

MSW

SW010401 Social Legislation and Human Rights

Total Credits: 3

Total Hours: 54

Course  
Outcomes

- Understand the Indian Legal System and its functioning.
- Understand and appreciate the Indian Constitution with particular emphasis on the Fundamental Rights and Directive Principles.
- Understand the nature of social legislation and the various
- Explain salient features of legislations for family, women, children and other marginalized groups.
- Explain the concept of social policy and demonstrate skills in social policy analysis.
- Demonstrate skills of using legal procedures to defend the human rights of various marginalized groups

Course Outline

Module 1 Legislation in India

UNIT 1: Legislation –concept and definitions; meaning and scope; kinds of law, Indian legal system, legislation as a judicial branch of Government, sources of law, law making body, process of legislation and Judicial review.

UNIT 2: Social Legislation- concept, objectives, **Social Legislation** and Social policy, Social Change, Social control and social justice.

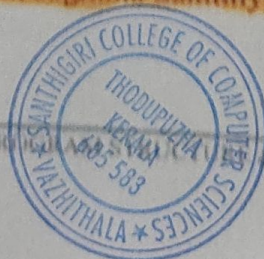
UNIT 3: Indian constitution and Social Legislation-fundamental rights and duties, writs, DPSP.

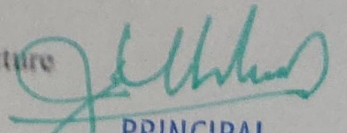
UNIT 4: Social legislation and Social work, Role of social worker in legal assistance

Module 2 Legislations related to women, children, family and marginalized groups

UNIT 5: Marriage, Divorce, widow remarriage, introduction to succession and laws of inheritance, women's property rights, maintenance.

**Women's commission, Jagratha Samithy,** DV Act, Family court-structure and functioning



  
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UNIT 6: Laws relating to **Child welfare and protection**: JJ Act, POCSO Act, laws relating to child marriage, child labour, trafficking etc, Guardianship, Commission for Child Rights.

Childline; Government and Non-Governmental organizations handle legislations related to children (Children's home, Child line etc.).

UNIT 7: Protection of civil rights, prohibition of atrocities, Immoral traffic prevention, sexual offences, indecent representation of women, trafficking of women, Persons with Disability, protection of Elderly, constitutional provisions to SC/ST.

UNIT 8: Laws relating to Health: Mental Health Act, MTP, Medical Negligence, food adulteration.

### Module 3 Tools and systems for social defence

UNIT 9: **Social Defence**-definitions and objectives, IPC, CrPC, Role of court, Judiciary.

UNIT 10: Police and prisons, Rights related to arrest, detention and imprisonment.

UNIT 11: Probation and parole, need for rehabilitation of ex-convicts.

### Module 4 Social Policy

UNIT 12: Social Policy-concept: need and importance.

UNIT 13: The cycle of policy process: 1. identification of underlying problems 2.determine alternative for policy choices, 3.forecasting and evaluating alternatives 4.making a choice 5.policy implementation 6.policy monitoring,7.policy outcome,8.policy evaluation,9.problem restricting.

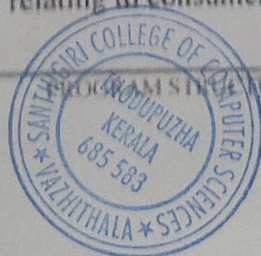
UNIT 14: Familiarise policies of local, national and global levels in the field of education, health, child welfare and environmental sustainability

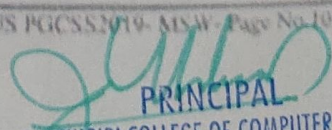
### Module 5 Social Security

UNIT 15: Meaning of **Social Security**, need, importance and types- Social Insurance and Social Assistance.

UNIT 16: ESI Act, **Workmen's compensation Act**, Maternity Benefit Act, Minimum Wages Act – MGNREGA

UNIT 17: Laws relating to consumer protection, environment protection,



  
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## Module 6

UNIT 18: Corruption: RTI as a tool.

Legal service authorities and human rights

UNIT 19: Legal aid, Legal Service Authorities

UNIT 20: Lok Adalat, Public Interest Litigation- meaning, conditions, process

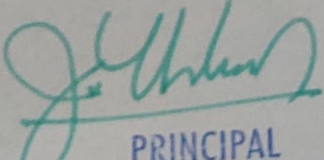
UNIT 21: Human Rights, UNDHR, National and State Human Right Commission

UNIT 22: Application of Social Legislation in Social Work, Role of Social Worker in relation to Social Legislation and Human Right issues.

