral services and interdisciplinary collaboration. Contemporary issues and challenges in therapeutic practice.

	Total Lecture hours	**45 hours**

Text Book (s):

1.	Gladding, S. T., & Batra, P. (2018). Counselling: A Comprehensive Profession (8th ed.). Pearson.
2.	Prasantham, B. J. (2021). Indian Case Studies in Therapeutic Counselling (7th ed.). ELS, CMC Vellore.

Reference Books :

1.	Capuzzi, D., & Stauffer, M. D. (2019). Counselling and Psychotherapy: Theories and Interventions (6th ed.). American Counseling Association.
2.	Corey, G. (2021). Theory and Practice of Counseling and Psychotherapy (10th ed.). Cengage.
3.	Volpe, U. (2021). Arts Therapies in Psychiatric Rehabilitation. Springer.
4.	Rao, S. N., & Sahajpal, P. (2020). Counselling and Guidance (4th ed.). McGraw Hill.
5.	Neukrug, E. (2019). The World of the Counselor: An Introduction to the Counseling Profession (6th ed.). Cengage.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT	
Recommended by Board of Studies	06.10.2025

Approved by Academic Council	No. 80	Date	20.11.2025

Course Code	Course Title	L	T	P	C
PASWK605	**Public Health Policies and Practice**	**3**	**0**	**0**	**3**
Pre-requisite	Nil	**Syllabus Version**			
		1.0			

Course Objectives :
1. To understand the concept of public health and public health issues.
2. To develop the core understanding of healthcare policies and programs in India and at the global level.
3. To develop the skills of social work interventions in the field of public health.

Course Outcomes :
On completion of this course, the students will be able to:
1. Describe the concepts of public health and its applications.
2. Appraise major public health issues in India and the world
3. Assess the health needs, health policies and programs
4. Apply public health knowledge base and strategies in social work interventions in the field of health.

Module:1	Context of Public Health	6 hours

Concept of Health, Disease - Public Health: Meaning, definitions and scope- Public health and Social determinants of health- The dimensions of public health: Preventive, Social, Community, Epidemiological, and Health Equity and Social Justice- Public Health and social development-

Module:2	Public Health Issues	11 hours

Poverty and health- Water Sanitation and Hygiene (WaSH) issues- Food security and malnutrition- Infections diseases- Lifestyle and noncommunicable diseases- health infrastructure- system related deficiencies- MMR and IMR- Environmental health issues- Mental health issues- Pollution and health- Public health issues and women- domestic violence and IPV- women specific health issues- Public health and emergencies.

Module:3	Healthcare Policies and Programs in India	11 hours

National Health Policy 2017 - National AIDS prevention and control policy - National Policy for old persons- The Epidemic Disease Act 1897, Mental Health Act 2017- Programs for Reproductive, Maternal, Neonatal, Child and Adolescent health- National Nutritional Programmes- Programs for Communicable diseases- Programs for Non-communicable diseases- Ayushman Bharat- National Health Mission- Programs for Mental Health- Role of MHFW- State-run health programs in Tamil Nadu.

Module:4	Public-Private Partnership in Healthcare and Global Initiatives	9 hours

Public-private participation and collaboration in health care: Role of Non-Government Organisation (NGO) and private sector in health care - Quality in health service delivery- National Accreditation Board for Hospitals & Healthcare Providers (NABH) and other accreditation- Case studies of PPP in health care- Millennium Development Goals & Sustainable Development Goals - National and International organization working in the field of community health: UNISEF, WHO, FAO, REDCROSS, CARE, FORD Foundation.

Module:5	Public Health Strategies in Social Work Practice	8 hours

Epidemiological methods- Health communication- Behavior Change Communication- Health promotion strategies- Health management and planning- Health policy development and analysis- Evidence-based practice- Community mobilization, Rehabilitation, Health reforms, Capacity building and training.

Total Lecture hours	45 hours

Text Book (s)

1.	Bhat, V.N., Public Health in India, 2017, Sports Publication.
2.	Detels, R. (Ed.). (2015). Oxford textbook of global public health. Oxford University Press, USA.
3.	Bland, R. Renouf, N. & Tullgren, A (2021). Social work practice in Mental Health: An Introduction, , 2nd edition, Routledge.

Reference Books :

1.	Malik, S., Chhachhar, V & Mishra, M.K. (2025). Public Health Issues: Theory and Practices. Springer.

2.	Balagopal, G. & Kapanee, A.R.M., Mental Health Care Services in Community Settings: Discussions on NGO Approaches in India, 2020, 1st edition, Springer.
3.	Petrakis, M., Social Work Practice in Health: An Introduction to Contexts, Theories and Skills, 2021, 1st edition, Routledge.
4.	Gehlert, S., & Browne, T. (Eds.). (2011). Handbook of health social work. John Wiley & Sons.
5.	Kathirvel, S., Singh, A., & Chockalingam, A. (Eds.). (2023). Principles and application of evidence-based public health practice. Elsevier.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT			
Recommended by Board of Studies	06.10.2025		
Approved by Academic Council	No. 80	Date	20.11.2025

Community Development

Course code	Course Title	L	T	P	C
PASWK606	Rural Community Development	3	0	0	3
Pre-requisite	Nil	Syllabus version			
		1.0			

Course Objectives

1. To understand key concepts and principles related to rural community development.
2. To enable students to effectively apply Participatory Rural Appraisal (PRA) tools and recognize the role of social workers and NGOs in rural development processes.
3. To gain comprehensive knowledge of major rural development policies and programmes at local, national, and international levels.

Expected Course Outcomes

Students will able to

1. Define and explain key concepts and principles related to rural community development.
2. Critically examine and interpret the socio-economic, cultural, and infrastructural conditions of rural communities.
3. Demonstrate the ability to apply participatory tools and techniques for community analysis and development planning.
4. Design and assess community-based interventions aimed at achieving sustainable rural development.