## References

1. Ahuja Sangeeta, (1997). *People law and Justice: A Case Book of Public-Interest Litigation*. Orient Longman Vol.1.
2. Barusch, A. (2006). *Foundations of social policy: Social justice in human perspective* (2<sup>nd</sup> ed.). Belmont, CA: Thomson Brooks/Cole.
3. Flynn, J. P. (1992) *Social Agency Policy: Analysis and Perspectives for Community Practice*. Chicago : Nelson Hall publishers
4. Jansson, B.S. (2008) *Becoming an Effective Policy Advocate: From Policy Practice to Social Justice* (5<sup>th</sup> ed.): California : Wadsworth Publishing Company, Belmont
5. Diwan Paras; Peeyushi Diwan (1996). *Family Law (Hindus, Muslims, Christians, Parsis and Jews)*. Allahabad Law Agency
6. Matha P.D., (1986). *Family Courts*, New Delhi: Indian Social Insti.
7. Smith N.J., (1972). *Brief Guide to Social Legislation*, London: Methuen & Co.Ltd.
8. Sugathan N (1983). *Kerala Land Reforms Act*, Cochin: Kerala Law Publi.
9. Tandon Mahesh Prasad; Tandon Rajesh (1973). *Questions and Answers on the Code of Criminal Procedure*, Allahabad Law Agency, Allahabad, Bare Acts of Respective Legislations.
10. The Constitution of India, Ministry of Law and Justice, Government of India.
11. Alcock, P; May, M; Lingson, R.K (eds.)(1998) *The Student's Companion to Social Policy*, MA: Blackwell.
12. Gangrade K.D. (1978). *Social Legislation in India*, Delhi: Concept Pub., Vol. I & II.



  
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SW300402

**Economic Development: Theory and Practice**

**Total Credits: 3**

**Total Hours: 54**

**Course Outcomes**

- Understand critical perspectives on various dimensions of development
- Apply appropriate strategies and models in their development practice
- Demonstrate skills to quantify the development outcomes for strategic development planning
- Evolve new strategies and models for achieving sustainable development goals

**Course Outline**

**Module 1**

**Introduction to economic growth and development**

**UNIT 1:** Concepts of economic growth, economic development, new economic view of development: "Sen's Capabilities", development and happiness, core values of development, the 2030 Agenda for sustainable development.

**UNIT 2:** Features, determinants and dimensions of economic growth and development. Diverse structures and common characteristics of developing economies. Obstacles to growth and development and consequences of under development.

**UNIT 3:** Indices of economic development: GNP/GDP, Per Capita Income, Physical Quality of Life Index, Human Development Index, Human Poverty Index, Multidimensional Poverty Index, Social progress Index, Happiness Index.

**Module 2**

**Theories, models and approaches to development**

**UNIT 4:** Classical theory of economic growth and development (views of Adam Smith, Ricardo, Malthus, and J.S Mill).

Karl Marx's approach to capitalistic development & social change and Marxian model of development.

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UNIT 5: Schumpeter's analysis and capitalist development, W.W. Rostow's stages of economic growth (stage theory of development).

UNIT 6: An over view of structuralist approach, dependency approach (*Neo classical dependency model, dualistic development thesis*) and market friendly approaches.

UNIT 7: Low level equilibrium trap, theory of big push, theory of balanced growth vs. unbalanced growth strategy.

### Module 3

#### Poverty and inequality

UNIT 8: Concept of poverty, the vicious circle of poverty, causes of poverty, culture of poverty.

UNIT 9: Poverty eradication measures in India and their efficiency.

UNIT 10: Inequality: measurement inequality (Gini coefficient).

Determinants of inequality. Impact of inequality on economic growth and development, strategies to address inequality

### Module 4

#### Labour and Development

UNIT 11: Labour migration: trends, characteristics and determinants.

The labour market in developing countries, issues of employment and wages in developing economies.

UNIT 12: Informality as exclusion and choice, characteristics of informality, feminization and informalization of labour.

UNIT 13: Education and human capital, education policies and challenges in skill development.

UNIT 14: Labour market institutions and labour market policies for development.

### Module 5

#### Gender and development

UNIT 15: Women in Development (WID), Women and Development (WAD), Gender and Development (GAD), Gender Development Index (GDI), Gender Empowerment Measure (GEM)



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**UNIT 16: Gender equality and gender mainstreaming; empowerment of women, principles and strategies for gender mainstreaming. Gender analysis: gender analysis frameworks (Harvard analytical framework, gender analysis matrix, capacities and vulnerabilities analysis framework, women's empowerment framework, social relations approach).**

**UNIT 17: Gender budgeting: definition and purpose, policy framework for getting (global, national, state levels), enabling factors for gender budgeting, getting approaches, analysis of gender budgeting in central, state and local self- t budgets'.**

**UNIT 18: Women in local economic development: potential role of women in the local economic development, analysis of cases studies of women collectives in economic development, gender mainstreaming in local economic development strategies, engendering local economic development strategies.**

## Module 6

### Economic planning and development

**UNIT 19: Meaning and features of economic planning. Types and objectives of economic planning.**

**UNIT 20: Need and significance of planning in developing economies.**

**UNIT 21: Features of planning in India and contemporary challenges.**

**UNIT 22: Micro planning and local development: approaches and strategies, analysis of people planning programs in Kerala in the context of decentralized governance.**

## References

Jhingan, M. (2006). *The economics of development and planning*. New Delhi: Nisha enterprises.

Santhakumar, V. (2013). *Economics in action: An easy guide for development practitioners*.

New Delhi: Sage publications India Pvt Ltd.

Todaro & Smith, M. P. (2012). *Economic Development (10th edition)*. New Delhi: Dorling

Kindersley (India) Pvt Ltd.

Thirwall, A. (2011). *Economics of development (9th edition)*. Basingstoke: Palgrave Macmillan

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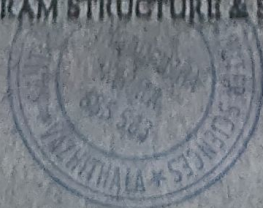
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International Labour Organization and South-East Asia and the Pacific Multidisciplinary Advisory Team. (1996). A conceptual framework for gender analysis and planning. In *Training Workshop for Trainers in Women, Gender and Development* (pp. 9-21). The Netherlands: Royal Tropical Institute. Retrieved from  
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United Nations. (2002). *Facilitator's Manual: Competence Development Programme on Gender Mainstreaming*. New York: United Nations. Retrieved from  
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**SW800401 Human Resource Management for Development Practice**

**Total Credits: 3**

**Total Hours: 54**

**Course Outcomes**

- An understanding of the strategic issues and organisational challenges in Human Resource Management
- Relevant management competencies, leadership skills and analytical capabilities in HR management
- Insight into the different strategies and approaches commonly adopted in Development Practise
- An appreciation of the issues of managing changes in Human Resource Management.
- Access to a strong network and connections within the sector
- Confidence to pursue a career in the Human Resource Management sector.

**Course Outline**

**Module 1 Over View of Human Resource management**

**UNIT 1:** Background and definition of Human resource management, Human Resource meaning.

**UNIT 2:** Objectives and Scope of HRM

**UNIT 3:** Functions of HRM, HRM as a Profession

**UNIT 4:** Strategic Human Resource management - Role of HR Managers

**Module 2 Staffing: Work force planning and Employment**

**UNIT 5:** Recruitment, selection process

**UNIT 6:** Building employee commitment: Promotion, Induction, job description, job analysis and talent management job specification, role analysis

**UNIT 7:** Career planning and career development.

**Module 3 Orientation & Employee Training**

**UNIT 8:** Significance of Employee training, Assessing Training needs.

**UNIT 9:** Scope of training, steps in training, Methods of training

**UNIT 10:** Evaluation of a training program

**Module 4 Compensation and Administration**



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Course Code	CM010102
Title of the Course	ORGANISATIONAL BEHAVIOUR
Semester	One
Type	Core
Credits	3
Hours	5 per week and Total 90

### Objective of the Course

To understand human behaviour at Individual, Interpersonal, Group and Inter-Group levels and to recognise issues inherent in organisational change, growth, development and conflict

Course Outcome No	Expected Course Outcome	Cognitive Level	Programme Specific Outcome Linkage
1	Basic understanding about the concepts of organisation behaviour.	Understanding	PSO1
2	A very good understanding about individual behaviour, personality and motivation.	Understand and evaluate	PSO1
3	Imparting deep understanding about group behaviour and leadership related to organisational behaviour.	Understanding	PSO1
4	Add the knowledge base of the learner regarding change management and deal with stress.	Evaluate and Apply	PSO1
5	Impart knowledge about the role of organisational culture and conflict on organizational behavior.	Understand and Apply	PSO1

### Unit wise arrangement of the course

Module No.	Unit No.	Contents	Remarks
<b>Module 1- Introduction to Organisational Behaviour – 15 hours</b>			
1	1.1	Meaning and definition of Organisation Behaviour – Scope – Basic concepts of OB – Foundations of OB- Challenges and Opportunities of OB.	Short questions
	1.2	Role of organisation behaviour – Determinants – Challenges and opportunities of OB – Contributing disciplines – Difference between organisational behaviour and organisation theory.	Short questions and short essays
	1.3	Models of OB – Autocratic model – Custodial model – Supportive model – Collegial model.	Short questions short essays and essay questions