Module:1	Introduction to Rural community	9 hours

Community: Meaning, Definitions, Types, Structure and Dynamics.Rural community: Meaning, Definition, Characteristics, rural-urban differences, Caste, Rural family and Marriage.Rural development theories and Approaches. Rural Problems: Poverty, Unemployment , Migrant labourers etc.

Module:2	Rural Development in India	9 hours

Meaning, Concept, Components and Scope of Rural Development in India, Barriers to Socio-Economic development in Rural Areas. Community Development: Concept, Philosophy, Objectives, Principles of community development and Rural Community Organization. History of Rural Development in India: Sriniketan Project, Sevagram, Nilokheri Project, Gurgaon Project, Marthendom Project and Etawah Pilot Project. Tribal Development – Meaning, relevance and programs.

Module:3	Tools and Techniques of Rural Development	10 hours

Concept of Rapid Rural Appraisal ,Participatory Rural Appraisal and Participatory Learning and Action. Tools for PRA: social mapping, resource mapping, seasonal calendars, problem tree etc. Project planning, implementation and evaluation. Need for PRA, types of PRA, Pillars of PRA, principles for Participatory Learning and Action: Principles, Tools and Techniques .GIS Mapping. Research Methods in Rural Development: Evaluation Research and Action Research.

Module:4	Institutional Framework for Rural Development	9 hours

Ministry of Rural Development, Panchayati Raj Institutions. Role of NGOs in Rural development: advocacy, service delivery and capacity, role of social worker in rural development, strategies and interventions, Public private partnership, NGOs in rural development(SEWA, PRADAN etc).

Module:5	Rural Development programmes and Policies	8 hours

Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGA), Swarnajayanthi Gram Swarozgar Yojana (SGSY), Provision Urban Amenities in Rural Areas (PURA), Pradhan Mantri Gram sadak yojana (PMGSY), Integreted Child Protection Scheme (ICPS), National Rural Health Mission (NRHM), Central Rural Sanitation programme, National Rural Livelihoods Mission (NRLM), National Programmes of Development, Five year plans and rural development.

	Total Lecture Hours	45 hours

Text Book(s)

1. Singh, K. (1999). *Rural development: Principles, policies and management*. Sage.
   Green, G. P. (Ed.). (2013). *Handbook of rural development*. Edward Elgar Publishing.

Reference Books

1.	Patil, A. R. (2012). *Community Organization and Development: An Indian Perspective*. PHI Learning Pvt. Ltd..
2.	Singh, K. (1999). *Rural development: Principles, policies and management*. Sage.
	Singh, R. S**.** (2018). *Social work and rural development: Practice and impact*. Writers World.
	Gupta, K. R. (Ed.). (2004). *Rural development in India* (Vol. 2). Atlantic Publishers & Distri.
3.	Dube, S. C. (1959). India's Changing Villages. *Ekistics*, *7*(41), 242-247.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT.			
Recommended by the Board of Studies	12-05-2025		
Approved by the Academic Council	No. 78	Date	12-05-2025

Course Code	Course Title	L	T	P	C
PASWK602	**Community Health**	3	0	0	3
Pre-requisite	Nil	**Syllabus version**			
		1.0			

Course Objectives :

4. To generate awareness on the concepts of health and well-being and the social determinants of health.
5. To educate students on the epidemiological shifts and raise awareness about communicable, noncommunicable and maternal and child health issues.
6. To develop their knowledge of community health interventions, design programs and social work interventions in community health.

Course Outcomes :

On completion of this course, the students will be able to:

5. Describe the concepts and determinants of health and develop a holistic perspective on health and well-being.
6. Differentiate communicable and noncommunicable diseases, identify the causes, and suggest preventive measures and treatments.
7. Identify and address the Maternal and child health issues and apply social work methods in community health.
8. Appraise the healthcare system in India and design community-based healthcare programs to address healthcare challenges.

Module:1	Context of Community Health	8 hours

Community: Meaning and definition- Community as a context to health and hygiene interventions- Definition of Health and Well-being – Determinants and Indicators of Health - Social Determinants of health- Interconnections between Health, Hygiene and Sanitation - Definition of disease - Definition of Community Health and Scope.

Module:2	Epidemiological Shifts and Community Health	9 hours

The context of epidemiological shifts: Communicable and noncommunicable diseases- prevalence and incidence- of major diseases- Water-borne, air-borne, and vector-borne diseases- Other communicable diseases: HIV/AIDS, STDs- Major noncommunicable and lifestyle disease cancer, diabetes, hypertension, cardiovascular diseases, chronic respiratory diseases, alcohol, tobacco and substance abuse- Risk factor of lifestyle disease patterns, Digital addiction.

Module:3	Maternal and Child Health	9 hours

Maternal and Child Health - Issues and problems - Gender and Health - IMR & MMR: Definition and importance - A4ntenatal - Intranatal - Post natal care - Breast feeding and its importance - Reproductive Health - Importance of Reproductive health - Family planning & its methods - Sex and Sexuality- Sexual Reproductive health right- Nutrition in the context of maternal and child health: Balanced diet, stunting, wasting, obesity, malnutrition- Importance of breastfeeding.

Module:4	Health Care in India	9 hours

Health rights, Health care systems in India - Administrative structure and functions of Primary Health Care centres - Levels of Health Care - Primary, Secondary and Tertiary levels - NRHM, AYUSH- Healthcare of marginalized and vulnerable sections- Issue of accessibility, availability and affordability. Private health sector- current scenario- health insurance. Practice of Health Education: Definition, Approaches, Models, Contents, Principles, Preventive, Curative and Social Medicine.

Module:5	Community Health Models, Approaches and Programs	10 hours

Social Work and community health- Community health models: Local, national and global level models- The principles and characteristics of community-based models- integrated health models, Integrative behavioral health, home-based models- ASHA workers-Home-based Care for Young Child, Home-based Child Care- VHNSC- Community mental health- Community-based Health and First Aid-Designing community-based health programs: considerations and case studies.

Total Lecture hours	45 hours

Text Book (s):

1.	J E. Park.(2017), Park's Textbook of Preventive and Social Medicine, 23rd Edition, Bhanot Publishers, New Delhi.
2.	Bhalwar, R. (2019). Textbook of community medicine. Wolters kluwer india Pvt Ltd

3.	McKenzie, J., Pinger, R. R., & Kotecki, J. (2011). An introduction to community health. Jones & Bartlett Publishers.
Reference Books:	
1.	Abusaif A. (2021), Community Medicine: Communicable & Noncommunicable diseases, Benha University.
2.	Sombulingam, K. & Sombulingam P. (2019), Essentials of Medical Physiology, 8th Edition, Jaypee Brothers Medical Publishers.
3.	Sharma, A. (2017), Principles of Therapeutic Nutrition and Dietetics, 1st edition, CBS.
4.	Thornicroft, G., Drake, R. E., Gureje, O., Mueser, K. T., & Szmukler, G. (Eds.). (2025). Oxford textbook of community mental health. Oxford University Press.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT			
Recommended by Board of Studies	06.10.2025		
Approved by Academic Council	No. 80	Date	20.11.2025

Course Code	Course Title	L	T	P	C
PASWK608	**Social Work with Families and Children**	**3**	**0**	**0**	**3**
Pre-requisite	Nil	**Syllabus version**
		1.0

Course Objectives :

1. To understand families as social systems and factors affecting family functioning
2. To comprehend the significance of child development and rights of children
3. To get acquainted with policies, programs and services related to family and children

Course Outcomes:

On completion of this course, the students will be able to

1. Discuss the changing structural and functional dynamics of family systems
2. Understand the different stages of child development in a social work perspective
3. Conduct assessments and interventions in family and child settings
4. Familiarize with major programs and legislation in the field of family and child

Module:1	Family Dynamics	10 hours

Marriage and Family, Types of family, Functions of family. Evolution of family system. Context of families in postmodern system. Overview of Conceptual frameworks for Understanding Marriage and Family: Family Systems Perspective, Family Developmental Perspective, Symbolic interaction framework, Structural/functional framework, Family life cycle - each stage in the family life cycle.

Module:2	Child Development	10 hours

Child Development: Prenatal Development and Infancy, Early Childhood, Middle Childhood, Adolescence. Theories of child development - Psychoanalytic Theory, Psychosocial Theory, Cognitive Development Theory, Social Learning Theory, Behavioural Theories. Parenting styles, Influence of medias and gadgets. Approaches – Family Centered, Strength Based, Empowerment, Participatory.

Module:3	Social Work Practice with Families and Children	10 hours

Preparation & Beginning Phase, Assessment Phase - Assessment methods – Interviewing & Observation, Assessment tools – Genograms & Ecomap, Techniques for Interviewing families. Goal setting & contracting. Intervention Phase - Ecological Intervention, Crisis Intervention, Systemic intervention, Gender-sensitive intervention. Behavioural Change & Termination phase - Basic premises, Principles of behavioural change. Planning, Reactions, Steps, Timing, Referring, Evaluating results

Module:4	Programs and Legislations	10 hours

Poshan Abhiyan, Mission Shakthi, PM CARES for Children, Integrated Child Development Services, One Stop Centre, Child Care Institutions, Adoption - CARA and SARA, Women Helpline, Beti Bachao Beti Padhao Scheme, Anti Human Trafficking Units, National Commission for Protection of Child Rights (NCPCR), Childline.POCSO Act, Juvenile Justice Act – CCW & JJ Board, Child Marriage Restraint Act, Child Labour Act, Right to Education Act.

Module:5	Role of Social Worker in Family and Child Institutions	5 hours

Family court, Family Counselling Centre, Observation Homes, District Child Protection Units, ICDS, School social worker.

	Total Lecture hours	45 hours

Text Book (s) :

1.	Collins, D., Jordan, C., & Coleman, H. (2023). An introduction to family social work (5th ed.). Oxford University Press.
2.	Webb, N. B. (2019). Social work practice with children (4th ed.). The Guilford Press.

Reference Books :

1.	Pearson. (2024). Critical social work with children and families: Theory, context and practice (2nd ed.).
2.	Broderick, P. C., & Blewitt, P. (2024). The life span: Human development for helping Professionals (6th ed.).
3.	Bajpai, A. (2017), Child rights in India: Law, Policy & Practice, Oxford University Press
4.	Patricia, M., & Hook, V. (2016), Social work Practice with Families: A Resiliency based Approach, UK: Oxford University Press.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT

Recommended by Board of Studies	06.10.2025		
Approved by Academic Council	No.80	Date	20.11.2025

Course Code		Course Title	L	T	P	C
PASWK609		**Disaster Management**	**3**	**0**	**0**	**3**
Pre-requisite	Nil		**Syllabus version**
			1.0

Course Objectives :

1. To develop a comprehensive understanding of disasters through the lens of social vulnerability, risk, resilience, and community dynamics.
2. To equip students with knowledge of disaster management phases, national and international frameworks, policies, and institutional mechanisms, with an emphasis on community-based and participatory approaches.
3. To enhance the capacity of social work students to respond effectively to disaster situations by science, technology, and research.

Course Outcomes :

On completion of this course, the students will be able to:

1. Demonstrate a clear understanding of various types of disasters, key concepts and the phases of disaster management.
2. Critically evaluate national and international disaster management frameworks, policies, and institutional mechanisms.
3. Apply social work theories and intervention strategies to address the needs of disaster-affected and vulnerable populations.
4. Design and implement community-based disaster risk reduction strategies and integrate appropriate technological tools and interdisciplinary insights to enhance preparedness, response, and recovery efforts.