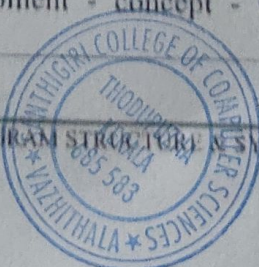


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Module 2- Individual Behaviour and Motivation – 25 hours			
2	2.1	Concept of Human Behaviour - Characteristics - Models of Man, Factors influencing Individual Behaviour.	Short questions and short essays
	2.2	Personality-Determinants - <b>Personality Traits</b> .	Short questions short essays and long essay questions
	2.3	Perception – Process of perception – Factors influencing Perception – Perceptual errors.	Short questions short essays and long essay questions
	2.4	Attitudes - values -- Learning – Process of Learning - Reinforcement - Behaviour modification.	Short questions short essays and long essay questions
	2.5	Motivation – Concept - Theories or models of motivation- Need hierarchy, Theory X and Theory Y - Two factor theory.	Short questions short essays and long essay questions
	2.6	Contemporary <b>theories of motivation</b> –ERG - Cognitive evaluation - goal setting- equity- expectancy model.	Short questions short essays and long essay questions
Module 3- Group Behaviour and Leadership – 25 hours			
3	3.1	Transactional Analysis - Johari Window – Ego states -Life positions.	Short questions short essays and long essay questions
	3.2	Group - Factors influencing group behaviour- Norms-Cohesiveness.	Short questions short essays and long essay questions
	3.3	Stages of Group Development- Group Structure- Group Decision making.	Short answer and Short essays
	3.4	Teams- Types of teams- Group Vs Teams.	Short answer and Short essays
	3.5	Difference between Authority and Power – Sources of Power- Tactics used to gain power - Status –Problems caused by status system	Short questions short essays and long essay questions
	3.6	Leadership- features – <b>concepts</b> – qualities of good leaders – <b>Leadership styles</b> .	Short questions short essays and long essay questions
	3.7	Theories of Leadership - Behavioural approach - Situational approach – Transactional and transformational Leadership.	Short questions short essays and long essay questions
Module 4- Organisational Change, Development and Stress Management – 15 hours			
4	4.1	Organisational Change – Forces for change - Resistance to change- overcoming resistance to change.	Short questions and short essays
	4.2	Types of change – Revolutionary and evolutionary change.	Short questions and short essays
	4.3	Greiner's five stages of organisational growth- Organisational Development - concept - OD intervention techniques.	Short questions short essays and long essay questions



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	4.4	Stress – Meaning –Types of stress- Causes of Stress- Consequences.	Short questions short essays and long essay questions
	4.5	Stress Management – Need- Techniques adopted for Stress Management in Organisations.	Short questions short essays and long essay questions
	<b>Module 5- Organisational Culture and Conflict – 10 hours</b>		
5	5.1	Concept and determinants of organisational culture.	Short questions and short essays
	5.2	Conflict – concept – stages in organisational conflict - functional and dysfunctional aspects of conflict – levels of conflict - Stimulation and resolution of conflict.	Short questions short essays and long essay questions

#### Suggested Assignment:

1. Analysis of Case studies on individual and group behaviour in leading corporates
2. Evaluation of case studies on motivation and leadership in organisation
3. Case study on organisational change, resistance to change and organisational culture

#### Recommended Text Books

1. Robbins S.P., Organisational Behaviour (16<sup>th</sup> Ed.), Pearson.
2. Dwivedi R.S., Human relations and organizational behaviour, MacMillain Publishers
3. Organisational Behaviour, Aswathappa, Himalaya Publishing House
4. Gupta C.B., A Text Book of Organisational Behaviour, S Chand & Company
5. Jai B.P. Sinha, Culture and Organizational Behaviour, Sage India.
6. Kumar Paranit, Organisational Behaviour, Gen Next Publication.
7. King & Lawley, Organisational Behaviour, Oxford University Press.

#### References

1. Organisational Behaviour concepts and cases ,Ghanekar, Anjali ,Everest publisher
2. Human Relations and organisational behaviour : Global perspective, Dwivedi R.S. Macmillan
3. Organisational Behaviour: Foundations, Theories, and Analyses, John B. Miner. Oxford University Press.
4. Fred Luther, Organisational Behaviour, Pearson Education.
5. Sekaran Uma S, Organisational Behaviour, Tata McGraw Hill.



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