Module:1	Disasters and Society	9 hours

Disaster: Meaning, Concepts and related issues, Definitions of Disaster management, Risk, Hazard. Natural Disaster: Meteorological: Storm, Cyclone. Topological: Avalanche. Telluric: Earthquake. Manmade disasters. Effects: Physical, Social, Economic, Psychological, Spatial. Theories – Vulnerability theory, Resilience theory, Community theory, Ecology theory, Models of Disaster - Crunch Model and Release Model. Disaster management authorities

Module:2	Disaster Management Phases	10 hours

Phases of Disaster: Preparation and planning, Threat and warning, Impact, Immediate post-disaster period and Recovery phase. Preparedness, Mitigation, Intervention, Search, Rescue, Relief, Rehabilitation and Reconstruction. National and State policy on Disaster Management. Disaster Management Act 2025. Vulnerability Analysis. Interagency Collaboration.

Module:3	Social Work and Community Interventions	10 hours

Psychosocial Care concepts and Principles - Vulnerable groups in disasters: Children, women, elderly, Institutionalized persons, Disabled. Social work interventions: Grief Management, Identification and Management of PTSD, Psychological firstaid and Counselling. Community Interventions: Building disaster resilient communities. Basic features of CBDM, Community risk assessment, Community disaster management plan, Community participation. Participatory approaches. rehabilitation programs for disaster victims.

Module:4	Science and Technology for Disaster Management	6 hours

Role of Science and Technology in Disaster management, Early warning systems, GIS and Remote sensing, Drons and Artificial intelligence, Emergency communication, India disaster resource network, Role and Effective use of Social media in Disaster management,

Module:5	Disaster Management Research	10 hours

Research in disaster management: Defnition, Scope, Challenges, Importance of social science research in disaster management, Majour research institutes and Funding agencies, case studies with recent (past 5 years) disaster examples. Challenges in Disaster management research.

Total Lecture hours	45 hours

Text Book(s) :

1.	Mondal, D. (2020). Disaster management concepts and approaches. CBS Publishers and Distributors.
2.	Pandey, R. K. (2020). Disaster management in India. Sage Publications.
3.	Srivastava, G. D., & Gupta, G. D. (2006). Management of natural disasters in developing countries. Daya Publishers.
4.	Srivastava, A. K. (2024). Text book of disaster management. Scientific Publishers.

5.	Wong, J. H. C. (2018). Disaster social work: From crisis response to building resilience. Nova Science Publishers.
Reference Books :	
1.	Alston, M., Hazeleger, T., & Hargreaves, D. (2019). *Social work and disasters: A handbook for practice*. Routledge.
2.	Mishra, V. (2016). *Disaster management and social work*. Delve Publishing.
3.	George, P., Sidhva, D., & Chakrabarti, M. (2016). *Social work in a global context: Issues and challenges*. Routledge Oxan and New York.
4.	Bhatt, S., & Phukan, D. (2015). *Social work education in India: A resource book*. National Association of Professional Social Workers in India (NAPSWI).
5.	Thakur, S. N. (2012). *Handbook of environmental disaster and management*. Manas Publications.
6.	Thakur, S. N. (2011). *Global environment*. Manas Publications.
7.	Gillespie, D., & Danso, K. (2010). *Disaster concepts and issues: A guide for social work education and practice*. Council on Social Work Education, Inc.
8.	Boscarino, J. A. (2015). Community disasters, psychological trauma, and crisis intervention. *International Journal of Emergency Mental Health*, 17(1), 369–371.
9.	Preston, J. (2018). *Grenfell Tower: Preparedness, race and disaster capitalism*. Springer.
10.	Goelitz, A. (2020). *From trauma to healing: A social worker's guide to working with survivors*. Routledge.
11.	Dominelli, L. (Ed.). (2018). *The Routledge handbook of green social work*. Routledge.
12.	Ghaffarian, S., Taghikhah, F. R., & Maier, H. R. (2023). Explainable artificial intelligence in disaster risk management: Achievements and prospective futures. *International Journal of Disaster Risk Reduction, 98*, Article 104123. https://doi.org/10.1016/j.ijdrr.2023.104123
Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT			
Recommended by the Board of Studies	06.10.2025		
Approved by the Academic Council	No. 80	Date	20.11.2025

Course Code	Course Title	L	T	P	C
PASWK610	**Urban Community Development**	**3**	**0**	**0**	**3**
Pre-requisite	**Nil**	Syllabus version			
		1.0			

Course Objectives :

1. To understand the unique characteristics and dynamics of urban communities, and examine the evolving role of social workers in their development and empowerment.
2. To critically analyze the impact of urbanization, poverty, and related social issues, and explore participatory and sustainable approaches for effective community intervention.
3. To gain insight into government policies, voluntary sector contributions, and integrated planning strategies in urban development, including the design and implementation of community-based urban development projects.

Course Outcomes :

On completion of this course, the students will be able to:

1. **Demonstrate an in-depth understanding of urbanization and urban community development.**
2. **Analyze and apply classical and modern urban development theories to interpret patterns of urban growth, spatial planning, and socio-economic organization of urban areas.**
3. **Critically assess contemporary urban issues and design inclusive, community-based interventions for marginalized and vulnerable populations.**
4. **Integrate knowledge of urban development legislation, government schemes, participatory planning methods, and social work approaches to develop sustainable and rights-based urban community development strategies.**

Module:1	**Urbanism, Urabanization and Urban Community Development**	**6 hours**

Urban Communities:Meaning, characteristics, rural urban linkages and contrast, Urban, Urbanization – concept, causes & problems, Consequences of rapid urbanization, merits and demerits, Trends in urbanization process, Urbanization & Urbanism: meaning, theories of urbanization, characteristics of urbanism, Historical evolution of urbanization.

Module:2	**Theories of Urban Developement**	**10 hours**

Classical Theories: Von Thunen Model, Concentric Zone Theory, Wedge or Radial Sector Theory and Multiple-Nuclei Theory, Central Place Theory, Weber's Theory of Location and Public Choice Theory. New Urban Area Development Theories: Garden City Theory, Satellite City Theory, Organic Decentralization Theory, Theory of Urban Agglomeration Economics and Urban - Rural Integration Theory.

Module:3	**Issues and concerns of Urban community**	**10 hours**

Urban Social Problems: Unplanned Urban Growth, Causes and Consequences of Urbanization, Poverty, Safety, Pollution, Traffic, Urban Public Health, Civic Amenities, Water Supply and Management, Storm Water Management, and Solid Waste Management. Slum: Concept, Characteristics, Functions of Slum Clearance Board, Programs for Slum Dwellers, Issues of Eviction and Rehabilitation Services. Urban Settlements: Class, Class Consciousness, Inclusive Citizenship, Marginalisation and Social Exclusion.

Module:4	**Approaches, principles and Process of Urban Community Development**	**9 hours**

Approaches, Principles, Process, Methods of urban community development, Welfare extension projects of central social welfare board, Urban development planning, Legislation Related To Urban Development Urban Land Ceiling Act, Town And Country Planning Act, Nagarpalika Act,Tamil Nadu Slum Clearance And Improvement Act), Community Planning, Community Participation

Module:5	**Urban Development Programmes**	**10 hours**

Five year plans and Urban Development; Madras Urban Development Projects (MUDP) I & II; Tamil Nadu Urban Development Project (TNUDP); Urban Basic Services Programmes (UBSP), Nehru Rozgar Yojana(Y), Tamil Ndu Slum Area (Clearance and Improvement) Act 1971, Ayushman Bharat and Arogya Schemes. Problems in implementation of Urban Community Development Programmes. Role of Development worker – Application of Social Work methods in Urban Development, Barriers to urban community development in India. Role of Social workers in Urban community development.

Total Lecture hours	**45 hours**
Text Book(s) :	

1.	Thudipara, J. Z. (2007). *Urban community development* (2nd ed.). Rawat Publications.
2.	Nath, V. (2007). *Urbanization, urban development, and metropolitan cities in India*. Concept Publishing Company.
Reference Books :	
1.	Clinard, Marshell B (1970) Slums and Community Development, The Free press, New York.
2.	Thudipara, Jacob Z.(1993) Urban Community Development, Rawat Pub., New Delhi.
3.	Gill, Rajesh, Slums as Urban villages, Rawat Pub. Jeipur, 1994.
4.	Vibhooti, Shukla (1988): Urban Development and Regional policies in India, Himalaya pub.,Bombay.
5.	Ramachandran (1989) Urbanisation and Urban System in India, Oxford University Press, New Delhi.
6.	Mitra, Arup (1994) Urbanisation, slums, informal sector employment and poverty, B.R. Publication
7.	Diddee, Jayamala (1993) Urbanisation - Trends, perspectives and challenges, Rawat Pub.Jeipur.
8.	Gore, M.S.et.al (ed.) (1990) Social Implications of Development: The Asian Experience, Vindya Prakashan Pvt. Ltd, Allahabad.
Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT	

Recommended by the Board of Studies	06.10.2025		
Approved by the Academic Council	No.80	Date	20.11.2025

Human Resources Management

Course code	Course Title	L	T	P	C
PASWK611	**Human Resource Management**	**3**	**0**	**0**	**3**
Pre-requisite	Nil	**Syllabus version**			
		1.0			

Course Objectives

1. To introduce basic concepts of human resource management.
2. To impart knowledge and skills related to different functions of HR.
3. To apply HRM tools and techniques for organisational development.

Expected Course Outcomes

Upon successful completion of the course, students will be able to

1. Explain basic concepts of human resource management.
2. Apply recruitment methods to source the right candidates.
3. Identify needs for training, compensation and benefits.
4. Analyse employee issues and grievances to improve harmonious industrial relations.

Module 1	Human Resource Business Environment	9 hours

Evolution of HRM: Personnel Management, HRM, Human capital, Strategic HRM and HROD. Difference between business partner (BP) and people partner (PP), Objectives of HRM, Organisational Vision, Mission and Organisational structure. Line and Staff functions, HR philosophy and HR policy. Functions of HRM, Workforce demographics and diversity trends (DEI). Global business environment, Technology and HR, Algorithms and Artificial Intelligence in HR. Role of HR in Gig economy, HRM and Sustainable development - Ethical issues in HRM. International Human Resource Management (IHRM).

Module 2	Human Resource Planning and Talent Acquisition	9 hours

Linking organisation strategy and human resource planning - Determining demand and forecasting - Human resource inventory - Job analysis, Methods for job analysis, Job description, Job specification, Job evaluation - Job design- Job enlargement and Job enrichment. Sources of recruitment: Internal and External sources - Recruiting diverse workforce - The New extended workforce – Offshoring and Outsourcing - Executive recruitment - Difference between recruitment and selection. Selection: Employee testing, Types of tests, Interview - Types of interviews, Background investigations. LMS: importance and usefulness. International best practices in HRM.

Module 3	Learning and Development	9 hours

Orientation and Onboarding of new employees - Conducting training need analysis - Designing the training programme - Developing the programme - Implementing the training programme - Methods of Training (On the Job and Off the Job) - Team Training - Internet-Based Training - Virtual Classrooms - Management Development Programme - Training Evolution. Learning Management System (LMS). Career management - concepts, employee's role and employer's role in career management - Methods in career management – Employee Life cycle in career management – promotion, transfer and retirement.

Module 4	Performance and Compensation Management	9 hours

Performance appraisal process - Defining the employee's goals and performance standards - Methods of performance appraisal - Managing appraisal interview or discussion - Performance management - Employee engagement - Managing employee turnover and retention - Aligning total rewards with strategy; Determinants of compensation patterns (Legislations, Job evaluation, Bench marking and Survey components of pay structure) - Incentive pay - individual, group and organization – Performance based pay and competency-based pay - Equity and its impact on pay rate - Benefits - concepts, statutory and non-statutory - Insurance and retirement benefits - Rewards - concepts and types - Executive payment and Expatriate payment.

Module 5	Employee Relations and HR Analytics	9 hours

Concept of employee relations. Ensuring fair treatment - Developing employee relations through communication programme - Ethics and employee rights - Employee unions - Collective bargaining - Managing employee discipline - Dealing with employee disputes and grievances - Employee engagement - Employee recognition programmes - Work-life balance – Happiness. HR Process audit, HR analytics and people analytics.

Total Lecture Hours	45 hours

Text Book(s)

| 1. | Dessler, G. (2023). *Human Resource Management* (17th ed.). New Delhi: Pearson. |
| 2. | Aswathappa, K. (2023). *Human Resource Management: Text and Cases* (12th ed). New Delhi: McGraw Hill. |

Reference Books

1.	DeCenzo, D. A., Robbins, S. P., Verhulst, S. L. (2016). *Fundamentals of Human Resource Management*. United States: Wiley.
2.	Noe, R. A., Hollenbeck, J. R., Gerhart, B., Wright, P. M. (2019). *Human Resource Management: Gaining a Competitive Advantage* (13th ed.). United Kingdom: McGraw-Hill Education. Armstrong, S., Mitchell, B. (2019). *The Essential HR Handbook, 10th Anniversary Edition: A Quick and Handy Resource for Any Manager Or HR Professional.* United States: Red Wheel Weiser.
3.	Dwivedi, R.S. (2009). *A Textbook of Human Resource Management.* India: Vikas Publishing House Pvt Limited.
4.	Review, H. B., Buckingham, M., Hoffman, R., Charan, R., Cappelli, P. (2019). *HBR's 10 Must Reads on Reinventing HR*. United States: Harvard Business Review Press.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT			
Recommended by Board of Studies	12-05-2025		
Approved by Academic Council	No. 78	Date	12-05-2025

Course Code	Course Title	L	T	P	C
PASWK612	**Organizational Behaviour**	**3**	**0**	**0**	**3**
Pre-requisite	Nil	**Syllabus version**
		1.0

Course Objectives :

1. To gain foundational knowledge on organization and organizational behaviour.
2. To investigate behavioural impact of individuals and groups on organization.
3. To apply OB theories, tools and techniques to improve organization's effectiveness.

Course Outcomes

Upon successful completion of the course students will be able to :

1. Develop conceptual understanding of organizational behaviour.
2. Assess individuals' personality types and its impact on work, human relations and organization.
3. Study group dynamics, perceptions and decisions and its influence on organizational performance
4. Evaluate employee's motivation levels and make interventions accordingly.
5. Design, develop, implement and evaluate leadership and teambuilding Programmes.

Module:1	**Organizational Behaviour and Personality**	**9 hours**

Concept of OB - Disciplines that contribute to the OB Field - Challenges and Opportunities for OB - Responding to Globalisation, Managing workforce diversity, Improving people skills, Stimulating Innovation and Change - Creating Positive Work Environment - Biographical Characteristics in OB. Concept of Personality - The Myers-Briggs Type Indicator, The Big Five Personality Model and Sixteen Personality Factor- Psychometric scales and its applications - Person-Job Fit Person-Organization Fit .

Module:2	**Attitude, Values, Perception and Decision Making**	**9 hours**

Main components of Attitude - Job Satisfaction and Causes of Job Satisfaction - The Importance of Values - Terminal Vs Instrumental Values - Generational Values. Factors that influence perception - Attribution theory - Frequently used shortcuts in judging others - Decision Making: The Rational model, Bounded rationality and Intuition - Common biases and errors in decision making - Individual differences in decision making and Organizational constraints.

Module:3	**Motivation and Emotional Intelligence**	**9 hours**

Early theories of motivation: Hierarchy of Needs theory, Theory X and Theory Y, Two factor theory and McClellan's theory of Needs - Process theory of motivation: Vroom's Expectancy theory of motivation and The Porter - Lawler model - Contemporary theories of motivation: Equity theory Emotions and Moods - Basic emotions, basic moods – positive and negative affect, functions of emotions - Emotional Intelligence - Self-Efficacy - Job Satisfaction - Organizational Commitment - Organizational Citizenship Behaviour (OCBs) - Quality of work life. Technology and its impact on interpersonal relationships, digital tools for emotional support, and digital Detoxes.

Module:4	**Work Teams, Communication, Power and Politics**	**8 hours**

Meaning of a group and group dynamics - Group think and Conformity problem - Types of Teams: Problem solving team, Self- managed teams, Cross-functional teams and Virtual teams – Social Networks - Functions of communication - communication process -Direction of communication - Interpersonal communication and Organizational communication - Barriers to communication - Power - bases of power; Organizational politics - Causes and consequences of political behaviour.

Module:5	**Leadership, Conflict, Negotiation, Culture and Design**	**10 hours**

Concept of leadership - Behavioural theories: Ohio state studies, University of Michigan studies and Trait theories - Contingency theory: Fiedler model, Hersey and Blanchard's situational theory and Path - goal theory - Leader - Member Exchange theory - Vroom and Yetton's leader -participation model - Conflict: Traditional view, Human Relations view, and Interactionist views of conflict - The conflict processes - Negation - Bargaining strategies, The Negotiation process. Organizational Design -Organizational Culture - Creating and sustaining culture - Organizational climate - Organization Development and Change.

Total Lecture hours	**45 hours**
Text Book(s) :	

1.	Robbins, S. P., Judge, T. A., & Vohra, N. (2019), Organizational Behaviour by Pearson 18e. Pearson Education India.
2.	Chitale, Avinash K, Mohanty, R. P., & Dubey, N. R. (2019), Organizational Behaviour, Second Edition, Phi Learning Pvt. Ltd.

Reference Books :

1.	King, D., & Lawley, S. (2022), Organizational behaviour (4th ed.), Oxford University Press.
2.	Elsbach, K. D., Kayes, A., & D Christopher Kayes (2016), Contemporary organizational behavior: from ideas to action, Pearson.
3.	Chitale, A. K. (2013), Organizational behaviour, Prentice-Hall Of India.
4.	French, R., Rayner, C., Rees, G., & Rumbles, S. (2015), Organizational behaviour (3rd ed.), John Wiley & Sons.
5.	Luthans, F. (2011), Organization behaviour (12th ed.), McGraw Hill.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT			
Recommended by Board of Studies	06.10.2025		
Approved by Academic Council	No. 80	Date	20.11.2025

Course Code	Course Title	L	T	P	C
PASWK613	**Learning and Development**	**3**	**0**	**0**	**3**
Pre-requisite	Nil	**Syllabus Version**
		1.0

Course Objectives:

1. To describe various concepts in learning and development.
2. To identify the training gaps at various levels in the organization.
3. To design and implement training programmes for talent development and management.

Course Outcomes:

Upon successful completion of the course, students will be able to

1. Develop understanding of the concepts, processes and practices in learning and development.
2. Design and develop training content and programmes.
3. Emphasize the need and role of technology in upskilling.
4. Ensure training and development contribute to the organizational competitiveness.

Module:1	Training and Development	9 hours

Human Resource Development - Training, Education and Development - Strategic HRD - Learning Objectives - Hard and Soft HRM - Scanning external and internal environment for learning - The concept of learning organization and Organizational learning culture -, Reskilling, Upskilling and Reverse mentoring or Upward mentoring.

Module:2	Training Need Assessment & Design	10 hours

Organizational analysis - Methods of organizational analysis - Occupational (Task) analysis - Person analysis - Components of person analysis - Performance appraisal in the person analysis process. Designing Training - Internal and External Trainers – Training methods - On the Job Training Methods (OJT), Off-the Job Training Methods - Employee Coaching and Mentoring - Computer based training - E-Learning, Training materials – Training manuals – Training Budget and Training Calendar.

Module:3	Training Evaluation	8 hours

Purpose of training evaluation - Evaluation of Training and Development - Models and Framework of Evaluation: Kirkpatrick's Evaluation Framework, Philip's ROI model and CIRO model - Designing tools for data collection and Analysis - Training Process Audit and Report writing.

Module:4	Career Development and Management Development	9 hours

New employment relationship - Concept of Career Development - Career Planning and Career Management - Traditional models of career development - Life stage and Career models - Individual's role and Manager's responsibility - Developing career motivation - Self-Assessment tools and activities - The Concept of MDP - Managerial Competencies - Globally Competent Manager - Management Development strategies - Leadership Training - Behaviour Modelling Training.

Module:5	Digital Learning & Artificial Intelligence	9 hours

Digital Transformation in HR - Digital Employee engagement and experience - Utilizing Virtual Reality and Augmented Reality in training - HR Analytics - Artificial Intelligence in HR.Case Study - Wade and Windy Chatbot services for – Recruitment, Organizational Culture, career planning. Case Study - Unitive AI for writing job descriptions.

Total Lecture hours	45 hours

Text Book(s) :

1.	Noe, R. (2022). ISE Employee Training & Development. McGraw-Hill.
2.	Uppal.N (2023). Training and Development. Pearson.

Reference Books :

1.	Werner, J. M., & DeSimone, R. L. (2011), Human Resource Development, Cengage Learning.
2.	Bhattacharyya, D. K. (2015), Training and Development: Theories and Applications, Sage Publications Pvt. Ltd.
3.	Brown, K. G. (2018), The Cambridge handbook of workplace training and employee development, Cambridge University Press.
4.	Wilson, J. P. (2015), International human resource development: learning, education and training for individuals and organizations, Koganpage.
5.	Argyris, C. and Schon, D.A. (1996). Organizational Learning II : theory, method, an Practice. Reading, Ma Etc.: Addison-Wesley.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT.

Recommended by Board of Studies	06.10.2025		
Approved by Academic Council	No. 80	Date	06.11.2025

Course Code	Course Title	L	T	P	C
PASWK614	**Labour Laws and Employee Relations**	**3**	**0**	**0**	**3**
Pre-requisite	Nil	**Syllabus version**			
		1.0			

Course Objectives:

1. To develop an understanding of the application of labour laws.
2. To interpret labour laws to address the grievances of employees in the workplace.
3. To comply with labour laws to promote safety, health and industrial peace.

Expected Course Outcomes:

Upon successful completion of the course students will be able to

1. Acquire knowledge on labour laws.
2. Apply relevant sections of the Factories Act to ensure industrial safety and health measures.
3. Ensure compensation structure based on Wages, analyze social security needs and implement the Social Security Acts.
4. Maintain various records and registers as per labour legislation and create harmonious industrial relations in the organization by resolving disputes.

Module:1	**Fundamentals in Labour Legislations - Indian Constitution**	**6 hours**

Concept, objectives, need and evolution of labour legislation - Types of labour legislations in India: Regulative, Protective, Wage-related and social security legislations – Basis of Jurisprudence - International Labour Organization (ILO) conventions related to labour standards, Constitutional provisions for the protection of employees in India.

Module:2	**Industrial Safety, Health and Working Conditions**	**11 hours**

The Factories Act 1948 (Health and Safety, Welfare measures, regulation of working hours, Protection against industrial hazards, regulation of employment conditions) - The Tamil Nadu Shops and Establishment Act 1947. The Tamil Nadu Catering Establishment Act 1958 - The Motor Transport Workers Act 1961 - The Apprentices Act 1961.

Module:3	**Wages and Social Security Act**	**11 hours**

The Payment of Wages Act 1936 – The Minimum Wages Act 1948 – The payment of Bonus Act 1965 – The Payment of Subsistence Allowance Act 1981 – The Employees Compensation Act 1923 – The Employees State Insurance Act 1948 – The Employees Provident Funds and Miscellaneous Provisions Act 1952 – The Maternity Benefit Act 1962 – The Payment of Gratuity Act 1972 – The Unorganized Social Security Act 2008.

Module:4	**Regulating Employer -Employee Relations**	**9 hours**

The Industrial Dispute Act 1947 – The Industrial Employment (Standing Orders) Act 1946 – Trade Unions Act 1926. Case Laws – Samsung Employee Union Registration (2025), National Federation of Atomic Energy Employees – Freedom of employees to contest elections and hold offices (2025, Toyota lockout at Bidadi plant (2014).

Module:5	**Regulating Contract Labour, Adolescent Labour and Women**	**8 hours**

Contract Labour Regulation and Abolition Act, 1970 – The Child and Adolescent Labour (Prohibition and Regulation Act) 1986, (Amended Act 2016) – The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act 2013).

Total Lecture hours	**45 hours**

Text Book(s)

1.	Gupta C.B., Kapoor N.D., & Tripathi P.C. (2020). Industrial Relations & Labour Laws. Sultan Chand & Sons.
2.	Gupta, G. (2019). Industrial relations and labour laws for managers, Sage Publications India Pvt Ltd.

Reference Books

1.	Sharma, R. C. (2016), Industrial relations and labour legislation, Phi Learning Private.
2.	Sinha, P. R. N., Indu Bala Sinha, & Seema Priyadarshini Shekhar. (2017), Industrial Relations, Trade Unions and Labour Legislation, Pearson Education India.
3.	Arul Monappa. (2012), Industrial Relations and Labour Laws, McGraw Hill Education.

4.	Satish, D., & Agarwal, A. (2020), Industrial Relation & Labour Law Latest Edition 2020 A Book based on The Industrial Dispute Act, 1947 and The Factories Act, 1948, SBPD Publications.
5.	N. Maheshwara Swamy (2007), Impact of I.L.O, Standards on Indian Labour Law, Asia Law House, Labour Welfare, Ministry of Labour & Employment Government of India

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT			
Recommended by Board of Studies	06.10.2025		
Approved by Academic Council	No. 80	Date	20.11.2025

Course Code	Course Title	L	T	P	C
PASWK615	**Compensation and Performance Management**	**3**	**0**	**0**	**3**
Pre-requisite	Nil	**Syllabus version**			
		1.0			

Course Objectives :

1. To explain the need and importance of compensation management in organizations.
2. To evaluate jobs to determine the compensation structure.
3. To conduct performance appraisal and manage the talent pool.

Expected Course Outcomes

Upon successful completion of the course, students will be able to

1. Describe factors determining pay structure.
2. Compare industries through a pay survey to determine compensation.
3. Design, develop and administer performance appraisal tools.
4. Build high-performing teams by implementing performance management system.

Module:1	Compensation Strategies	8 hours

Types of compensation - Compensation responsibilities - Compensation philosophies - Components and objectives of organizational reward system - Total Rewards approach - Competency-based pay - Strategic integration of compensation plans and business plans - Determinants of pay structure and level - Labour market conditions, legislation, Collective bargaining and Managerial attitudes and the ability of Organisations to Pay - Pay fairness - procedural and distributive justice.

Module:2	Development of Compensation System	9 hours

Job evaluation - Methods of job evaluation - Pay surveys - Pay structure: different pay structures, Establishing pay grades, Broad banding, Pay ranges, Individual pay, Rates out of range and Pay compression - Pay adjustment matrix, Seniority, Cost-of-living Adjustments (COLA), Lump Sum Increases - Case study – Sundar Pichai (Google), Satya Nadella (Microsoft) and Aravind Krishna (IBM).

Module:3	Managing Employee Benefits	7 hours

Goals for benefits - Benefit need analysis - Funding benefits - Strategy in the design of benefits programme - Types of benefits: Statutory benefits and non-statutory benefits - Security benefits – Employee compensation, Unemployment compensation, Severance pay - Retirement benefits - Pension plans - Other benefits – Relocation benefits, insurance benefits, educational benefits - Time-off benefits. Benefits administration - Flexible benefits.

Module:4	Performance Management and Performance Appraisal	12 hours

Concept of Performance Management - Principles of performance management - Performance management model - Performance management sequence (Cave and Thomas) - Performance management process .Performance appraisal - Traditional methods of appraisal: Rating scale, Narrative method, Ranking method, Paired comparison, Critical incident method, Confidential report system, Graphic rating, Forced distribution (Bell Curve). Modern methods of appraisal: 360-degree feedback method, Behaviourally Anchored Rating Scale (BARS), HR Accounting Method, Management by Objective (MBO), Assessment centre method. Designing appraisal forms, Common rating errors and Performance monitoring. DSMC /ATI Performance improvement model.

Module:5	Conducting Performance Review and Appraisal	9 hours

Basis for performance and development review. Preparation for the meeting, conducting constructive review meeting and Giving feedback. Performance Appraisal, Difference between appraisal and review and Potential appraisal problems. Persons responsible for conducting appraisal, Types of appraisal interviews and how to conduct appraisal interview. Performance appraisal versus performance management.

	Total Lecture Hours	**45 hours**

Text Book(s) :

1.	Newman, J. M., Gerhart, B. A., & Milkovich, G. T. (2020). Compensation. Mcgraw-Hill Education.
2.	Armstrong, M. (2017). Armstrong on reinventing performance management: building a culture of continuous improvement. Kogan Page Limited.

	Reference Books :
1.	Martocchio, J. (2019). Strategic Compensation Pearson Etext Access Card. Pearson. Mathis, R. L., & Jackson, J. H. (2007). Human Resource Management. South-Western Pub.
2.	Varma, A., & Pawan Budhwar. (2019). Performance Management Systems. SAGE.
3.	Bhattacharyya. (2011). Performance Management Systems and Strategies: Pearson Education India.
4.	Compensation Management at Tata Consultancy Services Ltd.: Coping with Turbulent Times in the Indian IT Industry (2022). Icmrindia.org.

Mode of Evaluation: CAT / Digital Assignments / Quiz / FAT				
Recommended by Board of Studies	06.10.2025			
Approved by Academic Council	No. 80	Date	20.11.2025	